



PUBLIC SECTOR - GOVT. GENERAL

1992

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**Southern Africa Labour &
Development Research Unit**



COMPANIES

Kanhym, Fedfood set to merge

THE merger of food groups Kanhym and Fedfood would be implemented in May, Kanhym executive chairman and CE of Fedfood Dirk Jacobs said yesterday

The merged food group would have turnover of more than R2,2bn and total assets exceeding R1,1bn. *B/Decy 23/1/92*

Jacobs said a merchant bank would be commissioned to evaluate the two groups after the publication of Fedfood's results for the year to March and Kanhym's results for the six months to February

He added that the merger of the two groups would be done on the basis that there was no dilution of earnings for either party. Analysts say the merger will involve a share swap and a cash alternative.

After approval by shareholders of both

JABULANI SIKHAKHANE

companies the merger would be implemented by May, Jacobs said.

He said that after the rationalisation of the head-office structures of the two groups, which would save about R6m in overheads a year, there were no immediate plans to rationalise operations within the merged entity

However, market sources said packaging group Holdains, which is controlled by Malbak, was interested in Fedfood's packaging operation, Quix Packaging.

Quix Packaging is a producer of packaging material, mainly for Fedfood's snack division Simba, which sells over 640-million packets of snacks a year

Govt pension funds may buy IDC's Sasol rights

ANALYSTS expect the Industrial Development Corporation (IDC) to sell its rights from Sasol's R1bn rights offer to state pension funds

The IDC, which sold 10% of Sasol shares to state pension funds for about R950m last year, holds 20% of Sasol's equity. Selling its rights in the planned Sasol rights issue would net the IDC about R200m

Sasol announced this week that it will proceed with a rights offer of convertible debentures to raise funds to meet its cash-flow requirements and be in a position to promote future business opportunities of subsidiaries

An analyst said yesterday that the IDC was most likely to sell its rights to the government pension funds.

He added that since pension funds do not pay tax, the debenture issue would be very attractive for the pension funds since it offered a "tax-free investment"

"Government pension funds will get good income from the debentures. Also the debentures are attractive since they convert into ordinary shares at some stage"

IDC senior GM Malcolm Macdonald said that no decision had been made on the Sasol rights issue, adding that the matter

would be tabled at the next board meeting

Regarding the sale of other IDC share investments, including the remaining 20% of Sasol, a 16% stake in Iscor and smaller ones in Sappi and Sentrachem, Macdonald said that at present the IDC had generated substantial amounts of capital and these would take some time to invest.

Depending on the IDC's funding requirements it would consider the best way to sell these share investments. Last year's deal with government pension funds had been done without disturbing the market for Sasol shares, Macdonald said.

On the remaining Sasol stake, Macdonald said that it was unlikely that any one institution including the state pension funds would increase their exposure to Sasol significantly.

Macdonald would not discount a possibility of foreign investors buying some of the IDC's share investments.

Most of the IDC's funding requirements will arise from its R10bn investment programme in projects worth about R30bn over the next five years.

Life assurance market 'to stay difficult'

CAPE TOWN — The market for new life assurance business would remain difficult in 1992 as it would take time for consumers to benefit from the economic upswing, said Metropolitan Life chairman Willem Pretorius in the company's annual report

However, he expected premium income and dividends to continue to grow

The unfavourable economic climate last year was apparent in the high number of policy surrenders which rose to 12,1% from 11,2% of premium income.

Metropolitan's Dynamic Life range of products accounted for more than 90% of premiums for new individual business sold

during the year to end-September. The products are aimed at professionals, civil servants and people in protective services

About 31% of total premium income came from group life, provident and pension fund business. Recurring premium income rose 25% to R650m and investment income by 16% to R317m.

Highlights of the year were the rights issue of 22,4-million shares at 805c a share which raised about R186m and the purchase of a 17% stake in African Bank.

LINDA ENSOR

250

SA blacks get civil service training in UK

LONDON — The task of transforming South Africa into a multiracial society has been taken up in London, where 10 black South Africans have just begun a course at the Civil Service College. STAR 14/1/92

The six-week programme, sponsored by the UK government's Overseas Development Administration, grew out of a request last July from ANC president Nelson Mandela for help in training civil servants.

Of the participants, six have been nominated by the ANC, two by the PAC and one each by Azapo and the Institute for Multiparty Democracy.

The purpose of the programme is to provide first-hand knowledge of a Western government's civil service to prospective black senior officials.

All the participants are more than 40 years old, but none has civil service experience.

Josiah Jele of the ANC, trained in the former Soviet Union, was a freedom fighter in Mozambique and, as a former director of ANC broadcasting, was in charge of propaganda.

He says course participants will "take those parts that are relevant to our situation" and hopes "it will help us to empower the disadvantaged in our country."

The course includes formal lectures and training courses, as well as sessions in which participants will shadow senior officials and sit in on policy commissions.

The training courses will include financial management, accountability, business planning, team building and interpersonal skills.

Course supervisors insist that the intention is not to "sell" the Westminster political model, but to explain the framework within which it operates. — Star Bureau

SA group starts UK public service course

Monday 14/1/92
LONDON - A small group of former political campaigners are spearheading a project to meet what the ANC describes as an "urgent need" for governmental skills as SA liberation movements grapple with the realities of political change.

The 10 aspirant public servants, drawn from the ANC, PAC, Azapo and the Institute for Multi-party Democracy, have started a six-week crash course at London's Civil Service College.

The course, described by the ANC's information officer in London, Ned Pillay, as meeting "an urgent need for training in specific skills" is being sponsored by the UK government's overseas development administration.

Pillay said the course was "fairly unique" and said he was unaware of other similar courses being run for black South Africans in London.

Among the trainees, all of whom are more than 40 years old, are Josiah Jele, a graduate of the military academy in the Soviet Union and former ANC propaganda chief, and Azapo's Zithulele Cindi, a former Robben Island inmate.

The group was unavailable for comment yesterday, but Cindi was quoted in the

~~CHRIS BATEMAN~~
CHRIS BATEMAN

Financial Times as saying the group would take "those parts of the course which are relevant to our situation" to "empower the disadvantaged in our country".

The course includes lessons in which participants will shadow senior officials and sit in on policy commissions and departmental committee meetings, financial management, accountability, business planning, team building, and interpersonal skills.

Outstripped

It is in line with a strong move among members of the Western Cape Civic Association (WCCA) to gain local government skills. Several top members of the WCCA recently successfully completed a local government course at the Cape Technikon.

One of the Cape graduates, who declined to be named, confided his concern at the fast pace of change which he said had outstripped the skills available among his activist colleagues.

Pillay agreed that given the experience of bantu education that Africans had been subjected to, there was an urgent need for skills training.

Baptism of smoke for newest US judge

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Public service needs industrial muscle

STAR 23/3/92

The Government has failed to provide a sound industrial relations mechanism for its own employees, writes MIKE SILUMA.

THE threatened nationwide disruptions, and a stayaway by public servants last week, have focused attention on an anachronism of the labour relations scene in South Africa: the lack of a proper collective bargaining system for the country's several hundred thousand-strong army of public servants.

After three rounds of negotiations with the Commission for Administration (CFA), which saw the CFA raising its original wage increase offer by a mere 0,28 percent to 8,82 percent, the Public Servants Caucus (representing 11 staff associations and trade unions) rejected the CFA offer as it "in no way addressed the legitimate requirements of public servants".

Sticking to their demand of a 15,3 percent raise, 10 of the caucus's member groupings recommended industrial action to the 305 000 public servants affected by the talks. The action would include, in addition to lunchtime protests and marches, a stay-away on Friday.

According to the caucus, public servants' pay at present lagged behind that of their private-sector counterparts by as much as 34,6 percent in some cases. Public-sector minimum pay levels, the caucus complained, were "far below all respectable poverty datum line calculations".

In desperation, the caucus called on the Government to "ensure that a responsible approach is adopted (by the CFA) to these negotiations".

The source of the unions' frustrations lies in the ironic fact that the Government that gave South Africa the Wiehahn Commission (which marked an industrial relations milestone by bringing about the recognition of black unions in 1979) has not, 13 years later, established a sound industrial relations mechanism for its own employees in the public service.

Even the SA Nursing Association (Sana), which distanced itself from industrial action,

found it necessary to point out that "the fact that there is no provision in the negotiation forum for a dispute-resolution procedure could lead to exploitation by the employer".

Congress of SA Trade Unions spokesman Siphon Binda said: "Public-sector workers have no recourse to the Industrial Court and other channels to address their grievances, especially in the event of dismissals."

That the planned protest action was ineffectual was thanks to the relative weakness of the unions in this sector and the lack of a tradition of industrial action among the bigger, older associations, such as the 90 000-strong Public Servants Association. In some cases, such as Sana, participation in industrial action was precluded by strict ethical and disciplinary considerations.

This, however, should not detract from the fact that public servants, especially those rendering essential services such as nursing, should not have to rely on withholding their labour to ensure a decent wage and proper working conditions.

A hopeful sign is that the CFA seems to have finally come to the realisation that prohibiting industrial action will not be sufficient in itself to prevent disruptions to the public service.

The CFA is currently locked in discussions with the union caucus on the establishment of a collective bargaining forum and a dispute-resolution mechanism for the public sector in terms of a proposed Public Service Labour Relations Act.

If it is to succeed in normalising industrial relations in the public sector, the new law would have to ensure collective bargaining by recognising public servants' right to strike.

It would also have to provide for a form of conciliation board, similar to the ones used so successfully in the private sector. Where it prohibits strikes, the law would have to make a provision for compulsory arbitration, on matters such as pay and conditions, which would be binding on both the State and the employee groups.

In addition, the proposed law would have to give a much tighter definition of essential services, where employees would be precluded from taking industrial action. This would clarify the status of categories of State employees, such as nurses, teachers, the police, the army and prison warders.

Last week's debacle should highlight the need for the speeding up of the talks and the establishment of an acceptable industrial relations system for the sector. The wage talks are scheduled to resume today. □

**Increase of over
8.8% would mean
civil service cut**

750 ARG 29/4/92

THE government would have to cut the civil service, if it wanted to pay civil servants more than the 8.8 percent increase proposed by the Commission for Administration, said Mr Roger Burrows (DP, Pinetown).

Speaking during debate on the Commission for Administration Budget vote yesterday, he said the DP believed in a small, high-quality, well-paid public service.

Mr Gerhard Oosthuizen (NP Pretoria Central) called on civil servants to exercise discretion and to view the offered 8.8 percent against the current climate in the country. — Sapa.

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Public service 8,8% rise?

THE public service could get an 8,8% "global" salary increase in July, the Minister of Administration, Dr Org Marais, said yesterday. (250)

He said the pay increase could be drawn from the R2 483 million provisionally set aside for improvement of service conditions in the current year.

In the debate on the Commission for Administration budget vote, Dr Marais said the negotiations with the public service employee bodies this year had been "characterised by much more

complicated debates". CT 29/4/92
To ensure public service stability it was essential that a negotiated agreement be reached.

Statutory public service labour relations measures were being completed and legislation could be introduced before the end of the session, he said.

● The DP MP for Pinetown, Mr Roger Burrows, said the government would have to cut the civil service if it wanted to pay civil servants more than the 8,8% proposed by the Commission for Administration.



Alexandra Hotel

GALEDON

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Public service grows

THE public service grew by 15 830 people in the 12 months before October last year in spite of there being 5 300 fewer labourers.

The bulk of the 2.1% increase was made up of an 11 000 expansion of the police force. Figures released in the Commission for Administration's 1991 annual report for 1991 show the civil service grew from 748 302 employees on September 30 1990, to 764 132 a year later. The biggest increase — from 156 450 to 171 229 — was in the Services Departments, which include the police. The total staff of the own affairs administrations increased by 5% or 1 825.

REPORTS, Political Staff, and Sep

24/4/92
B/D

250



More employed in civil service

Political Staff

THE civil service grew by 15 830 people in the 12 months before October last year in spite of there being 5 300 fewer labourers.

The bulk of the 2.1% increase was, however, made up of an 11 000 expansion of the police force

Figures released in the Commission for Administration's annual report for 1991 show that the civil service grew from 748 302

employees on September 30, 1990, to 764 132 on the same date a year later.

The biggest increase — from 156 450 to 171 229 — was in the services departments, which include the police.

There was a reduction of 5 384 — from 168 164 to 162 780 — in the number of labourers

There was also a decrease of 618 to 73 983 in the number of people employed by the provincial administrations

Nursing personnel increased by 1 164 to 75 183.

The number of "educators" increased by 3 261 to 182 649.

● Restructuring of the civil service was as critical a part of transition as Codesa, Democratic Party caucus chairman Mr Colin Eglin said yesterday.

He also said the government should remove the secrecy around the still confidential report of the De Loor Committee of Inquiry into development assistance.

25 OCT 24/4/92

Inquiry slams chaotic policy on development

250 (251) Political Staff (251)

CAPE TOWN — A secret government inquiry, completed 18 months ago, strongly criticised the "proliferation" of official institutions, funds and role players involved in development assistance.

This had resulted in the wasteful application of scarce human, financial and managerial resources "because of the overlapping and duplication of activities".

The report of the nine-member committee of inquiry, headed by former auditor-general Joop de Loor, was completed in October and handed to former Administration and Economic Co-ordination Minister the late Wim de Villiers.

At the time, De Villiers said that after the report had been studied, further steps would be considered, but little action has been taken since then and the proliferation of government bodies involved in development work has continued.

The "confidential" report of the committee on development assistance, which has not been published, found that valuable opportunities in the rationalisation of government development assistance had been squandered through a mass of bureaucratic structures.

"Unfortunately vested interests have too often prevented sound conclusions and recommendations by previous investigations to come to fruition and often new ad hoc decisions were taken without fully relating them to the impact they might have on existing structures and policies."

The committee said in the first phase of the past three or four decades development assistance was aimed at attaining political and economic independence for the homelands. The second phase, from the early '80s, tried to recognise economic realities but apartheid structures remained in place and were even expanded. The third phase, from the late '80s, was nonracial in approach and, although many racial structures were still in place, they probably would be dismantled soon and development assistance streamlined.

The committee proposed interim steps to address most deficiencies, saying that rectifying many of the problems was not

□ To Page 2

Development ^{250 (251)} 16/4/92 □ From Page 1

dependent on constitutional development.

One of the most obvious deficiencies was the lack of a development assistance system supported by a coherent advisory and monitoring support mechanism.

Among the most important problems identified were the demarcation of jurisdictions, insufficient community involvement, the vesting of functions within and among different levels of government and among government corporate institutions and the private sector, the inefficient utilisation of human resources, duplication of functions, inappropriate operational methods and deficient accountability systems.

"Apart from the present incoherent institutional arrangement of development agencies, a number of other important de-

iciencies were also identified. The most important one can be related to the lack of a sound system of financial relations between different levels of government."

The committee said central government departments should, as far as possible, be responsible only for policy advice to the executive and for macro-planning, financing, monitoring and co-ordination.

It also recommended that development projects and programmes should be executed by the second and third tiers of government and that the co-ordination of development policy should be undertaken by a new institution.

It said this institution should be staffed by skilled experts and its responsibilities statutorily prescribed.

Public sector employment still growing

At the end of December last year, there were 1,621 million full-time employees and 55 181 part-time employees in the public sector.

The total bill for their pay for the last quarter of the year was R11,9 billion, but this included annual bonuses. The average monthly wage was R2 389.

At December 31, there were 59 870 vacancies including four posts in the agricultural marketing boards and 26 285 in central government and provincial administrations.

The employment figures represent slight increases over the same quarter of the previous year: 0,05 percent for whites, 1,9 percent for coloureds, 5,4 percent for Asians and 0,8 percent for blacks.

Pay for the quarter under review was up 16,9 percent over 1990.

The following figures released by the Central Statistical Service at the weekend give details of employment and wages in the public sector, in parastatal institutions and in government trade establishments such as Transnet and Telkom.

General Affairs: 369 806 employees plus 13 540 part-time workers, whose average monthly salary or wage was R2 343.

Own Affairs: 185 870 (4 753 R2 757)

Provincial Administrations: 206 543 (16 984) R1 759.

Transnet: 159 865 (631) R2 793.

South African Post Office and Telkom: 95 396 (1 662) R2 620

Executive Institutions for General and Own Affairs: 1,007 million (37 634) R2 392

Civil Services of homelands: 207 589 (2 323) R1 665

City Councils, etc: 208 609 (2 538) R2 385

Regional Services Councils: 14 349 (141) R2 014

Other: 3 282 (104) R2 280

Parastatal Institutions: 20 097 (515) R2 446

Universities: 34 468 (9 404) R2 461

Technikons: 6 756 (2 356) R3 591

Agricultural Marketing Board: 2 746 (30) R3 007

Public Corporations: 119 153 (136) R3 248

(The totals of these figures will not agree with the figures given in the summary, which is for the public sector only). Sapa



Like Topsy, it just grows and grows

STimes 12/4/92

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CONSIDER a paradox. the immense labours of apartheid have been abandoned and most of the tasks laid on the public service by Verwoerdian theology have been abolished, but government grows and grows like Topsy.

The list of abandoned tasks is awesome: the pass laws have gone and with them the work of issuing passes, checking them, trucking people to the commissioners' courts, collecting fines, enforcing prison sentences and transporting people back to the rural areas.

But as the work shrinks the cost of government grows. It is now running at about R50-billion a year.

The group areas boards have gone, and nobody need buy up land for re-allocation to different races. Also gone are the inspectors who used to chase workers around building sites because they were doing work reserved for other people. Nobody need spy on lovers, nor enforce miscegenation laws. Workers move where they will and there is no need for labour bureaux.

The securocrats, as we called the stifling network of committees that blanketed the country, with an army officer on every committee, are superfluous. There is no need for sanctions-busters, for oil buyers, for strategic stockpiles of aspirin and eyewash or for the army of bureaucrats who defended our industrial secrets. The censors have nothing much to do, and nobody chases hawkers from the sidewalks.

Nevertheless, the cost of government goes up.

The whole mad business of centralised planning, and all that went with it, has fallen into disrepute. No bureaucrat is called upon these days to discover the best site, ideologically speaking, for a Taiwanese factory, nor to administer the rotten system of subsidies that went with it. The attempt to turn Bronkhorstspuit into an industrial hub has fizzled away.

Chris Heunis has gone, and his rickety structure of constitutional devices has collapsed into nothing more than Codesa, which costs not a fraction of the old Department of Constitutional Development and Planning. That alone

should have saved us billions, but it hasn't.

Iscor is a private company and so is Sasol. Armscor, SA Airways, the railway network and other enterprises which were once included, as government departments, among the burdens of the taxpayer are now supposed to pay their own way, and they put up their fees and charges ruthlessly. To go to hospital is to risk starving to death, and school fees drive mothers out to work.

The war in Angola has ended, and the administration of Namibia has been reduced to running a port. Nobody is building huge bases in Owamboland nor case-hardened highways for the army along the borders. Thousands of military flights across the sub-continent have been terminated.

Despite all this, however, the government does not shrink. It grows. As this newspaper pointed out last week, the abolition of the entire Department of Development Aid — the biggest apartheid bureaucracy of all — has saved not a single job. On the contrary, it has caused the public service to grow.

Not only has the government found make-work jobs — at the old salaries, of course — for 4 071 redundant public servants, it has also absorbed 5 224 people who used to work for the defunct SA Development Trust. Heaven knows what they all do, but they still draw their salaries, drive around in their Mercs, occupy their offices and spend our money on each other.

WHEN government departments do, on rare occasions, shrink, the results are hardly more comforting. In 1986 Chris Heunis's department employed 1 348 people to make constitutions that didn't work. Of these, 15 were in the top bracket, earning at least R55 100 a year (not to speak of their Mercedes-Benzes, their subsidised housing loans, their crooked pension scheme, their first-class air tickets and jaunts abroad, *ensovoorts*, *ensovoorts*).

Today that department has been cut down to a mere 189 people whose task includes such things as liaison with media, research and "stabilising" the

pension fund (whatever that may mean). That's progress, you might say — except that the number of officials in the top pay bracket has increased from 15 to 19, and that they now earn R101 500 or more.

To ask why it takes 19 highly paid mandarins to supervise 189 people when 15 used to supervise 1 348 people is naive. Public servants protect each other by promoting each other — that is why our army is reputed to have more generals per soldier than any army since Napoleon III. Indeed, the military officers have more or less promoted each other out of fighting, a task which tends to be left to conscripts, or to Angolan refugees.

ANOTHER bureaucratic trick which we are seeing now is to ensure that budget cuts fall most heavily on the public — the hospital patients are dumped on to the floor and the roads are left to break up, but no senior fellow ever loses his job. The ensuing public outcry soon persuades the politicians to restore what they have cut from the Budget. The officials smile quietly.

To say that this is the worst government we have ever had is perhaps true, but petulant; to say that the ANC couldn't do worse than Mr Barend du Plessis in controlling government spending is also petulant, and perhaps untrue. What is true, however, is that the Nats will soon be handing over to the ANC a wondrous machine, an immense vacuum cleaner that sucks up money from people who work for a living, and dispenses it to those whose work is simply to dispense money.

Things can only get worse, people say gloomily as they survey the deprived masses clamouring for jobs, welfare, education, health and happiness from the nanny state that is about to be created. Perhaps so, but there will be one difference: the ANC proposes to confiscate from the rich and give to the poor; the Nationalists confiscate from the poor to give to the rich.

And that's a much more wicked way for a government to ruin a country.

KEN OWEN

Unabated growth of bloated bureaucracy

THE country's massive bureaucracy continues to expand in numbers employed and in the cost to taxpayers, according to Central Statistical Service figures released yesterday.

The public sector's pay bill — which includes Transnet, the Post Office and Telkom — will soar to almost R50bn for the sectors' 1,6-million workers in the next 12 months.

In the last quarter of last year their pay amounted to R11,9bn — R1,7bn up on the figure for October to December 1990.

Increases for virtually all public sector workers are now again in the pipeline.

10/4/92
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GERALD NEILLY

Central government general affairs employees increased by 16 361 to 373 446 at end-December, compared with December 1990.

Their earnings for the last quarter increased by R340,4m to R2,6bn compared with the same quarter the year before.

The number of bureaucrats in own affairs departments also rose by more than 2 000 to 190 523. Their pay jumped by R287,5m for the quarter to R1,560bn.

However provincial administration workers decreased by 594 to 223 491, but their total pay increased from R1,044bn to R1,141bn for the quarter.

But it is in the self-governing territories where bureaucracy is expanding the fastest.

There the numbers increased by 16 568 to a total of 209 892. They earned R231,6m more, bringing the total bill to R1,045bn.

CSS says average monthly salaries and wages at constant 1991 levels for the October-December quarter remained constant compared with 1990.

Vacancies decreased by 23,9% last year.

Public service gets 5 000 new members

STimes 5/4/72

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THE government shut down one of its largest departments this week — and in so doing added 5 000 new members to an already bloated public service.

The Department of Development Aid, created to implement grand apartheid, and the SA Development Trust, which administered services in the self-governing homelands and the trust lands were abolished on Wednesday.

But not a cent was saved, nor did any public servant lose his job.

Instead, a budget of nearly R7-billion was divided between several government departments

and provincial administrations

And 5 000 employees of the SA Development Trust — the subject of a recent corruption investigation — were absorbed into the public service.

Opposition parties greeted the development with dismay, saying it was proof that the government lacked the political will to trim the public service

Democratic Party manpower spokesman Robin Carlisle said yesterday he was outraged at the further evidence of the government's unwillingness to reduce its spending and the size of the public service

"The absence in planning to reduce the public

service would mean an exploding bureaucracy under a new political dispensation," he said

More than 51 percent of this year's R100-billion budget will be spent on public service salaries.

Burden

Small Business Development Corporation MD Ben Vosloo said Pretoria's bloated bureaucracy boasted one of the highest per capita incomes in the country.

He complained recently that by failing to cut the bureaucracy, the government was placing a heavy tax burden on individuals and companies who con-

tributed 42 and 16 percent respectively of government revenue

The scrapping of SA Development Trust means the government now becomes responsible for 5 224 new public servants and has to fund jobs for 4 071 former Development Aid employees

Most Development Aid employees have been absorbed by the provincial administrations

Fifty top officials, who are paid more than R100 000 a year, have received posts of similar seniority in the fledgling department of Regional and Land Affairs, the Department of Agriculture and the Department of Public Works.

In announcing the clo-

sures, Regional and Land Affairs Minister Jacob de Villiers said "The abolition of the Department of Development Aid and the SA Development Trust brings a historic era — started in 1910 during which a single department catered for the material, moral and social well-being of black people — to an end"

Decision

President FW de Klerk announced the closure of the department last October after receiving a report from the Pickard Commission which investigated internal irregularities.

The commission's findings have not been made public Acting Transvaal

attorney-general MT van der Merwe said this week no decision had been made on the prosecution of individuals named in the commission's report

A spokesman for Regional and Land Affairs said this week that the closure of the SA Development Trust meant that the contracts of 5 224 employees became the responsibility of the provinces and central government departments

The employees could choose whether they wanted to continue under their contracts or become fully fledged public servants.

"What it in effect means is that the government now becomes responsible for 5 000-odd new public servants," he said.

Serving in the new SA

FM 6/3/92

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FM 6/3/92



Marius Rezelman runs the Management Support Division at the Secretariat of the Economic Community of Southern Africa. He has helped various public sector bodies to plan for change

vice needs to be a clear and precise item on the negotiating agenda. These sentiments are echoed by Piet van der Merwe, chairman of the Commission for Administration, and Hans Olivier, president of the Public Servants' Association.

How is this to occur? Codesa is now dominated, and rightly so, by constitutional and political issues. The participants at Codesa are also predominantly politicians. Where then can the civil service debate find its rightful place? (see diagram)

The make-up of the new SA can already be visualised. It will be a nonracial democracy with certain powers, entrenched by the constitution, devolved to regional authorities. Regional boundaries will be drawn on geographic and economic lines and not ethnically, as is now the case. Great emphasis will be placed on redressing social and economic imbalances and government will have a more pronounced role in development.

Within this situation, the functions and make-up of a new public sector become apparent. It needs, progressively, to become representative of the whole population, accepted by the community and capable of implementing development-orientated policies.

But the civil service restructuring process needs to start now. It needs to be led by officials, working on the lead provided by politicians at Codesa. Even the process of restaffing and training of the new civil service (including the retraining and resocial-

sation of officials) needs to be negotiated and planned by personnel experts, not politicians.

The forum to ensure this debate must be separate from Codesa. It involves different people and different issues. It should consist of various different functional working groups addressing each level of governmental services provided, or still to be provided, in a new SA. Participants should include present civil servants in SA as well as the homelands, and representatives of other poli-

Control over the new SA will be determined in the civil service and not necessarily at political level, according to a leader in the field, Prof Donovan Marais. Unless the civil service changes concurrently with the political/constitutional reform process, SA runs the risk of a new political dispensation inheriting a civil service that will be structured and staffed according to outdated policies.

ANC civil service spokesman Patrick Fitzgerald says this could be fatal. The civil service is the implementing arm of government. As such, its power effectively to block political reform initiatives is vast.

The FM of August 30 reported that the CP was planning to use disaffected public servants to block reform. If one takes into account that in the 1988 Pretoria municipal by-elections the CP won nearly all of the city's northern and western constituencies, at least a portion of the present civil service's ability to veto reform becomes clear. This possibility is reinforced by the present swing among whites to the Right, as illustrated in Potchefstroom.

A look at the division of senior employment in the public sector by race and income (1989) illustrates the pre-eminence of whites (see table).

Finansies & Tegniek (April 24) reported that the ANC wished to see the top 1 500 jobs in the public sector reflect the composition of the population as a whole. If achieved, this means a shift from 80,5% white to 80,5% black.

According to Fitzgerald, the ANC has no directly formulated recipe for the organisation and reorganisation of the civil service for the new SA. He contends that the civil ser-

Negotiations

Side by side progress needed

- "New" South Africa**
- United South Africa
 - Multi party democracy
 - Non racialism
 - Bill of Rights
 - Development challenges
 - Meritocracy
 - Regionalism
 - Foreign investment

1993/1995

- "New" Civil Service**
- Representative of populace
 - Development role
 - Community acceptance
 - Decentralisation on the basis of rationality
 - Effective/efficient

- Constitutional negotiations**
- Processes:**
- Codesa
 - Proportionally elected constitutional conference
 - Referendum(s)
 - Interim government

- Civil service debate**
- Processes:**
- Training & development
 - Affirmative action
 - Role changes
 - Link with negotiation process
 - Interim arrangements
 - Structured adjustments

- "Old" South Africa**
- Tricameral Parliament
 - Homelands
 - Freedom struggle
 - International isolation

1992

- "Old" Civil Service**
- Enforced apartheid
 - Seen as illegitimate
 - Non-representative
 - Perceived obstacle to change process
 - Fears regarding future

tical/liberation organisations

The system needs to be co-ordinated by a neutral facilitating agent, not only capable of understanding the functioning of the present system, but also having the ability to comprehend the political sensitivities of a new order. One such agent co-ordinating all such functional areas will prevent the formation of various Codesas, each plugging its own cause. At this stage, forums for health and the economy have already been mooted.

There is a need also to deal simultaneously with black aspirations as well as white fears regarding their roles in a new SA. Blacks, for example, aspire to equal education opportunities, yet at the same time, whites fear decreasing education standards.

Although it is doubtful that SA will have an integrated civil service in the interim phase of the next three years or so, it is likely in the medium and longer term to take on a strong social welfare orientated approach.

These issues cannot wait for a new constitution. They require urgent attention.

SENIOR EMPLOYMENT IN THE PUBLIC SERVICE

Race and income category: 1989

R	White	Coloured	Asian	Black	% White
165 001+	29	0	0	0	100,0
120 000-165 000	3	0	1	0	75,0
110 001-120 000	91	1	0	0	98,9
87 001-100 000	720	5	5	2	98,4
74 001-87 000	1 945	17	55	12	95,9
49 001-74 000	13 596	1 509	1 055	397	82,1
38 001-49 000	21 809	2 147	1 952	814	81,0
29 001-38 000	42 048	4 974	3 389	3 119	78,6
Total	80 241	8 653	6 457	4 344	80,5

Source: Hansard, March 12 1990

FROM DURING
is, energy and

New Zealand are
actions against

for keeping the
last week's ref-
it would start
wealth countries

trade sanctions
after the Con-
Africa held its
- Sapa-Reuter.

'PSA would serve ANC'

The Argus Correspondent

250

PRETORIA. — Most of the 90 000-strong Public
Servants Association would have "no problem"
serving loyally under an ANC government.

This was the response of PSA general manager
Mr Hans Olivier to a question put to him during a
debate held in Pretoria last night

ARG 24/3/92

He said the purpose of a public service was to
serve the government of the day with loyalty and
dedication. If the ANC were the government of the
day public servants would be duty-bound to serve

†Mr J J LEMMER Mr Chairman, further arising from the hon the Deputy Minister's reply, does he possibly know where "doctor" is?

†The DEPUTY MINISTER (Dr T G Alant) He is sitting in some dark corner writing

Pension/provident funds: handling by private sector (250)

*3 Mr B B GOODALL asked the Minister of Finance

- (1) What percentage of the funds available for investment in the public sector's pension and provident funds is being handled by the private sector,
- (2) whether the said funds are subject to or are to be subject to the investment guidelines laid down for private sector pension funds, if not, to what guidelines are they or are they to be subject?

B410E

†The DEPUTY MINISTER OF FINANCE (Dr T G Alant)

- (1) At this stage, about 7% of the funds available for investment in the public sector pension funds is being handled by the private sector
- (2) The said funds are at this stage not subject to the investment guidelines laid down for private sector pension funds. The funds are being handled strictly in accordance with the provisions of the Public Investment Commissioners Act

†Mr J H VAN DER MERWE Mr Chairman, arising from the hon the Deputy Minister's reply, can he perhaps tell us where the hon the State President is at present

†The CHAIRMAN OF THE HOUSE Order! No, that does not arise from the hon the Deputy Minister's reply [Interjections]

Child witnesses: protection

*4 Mr M J ELLIS asked the Minister of Justice Whether any provision has recently been made for the protection of child witnesses, if not, (a) why not and (b) when will such provision be made, if so, (i) when, (ii) in terms of what statutory provisions and/or regulations and (iii) what is the purport of the provision so made?

B411E

HOUSE OF ASSEMBLY

The DEPUTY MINISTER OF JUSTICE

Yes

(a) and (b) Fall away

(i) and (ii) The Criminal Law Amendment Act, 1991 (Act 135 of 1991), was assented to on 27 June 1991. Section 170A of the Criminal Procedure Act, 1977 (Act 51 of 1977), is inserted by section 3 of the Amendment Act. The Amendment Act will, in so far as it relates to the protection of child witnesses, be put into operation as soon as all the administrative steps have been finalized

(iii) Section 170A of the Criminal Procedure Act, 1977, provides, *inter alia*, that whenever criminal proceedings are pending before a court and it appears to such court that it would expose any witness under the age of eighteen years to undue mental stress or suffering if he testifies at such proceedings, the court may appoint a competent person as an intermediary in order to enable such witness to give his evidence through that intermediary. The court may direct that such evidence may be given in another room, provided that the witness and the intermediary are visible and audible by the court and other persons, such as the accused. The section provides further that if a court has appointed an intermediary, all questions to such witness, except questions by the court, should be directed through the intermediary

Pharmacy Act: managing directors

*5 Mr M J ELLIS asked the Minister of National Health

- (1) Whether she has received any representations for the amendment of the provisions of the Pharmacy Act, No 53 of 1974, relating to the position of a managing director in terms of the recommendations contained in the Browne Commission Report, if so, from whom,
- (2) whether she intends taking steps to implement the relevant recommendations, if not, why not; if so, (a) what steps will be taken and (b) when?

B412E

The MINISTER OF NATIONAL HEALTH

- (1) No,
- (2) no, according to the White Paper on the Browne Commission's Report the matter

COWA

was referred to the Pharmacy Council for its recommendation. No recommendation has yet been received

INTERPELLATION

The sign * indicates a translation. The sign †, used subsequently in the same interpellation, indicates the original language

Own Affairs

Pupils compelled to attend private/state-aided schools

*Mr A GERBER asked the Minister of Education and Culture

- (1) Whether he is going to compel any pupils of school-going age to attend private schools or state-aided schools in cases where no ordinary public state schools are situated within reasonable reach,
- (2) whether he will make a statement on the matter?

B417E INT

*The MINISTER OF EDUCATION AND CULTURE Mr Chairman, compulsory school attendance is prescribed in section 53 of the Education Affairs Act, Act 70 of 1988. The conversion of state schools to state-aided schools entails no change to the principle or the practice of compulsory school attendance. Compulsory education can be undergone in any school which is officially recognised by the department. The Minister does not force anyone to attend a specific school for fulfilment of compulsory school attendance. The concept "within reasonable distance" is relative. What might, for example, be "near" in rural terms, might be far for a city child.

The availability of transport and accommodation also makes a difference. The conversion or non-conversion of state schools to state-aided schools, depends on parental choice. Indications are that in the foreseeable future there will still be a choice of various types of schools available. In order to facilitate making a choice, school bus transport and hostel facilities are still available. As a matter of fact more than 8 000 places in hostels are available. Needy pupils will continue to receive transport bursaries according to existing sliding-scales at least until the end of 1993.

The department will continue to grant bursaries for boarding on the same basis as at present. The reply to the question, therefore, is "no".

*Mr A GERBER Mr Chairman, I have serious problems with the standpoint that a government may enforce compulsory school attendance as well as compulsory tuition fees. In my opinion these are two irreconcilables. A government is not allowed to compel people to make use of a service which has to be paid for. But what is more, a government may not abolish the normal public state schools, as it is doing now, and then compel parents to provide their children with normal education.

That is exactly what is happening in South Africa at the moment with regard to the White section of the population. As from 1 April there will hardly be any public state schools for Whites in South Africa. The State is phasing out its responsibility to provide state schools.

At the same time, however, it is enforcing compulsory school attendance on White pupils. Hon members must understand that I am very strongly in favour of compulsory school attendance. It is one of the most important reasons why our nation has developed to the present level. However, I also say that we cannot enforce compulsory school attendance if we force people to pay for it. [Interjections]

The Government's decision to do away with normal public state schools will ultimately—and the day is not far off—lead to education becoming for the most part the financial responsibility of the local community. Furthermore, it will lead to compulsory school attendance falling by the wayside, to the detriment of our people. We are headed for a situation in which only the rich will be able to provide their children with a proper secondary and tertiary education. I should like to put a few questions to the hon Minister in this respect.

It is alleged that at a meeting on education in Kimberley he ostensibly said that controlling bodies of model-C schools—i.e. state-aided schools—may not expel pupils if their parents refuse to pay. If that is true, I ask the hon Minister to repeat it to us here, so that parent communities in South Africa can know that they only have a moral duty to pay those fees.

Secondly, I want to ask whose responsibility it will be in future to enforce school attendance. Is

HOUSE OF ASSEMBLY

COWA

B412E

B417E INT

B410E

B411E

B412E

COWA

B411E

HOUSE OF ASSEMBLY

Hansford
The MINISTER OF REGIONAL AND LAND AFFAIRS

Separate statistics are not available. The total accumulative amount spent until 31 December 1991 in respect of the purchase of land, amounted to R1 364 896 789

Land transferring during 1991 (1 January 1991 to 31 December 1991)

KaNgwane — 4 946 hectares
Bophuthatswana — 32 424 hectares

Pension/provident funds: investment return

179 Mr B B GOODALL asked the Minister of Finance

What was the average annual investment

The MINISTER OF FINANCE.

1981/82 9,05%
1982/83 9,30%
1983/84 9,98%
1984/85 10,25%
1985/86 11,50%
1986/87 12,78%
1987/88 12,40%
1988/89 12,45%
1989/90 14,50%
1990/91 14,38%

return achieved by the public sector's pension and provident funds over each of the latest specified 10 years for which figures are available?

B422E

HOUSE OF DELEGATES

- (1) How many (a) motor vehicle accidents occurred, and (b) persons were killed in such accidents, in each province in 1991,
(2) (a) how many such accidents in each province in that year involved Black minibus taxis and (b) how many persons were killed in these accidents?

QUESTIONS

† Indicates translated version

For written reply

General Affairs

Motor vehicle accidents: minibus taxis

7 Mr M RAJAB asked the Minister of Transport

The MINISTER OF TRANSPORT.

- (1) (a) Until 30 November 1991 (i.e. the most recent period for which information is available) 407 436 motor vehicle collisions occurred. The number of collisions that occurred during each month during the period January to November 1991 are detailed per province in the table below

MONTH	CAPE	NATAL	TRANSVAAL	OFS	RSA
January	7 467	5 657	17 476	1 703	32 303
February	7 538	6 097	18 501	1 777	33 913
March	8 881	6 961	21 500	2 295	39 637
April	8 440	6 275	17 893	1 773	34 381
May	9 765	6 855	19 758	2 001	38 379
June	10 301	6 473	20 349	2 130	39 253
July	9 828	6 980	19 910	2 123	38 841
August	9 931	6 721	19 626	2 030	38 308
September	8 979	6 579	18 576	1 961	36 095
October	9 267	7 033	20 081	2 006	38 387
November	8 915	6 337	20 708	1 979	37 939
TOTAL	99 312	71 968	214 378	21 778	407 436

(b) 9 979 people were killed due to motor vehicle collisions during the period 1 January 1991 to 30 November 1991. The number of fatalities

that have occurred during each month, per province, are detailed in the table below

MONTH	CAPE	NATAL	TRANSVAAL	OFS	RSA
January	187	190	309	49	735
February	183	138	339	64	724
March	271	196	493	102	1 062

Public-service talks delay

Own Correspondent

DURBAN — Talks scheduled to take place yesterday between 11 employee organisations representing more than 300 000 public servants and the Government's Commission for Administration have been postponed to an unspecified date.

A spokesman for the organisations said the commission had originally requested a postponement to mid-February. He said the referendum and the Budget speech had probably had an im-

act on the talks.

The deputy director-general of the commission, Dr Lucas Stoop, confirmed the meeting had been postponed because the commission needed more time.

The spokesman said most worker organisations were busy holding ballots among their members as to whether they should stay away or impose a ban on voluntary overtime.

He said the stayaway scheduled to take place had had a limited effect and had been confined mainly to Cape Town

About 30 000 workers, members of the Public Servants League, embarked on a one-day strike on Friday.

The PSL has written to President de Klerk saying they "cannot accept the present basis of negotiations and we therefore deem it necessary for you to personally intervene in this very sensitive and important matter".

The organisation alleged it had been threatened with disciplinary action

Public servants out on strike

CT 21/3/92

Staff Reporter

STAYAWAYS of between 60% and 100% were reported countrywide at hospitals, forestry stations, government departments and government-funded centres, the Public Servants League said yesterday.

The PSL said an 80-100% stayaway had been recorded at several Cape Town hospitals, and there had also been "substantial teacher absenteeism" at three schools.

However, hospital spokesmen said the stayaway had caused little disruption, as contingency plans had been made in time.

The league was commenting on action taken following a wage-negotiation deadlock with the Commission for Administration.

Civil servants are demanding an overall increase of 15,3%, with a minimum salary of R850 per month from July 1

About 350 protesters marched to Parliament yesterday to hand a letter to President F W De Klerk.

And about 150 workers gathered at Groote Schuur Hospital to protest against the wage offer. At the Red Cross Children's Hospital workers held a picket during the lunch hour

No incidents were reported

NEWS IN BRIEF

Public servants protest

SOFT industrial action is expected by some of the 11 public service employee organisations today in protest against an "absurd" government pay increase offer of 8.82% from July 1. (250)

Public Servants' Association deputy GM Cass van Rensburg says this may include absenteeism.

TPA director-general Anrea Cornelissen has appealed to TPA workers to refrain from stayaways or other protest actions.

SR
23/3/92

23/3/92

5/10/72

Public servants protest

PUBLIC Service Association (PSA) members would not formally take part in protest actions by civil servants tomorrow but could spontaneously demonstrate in other ways such as organising protest meetings, suspending overtime service and making full use of teatime and lunch hours, PSA GM Hans Olivier said. He said the PSA demanded more than an 8.82% general salary adjustment. (250)

1/3/72

Public servants plan mass protest today

CAPE TOWN — The Public Service League of SA has announced a mass stayaway and demonstration meetings by about 50 000 public servants countrywide today.

League GM Bernard Wentzel said in a statement the action was to demonstrate "utter rejection" of government's proposed 8,82% general salary increase from July 1.

The league was demanding 15,3% and a minimum salary of not less than R850 a month.

"The Commission for Administration, as employer, is always using the public servant to address its supposedly critical financial position," he said.

This was totally unacceptable and mass demonstration would underline the seriousness of public servants' frustrations.

Meanwhile, the SA Nursing Association has taken a firm stand on plans for stayaways and marches by nurses negotiating salary increases.

The Sana said the proposed actions could lead to disruptions of services and impaired patient care.

"The stand of the association is that nurses should not be placed in a position where they need to withhold their services from patients in order to exert pressure on the employer to obtain better conditions of service."

The 20 000-member Institute for

Public Servants will not participate in the stayaway.

Institute president Solomon Matseke said all members of his organisation rendered essential services.

He said the institute would register rejection of the proposed 8,5% increase by staging voluntary lunch-hour pickets.

He said negotiations with the Commission of Administration would continue until consensus was reached on a 15% across-the-board increase.

The Transvaal Provincial Administration appealed yesterday to its officials to refrain from participating in stayaway and protest actions. — Sapa.

Right-wing terror threat: SA Police put on full alert

By Bronwyn Wilkinson (251)

STAR 20/3/92
arrived," Mr TerreBlanche said.

Police have been put on full alert in anticipation of a right-wing terror campaign following the defeat of the Conservative alliance in Tuesday's referendum, an SAP Pretoria headquarters spokesman said yesterday.

Rest days for policemen had been cancelled in several areas. Policemen in these areas were on stand-by.

A spokesman at police headquarters said this was not the case in every police district, but that some areas had put their staff on full alert.

"It is up to the district police commissioners" He was unsure which areas were on alert.

Experts on violence warned yesterday that sporadic terrorism attacks from the right-wing were "almost a certainty".

Law and Order Ministry spokesman Major-General Leon Mellet said: "There always have been extremists. It's the duty of the SAP to protect the citizens of South Africa. We have a good intelligence record. Usually, if we crack a cell, it breaks down," he said.

"We are sure to see incidents of terror as the right wing tries to boost morale after the referendum," warned Lloyd Vogelmann, director of the Project for the Study of Violence at Witwatersrand University.

Violence experts, Mr Vogelmann and risk consultant Dr Wim Booyse, said symbolic acts of terror could be expected until an interim government was in place. Then a full-scale right-wing terror campaign was "almost a certainty".

Defiant AWB leader Eugene TerreBlanche yesterday told an international news agency that President de Klerk had "created a climate of terrorism".

He said despondent right-wingers would flock to the AWB, and warned of a "terrible revolution" when a majority government was installed.

"The time for the AWB has

● Right-wing coup unlikely - Page 15

Public service reductions (250)

GOVERNMENT is planning to reduce the number of public servants and has allocated R250m to cover retrenchment costs. *8/10/92*

Finance Minister Barend du Plessis said the retrenchments were necessitated by structural adjustments in state expenditure, including recently announced retrenchments of teachers in white schools.

The retrenchments would mean higher short-term spending, but would bring savings in the medium and long term, he said.

all adjustments to existing service benefits are subject to inclusion in the improvement plan for service conditions which is, on the basis of the availability of funds, negotiated annually with recognized personnel and trade associations

- (2) no,
(3) no,
(4) falls away

Reply substituting reply to Question No 102 on 12 March 1992, put by Mr L Fuchs (col 377)

Trade unions: legislation

102 Mr L FUCHS asked the Minister of Manpower

- (1) Whether it is envisaged to introduce legislation to make trade unions vicariously liable for the acts of their members, if not, why not, if so, when,
(2) whether it is envisaged that the rules of the Industrial Court will be amended so as to allow costs orders to be given in certain circumstances, if not, why not, if so, when? B262E

The MINISTER OF MANPOWER

- (1) No The common law situation applies as supplemented by section 79 of the Labour Relations Act, Act 28 of 1956
(2) No The powers of the Industrial Court to grant cost orders in specific circumstances are governed by sections 17(12)(a) and 43(4)(c) of the Labour Relations Act, 1956

Own Affairs

Theft from departmental hospitals

32 Mr M J ELLIS asked the Minister of Health Services and Welfare

- (1) Whether any instances of theft of supplies and equipment other than medicines from hospitals under the control of her Department occurred during the course of 1991, if so, (a) what supplies and equipment form the bulk of these thefts, (b) at which hospitals in each province did these thefts occur and (c) what is the value of the supplies and equipment stolen,

- (2) whether her Department is investigating the theft of such supplies and equipment, if not, why not, if so, with what result,
(3) whether she will make a statement on the matter? B312E

The MINISTER OF HEALTH SERVICES AND WELFARE

- (1) Yes

- (a) Electrical equipment
(b) *Transvaal*

Evander Hospital
Hendrik van der Bijl Hospital
J G Strijdom Hospital
Kempton Park Hospital
Ontdekkers Memorial Hospital
Paardekraal Hospital
Phalaborwa Hospital
South Rand Hospital
Willem Cruywagen Hospital
Cape Provincial Administration
Port Elizabeth Provincial Hospital
Natal
Greys Hospital
Orange Free State
None
Departmental Mental Health Hospitals
Witrand Hospital
Tara die H Moross centre
Alexandra Hospital

- (c) R92 334

- (2) Yes, the South African Police are notified of all thefts The success rate in terms of transgressors located and stolen property repossessed is, however, low
(3) No

Patients turned away from hospitals

51 Mr M J ELLIS asked the Minister of Health Services and Welfare

- Whether, during the latest specified 12-month period for which information is available, any hospitals under her control turned patients away because they were members of a race group other than White, if so, (a) which hospitals and (b) for what reasons? B402E

The MINISTER OF HEALTH SERVICES AND WELFARE

- (a) No
(b) Not applicable

INTERPELLATIONS UNDER NAME OF MEMBER

Burrows, Mr R M— <i>Own Affairs</i> Education and Culture, 185, 436	Paulus, Mr P J— <i>General Affairs</i> National Health, 267
Gerber, Mr A— <i>Own Affairs</i> Education and Culture, 291	Pienaar, Mr C H— <i>Own Affairs</i> Agricultural Development, 33
Haswell, Mr R F— <i>General Affairs</i> Law and Order, 272	Rajab, Mr M— <i>General Affairs</i> Correctional Services, 211 Law and Order, 323
Langley, Mr T— <i>General Affairs</i> National Intelligence Service, 1	Rajbansi, Mr A— <i>Own Affairs</i> Chairman of the Ministers' Council, 328 Housing, 45, 220
Leon, Mr A J— <i>General Affairs</i> Law and Order, 129	Van der Merwe, Mr H D K— <i>General Affairs</i> Constitutional Development, 399
Le Roux, Mr F J— <i>General Affairs</i> Foreign Affairs, 123	Van Eck, Mr J— <i>General Affairs</i> Law and Order, 405
Mombberg, Mr J H— <i>General Affairs</i> Mineral and Energy Affairs, 7	

BIPAW 18/3/72

Strike not definite
A SPOKESMAN for the caucus of the 11 public servants' associations involved in pay talks with government said in Pretoria yesterday he knew of no organisations which had definitely opted to strike over government's latest 9.0% pay offer, as was reported yesterday. The Public Service Act prohibits civil servants from striking. (250)

- (iv) the implementation of a direct radio link between the Medical Emergency Service Unit and the Valkenberg Hospital, ~~etc.~~
- (v) the launching of an investigation into the effective safeguarding of the Hospital

Maximum security psychiatric facilities

- *12 Miss M SMUTS asked the Minister of National Health ~~etc.~~
- (1) Whether there are any maximum security psychiatric facilities available in the Cape Peninsula at institutions other than the Valkenberg Hospital, if so, what are the relevant details, if not, why not,
- (2) whether any funds have been allocated to any administration for the erection of maximum security facilities, if so, (a) to which administration, (b) how much and (c) when?

B302E

The MINISTER OF NATIONAL HEALTH

- (1) No, planning was undertaken and completed in January 1991 for the building of a maximum security unit on the grounds of Lenteguur Hospital, Mitchells Plain, Cape Town. No funds were specifically allocated to the Administration House of Representatives, Department of Health Services and Welfare for the building of a maximum security unit and secondly, since the total budget for the financial years 1990/1991 and 1991/1992 were significantly reduced, the project could not be proceeded with,

- (2) no, (a), (b) and (c) fall away

Codesa. assistance of public servants

- *13 Mr D J DALLING asked the Minister of Constitutional Development ~~etc.~~

Whether any public servants have been released temporarily or permanently from their normal duties to assist any political parties in their work at Codesa, if so, (a) what are their names, (b) what positions do they hold, (c) which political parties are they assisting and (d) what is the cost to the State of this assistance?

B304E

HOUSE OF ASSEMBLY

The MINISTER OF CONSTITUTIONAL DEVELOPMENT

- (a), (b), (c) and (d) ~~etc.~~

No, no officials of the Constitutional Development Service have been relieved of their normal duties to assist any political party involved in Codesa.

Commuters killed/injured two persons

- *14 Mr D J DALLING asked the Minister of Law and Order ~~etc.~~

- (1) Whether, with reference to an incident in which two persons allegedly killed three commuters and injured ten others on a train between Kathlehong and Wadeville on the East Rand on or about 9 October 1991, the two persons in question were overpowered by passengers and handed over to the Police, if so, what are their names,
- (2) whether these persons were arrested, if not, why not, if so,
- (3) whether they have been charged, if not, why not, if so, (a) with what offences and (b) what stage has their trial reached?

B305E

The MINISTER OF LAW AND ORDER

- (1) Yes, one of the assailants, Albert Dlamini, was arrested at the Natalsspruit Hospital after being pointed out to the South African Police by witnesses. A second assailant was arrested at the Wadeville railway station after he too had been pointed out to the South African Police

- (2) Yes

- (3) (a) Only Albert Dlamini was charged on 2 counts of murder and 9 counts of attempted murder. The case against the second assailant was withdrawn by the State Prosecutor because of insufficient evidence
- (b) On 19 December 1991 Albert Dlamini pleaded not guilty to all the charges. The case remanded to 8 April 1992

State funds for political parties: Namibia

- *15 Mr F J LE ROUX asked the Minister of Foreign Affairs †

Arising from his reply to Interpellation No 1 on 19 February 1992, (a) to which political parties or groupings of political parties in South West Africa did the South African Government make funds available with a view to the election of members of the Constituent Assembly in South West Africa/Namibia in November 1989 and (b) what amounts were made available to these parties or groupings of parties?

B306E

The MINISTER OF FOREIGN AFFAIRS

- (a) and (b)

This matter was conclusively dealt with in my reply to Question No 29 of 27 March 1990 as well as in my reply to Interpellation No 1 of 19 February 1992

Black local authorities quorums

*16 Mr J CHIOLÉ asked the Minister of Local Government and National Housing †

How many Black local authorities in the (a) Transvaal and (b) Orange Free State still had quorums as at 31 January 1992?

B307E

The MINISTER OF LOCAL GOVERNMENT AND NATIONAL HOUSING

- (a) Transvaal
36 out of 85

- (b) Orange Free State
19 out of 73

Questions standing over from Wednesday, 11 March 1992

SAP: examination fees

- *1 Mr A J LEON asked the Minister of Law and Order ~~etc.~~

- (1) Whether the South African Police will no longer be required to pay the examination fees for policemen studying for the National Diploma in Police Administration, if so, why, if not, what is the position in this regard,
- (2) whether he will make a statement on the matter

B288E

The MINISTER OF LAW AND ORDER

- (1) and (2)

It was never required from the South African Police to pay the examination fees for policemen studying for the National Diploma (Police Administration) nor was it a condition of service

The amount was approved by the Treasury on condition that funds were available. As a result of the reduction in state expenditure, funds have been withdrawn and expenses that were paid to members for obtaining the National Diploma (Police Administration) were recently suspended

Since January 1992 a new dispensation has come into effect, whereby a cash amount of R3 740,00 for the three year study course is allocated to students after successful completion of the course

Theft of medicines

*2 Mr M J ELLIS asked the Minister of National Health ~~etc.~~

- (1) Whether any instances of theft of medicines from the State hospitals and clinics occurred during the course of 1991, if so, (a) from which hospitals and clinics and (b) what is the value of the medicines stolen,

- (2) whether her Department is investigating these thefts, if not, why not, if so, with what result,

- (3) whether she will make a statement on the matter?

B313E

The MINISTER OF NATIONAL HEALTH

Provincial Administration of the Cape of Good Hope (CPA)

- (1) Yes,

- (a) Eben Donges Hospital, Worcester and

- (b) R15 000,00,

- (2) yes, in accordance with regulations all investigations by the CPA are undertaken in conjunction with the South African Police and the Department of Justice. The above-mentioned case is still to be finalized, the accused has been brought to trial,

- (3) no

HOUSE OF ASSEMBLY

cont. - - -
HOUSE OF ASSEMBLY

Civil servants plan go-slows over pay

Byday 16/3/9
25/28 GERALD REILLY

PRETORIA — More than 300 000 public servants are set to take industrial action this week for the first time in decades.

This follows their rejection of an improved government pay offer.

The Commission for Administration on Friday increased its wage increase offer from 8.45% to 9.9% with the proviso that it be effective from August and not July as previously suggested. The 11 staff associations and unions involved in the negotiations are demanding a 15.3% increase.

The showdown came after veiled threats that hundreds of thousands of white workers would vote "no" in the referendum because of the pay impasse.

Negotiations broke down completely on Friday last week. A member of the employees' caucus said workers would embark on "soft industrial action" on Friday. This was likely to include go-slows, work-to-rule and absenteeism.

Staff representatives and the commission will meet again on March 23. Industrial action was likely to continue if government refused to budge, a source said.

A Public Servants' Association (PSA) spokesman said the Public Service Act "effectively emasculates" government workers' ability to fight an unacceptable package as they were not allowed to enter arbitration or go on strike.

Legislation was, however, expected to go through Parliament this session to grant government workers new rights.

300,000 in
CT 16/3/92
state pay
showdown

Own Correspondent

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Staff representatives and the commission will meet again on March 23.

Civil servants reject offer

PRETORIA. — The 11 civil service employee organisations involved in salary negotiations with the government yesterday unanimously rejected the latest offer of 8,82% — an increase of 0,28% on the government's previous offer.

The outright rejection could result in industrial action by more than 300 000 civil servants.

The employees are demanding an increase of 15,3% based on calculations which they maintain show "vast backlogs" in real income.

Spokesman for the organisations, Mr Casper van Rensburg, said they had decided there should be a joint move by public servants towards industrial action on March 20, or a later date — Sapa

CT 14/3/92

Public servants in protest action

Sowetan 12/3/92

THE 90 000-strong Public Servants Association (PSA) has soundly rejected the Government's offer of a 8,54 percent pay increase for public servants setting the stage for large-scale destabilisation of the public service.

Individual branches of the PSA have already started with protest meetings, but further protest action will only be decided upon after the next round of negotiations with the government. PSA general manager Mr Hans Olivier said yesterday.

"Inputs received from branches of the PSA over the past few days indicate that it will not be possible for the PSA to be a participant in a party that is satisfied with the offered 8,54 percent, and will have to distance itself from negotiations," Olivier

said in a statement released yesterday.

"Spontaneous, widespread labour unrest with a strong possibility of industrial action is smouldering among 305 000 public servants represented by 11 employee organisations, due to the deadlock reached between the State and these 11 organisations on salary negotiations," Olivier said.

In a newspaper interview earlier this week, Olivier said the protests were likely to be "symbolic and demonstrative in nature," as public servants are not legally allowed to strike.

The 11 organisations are meeting the Commission for Administration in Pretoria today and Friday for further negotiations.

The public servants' representatives are demanding a general increase of 15,3 percent.

Public ⁽²⁰⁾ servants ^{AG} 'restless, ^{13/2/92} fear future'

Political Staff

SOUTH Africa's 400 000 white public servants are restless and fear the future, according to The Public Servant, mouth-piece of the Public Servants Association.

Fears and uncertainty have been fuelled by reports that public servants will be trained in the UK for the new South Africa, says an editorial in the January edition.

This has been exacerbated by reports quoting the Mayor of New York, Mr David Dinkins, as saying he wanted to take "potential public servants" to the US for training.

In a blunt warning, the editorial says: "Any future government is living in a dream world if it believes it can get by without the expertise of the present public service."

Talks are taking place at the highest level to build guarantees for an efficient public service to become part of a new constitution, it says.

Job security and fair treatment of civil servants should also be guaranteed.

The publication assures its readers that the association has a powerbase of 120 000 members which will be used if necessary.

Meanwhile The Argus Correspondent in Pretoria reports that public service staff associations will press for a package including salary increases and improved perks when they meet the Commission for Administration next week.

And Public Servants Association general manager, Mr Hans Olivier has warned of "widespread discontent" if their demands are not met.

Talks to end public servants' pay row

SHARON SOROUR
Labour Reporter

NEGOTIATIONS aimed at defusing the simmering wage row between the government and 305 000 public servants, and to avert threatened industrial action, start today.

Eleven public servants' organisations meet Commission for Administration officials in Pretoria to thrash out an agreement and to avert labour unrest tomorrow.

The 11 groups said last week the wage talks — affecting more than a million state employees — had deadlocked.

They rejected the commission's wage offer of an 8,5 percent across-the-board increase from July 1, saying it would "seriously erode" public servants' standard of living.

When talks began in February the organisations initially demanded a pay rise of 31 percent, but dropped their demand to 15,3 percent.

The proposal considered factors like the economic recession, the drought and the need to cut state expenditure.

They said the commission was "unmoved" by their motivation and the 11 groups found its approach "unacceptable".

Public Servants' League spokesman Mr Bernard Wentzel said the organisations expected the government to put a final offer on the table at the talks today and tomorrow.

The office of the Commission for Administration has refused to comment on the negotiations, emphasising they were still in progress.

"Comments on these negotiations via third parties are not in the interests of the orderly continuation of the process," the commission said

Wages: 280 Public servants smoulder

PRETORIA. — Spontaneous widespread labour unrest with a strong possibility of industrial action was "smouldering" among 305 000 public servants, Mr Hans Olivier, general manager of the Public Servants' Association, warned yesterday.

This followed the deadlock between the state and 11 employee organisations over salary negotiations, which could spark large-scale destabilisation in the public service, he said.

He appealed to the government to settle the salary problems "within days".

It appeared, rightly or wrongly, that there were attempts to delay negotiations until after the referendum, apparently with the idea that the government's offer of an 8,54% increase would then be more readily accepted.

The government was shying away from market-directed salary increases and clearly had no intention of increasing the salaries of officials at least to an acceptable and justified level — Sapa

White fears 'must be allayed'

Jobs are safe, Mandela tells public service

6/day 10/3/92

250

BILLY PADDOCK

ANC president Nelson Mandela yesterday went out of his way to reassure white public servants that their futures under a nonracial government were safe.

Many whites in the public service and the security forces feared they would lose their jobs, "but this is a totally false perception that has helped to fuel the violence", he said in an interview.

Public servants should feel secure in their positions as they would not lose out. There would be a process of democratisation of the public service but this would be done in a humane manner.

"We would start the process of democratisation from the top and retire officials," Mandela said. But none of the officials would lose out financially.

"If an official is, say, 50 years old and he normally retires at age 60, we would pay him out all his benefits and pension as if he had worked till retirement age," he said.

The costs of the exercise had not been calculated nor the extent of the "retirement process".

Mandela said whites feared that the change to a democratic, nonracial government would signal a radical falling of standards, and all those in the bureaucracy believed they would be replaced by blacks. White fears were genuine and understand-

able but he wanted to allay these and tell whites the ANC had no such intentions. "I don't think a new government would last very long if it just dismissed people but the process of democratisation will have to happen — we would be failing in our duty if we did not democratise the services."

Mandela, hailing the Codesa working group agreement on a transitional executive structure as the first step towards an interim government, said he believed Cosatu's threat of mass action and a general strike would become redundant.

Cosatu was an independent organisation that was entitled to take its own position. He believed Codesa was progressing well, but the Cosatu statement indicated the impatience of people.

Mandela said he did not think he and some key ANC leaders should be included in the cabinet of the transitional executive structure and he would advise against it.

He said the strength of the ANC was more important and key leaders should concentrate on putting the organisation in a position to win an election for a constituent assembly.

Rejecting the ethnicity of the referendum, Mandela said he was optimistic that

□ To Page 2

Mandela

6/day 10/3/92

□ From Page 1

the majority of whites would vote "yes" but warned that should this fail to happen, the ANC would be forced — with regret — to return to the struggle. But it was premature to say the ANC would reactivate the armed struggle.

"If there is a 'no' vote then we will have to fight as we fought for the past 40 years."

He dismissed former President P W Botha's call on whites to vote "no" and said that while his views should not be underestimated, he did not think Botha had much public influence.

Addressing white farmers' fears that their farms would be nationalised along Zimbabwe lines, Mandela said the condi-

tions were entirely different "We will be influenced by our own conditions, not those of Zimbabwe. Zimbabwe believes in a one-party state but we believe in a multiparty state."

He said the ANC's policy on nationalisation was under discussion and review. It was being debated with business and other opinion-makers to find a solution.

A special policy conference had been called for May.

Mandela said the OAU decision in Addis Ababa last week to endorse Codesa was very important and would put pressure on the PAC to join the process.

Report by W Paddock, TML 11 Diagonal St Jhb

Civil servants plan pay protest

PRETORIA — A nationwide protest campaign will be launched this week by 11 public sector employee organisations against government's "unacceptable" pay increase offer from July of 8,54%, a spokesman for the organisations said at the weekend.

Each of the organisations will determine its own form of protest.

Political observers say the protests will come at a bad time for government

More than a million government workers are affected by the deadlocked pay negotiations, and about half of them are white voters

The spokesman said the organisations represented 305 000 public servants, but the outcome of the pay negotiations would affect more than a million state employees

Negotiations started on February 17 when the organisations demanded increases which the Commission for

GERALD REILLY

Administration claimed would have amounted to an overall 31% hike.

This was rejected by the commission, which made a counter offer of 7,5% This, in turn, was rejected by the organisations

Negotiations were resumed on Wednesday and Thursday last week, but again ended in deadlock.

The commission upped its offer to 8,5%, while the employees dropped their demand to a 21% increase.

The commission then raised its bid by 0,04%.

The employee organisations again reduced their claim — to 15,3% A spokesman said they had taken into account the economic recession, the drought and the need to curtail government spending

The commission, however, refused to budge from its 8,54% offer.

Negotiations will continue, but but no date has been fixed

Agreement on national food industry forum

CAPE TOWN — Cosatu's Food and Allied Workers' Union (Fawu) and multinational cereal manufacturer Kellogg this week signed the first agreement towards setting up a national food industry forum, Fawu general secretary Mandla Gxanyana said on Friday.

The proposed national body would include all players in the food sector and serve as an industrywide negotiating forum, he said.

The March 3 agreement with the Kellogg Company of SA was the first to involve a formal, signed commitment to the envisaged forum, Fawu head office spokesman Mansoor Jaffer said.

Gxanyana said a food industry forum would negotiate minimum positions on matters like collective bargaining, training and development, economic restructuring, worker participation and a code of conduct for transnational companies. The agreement followed others between Fawu and firms in the food industry, including Donald Cook and Anglo American subsidiary Rhodes Fruit Farms.

The union hoped management and labour representatives would meet in early May to discuss setting up the forum. — Sapa. *B/Daw 9/3/92*

De Klerk in 'battle' with officers

By Garner Thomson
Star Bureau

LONDON — President de Klerk is engaged in a behind-the-scenes battle with army and police officers who refuse to accept the days are over when South Africa can be ruled by sheer power.

But, he is unable to purge the forces until he has a mandate to proceed with reform.

This is the basis for a report from John Carlin in Britain's Independent on Sunday, which poses the question of South Africa's army and police are they out of control?

Carlin recounts the development under ex-President P W Botha

of "the most powerful and dangerous executors of State strategy" operating within military intelligence and the security police, singling out their involvement with Inkatha as their most dangerously relevant project to date.

During the Botha years, "Inkatha provided the South African State

with an unmissable opportunity to turn black against black and to get someone else to do the dirtiest of the counter-insurgency work", he recalls. The action cost 4 000 lives and effectively neutralised ANC support among Zulus

The report stresses that Mr de Klerk has not

simply taken over the "clandestine machine"

"When Mr De Klerk took over, he was in many ways leading a silent civilian counter-coup," Carlin writes.

He says Mr de Klerk has been unable to deal with the threat from within because many of those responsible now occupy powerful positions, but a purge is "clearly necessary".

After the referendum and if white support offers him the chance of swinging the power balance away from the armed forces, Carlin predicts, "he will then be in a stronger position to cut the necessary heads

251

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7/3/92

STAR

Huge strike threat by public servants

SHARON SOROUR
Labour Reporter

(256)

ARG 7/3/92

HUNDREDS of thousands of public servants countrywide have accused the government of "eroding their standard of living" and are planning mass protest action following a deadlock in wage negotiations.

More than one million state employees are affected by the negotiations, which broke down this week between 11 employee organisations and the Commission for Administration.

In a joint statement, the employee organisations — representing 305 000 public servants — warned that if the government did "not improve its stance", widespread disruption would occur "which the country could hardly afford now".

Rejecting the commission's wage offer of a 8,5 percent general salary increase from July 1, they said it meant public servants would "suffer serious erosion of their standard of living".

"The organisations were therefore forced to declare a deadlock and agreed to embark on national protest action on March 12 to highlight the demands of public servants," they said.

When negotiations began in February, the 11 organisations initially demanded a salary increase of 31 percent, but dropped their demand to 15,3 percent.

The proposal considered factors like the recession, the drought and the need to curtail state expenditure, they said.

However, the commission was "unmoved" by their motivation and the organisations found its approach to the negotiations "unacceptable".

The organisations expected the government to show the same commitment to good faith bargaining which had been demonstrated at Codesa.

"The attitude of the commission leaves employee organisations with no alternative but to seek other means, besides rational discussion, to persuade the government," they said.

Each of the 11 organisations would decide what kind of action to take.

The office of the Commission for Administration declined to comment on the negotiations, emphasising they were still in progress and would continue on March 12 and 13.

"Comments on these negotiations via third parties are not in the interests of the orderly continuation of the process," the commission said.

● The eleven employee organisations include the Hospital Personnel Association of SA, the Health Workers Union, the Institute of Public Servants, the National Education, Health and Allied Workers Union, the Natal Provincial Administration Personnel Association, the Natal Provincial Staff Association, the Public Servants Association, the Public Service Artisan and Allied Workers Association, the Public Servants League, the Public Service Union and the SA Nursing Association.



REPUBLIEK VAN SUID-AFRIKA
REPUBLIC OF SOUTH AFRICA

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No. 4829

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Vol. 321

PRETORIA, 6 MAART
MARCH 1992

No. 13798

GOEWERMENSKENNISGEWING

KANTOOR VAN DIE KOMMISSIE VIR ADMINISTRASIE

No. R. 718

6 Maart 1992

BYLAE

Hierby word vir algemene inligting bekendgemaak dat die Staatspresident kragtens artikel 35 (1) van die Staatsdienswet, 1984 (Wet No. 111 van 1984), die ondergenoemde regulasies uitgevaardig het:

Die Staatsdiensregulasies gepubliseer by Goewermentskennisgewing No 2047 van 11 Desember 1959, soos gewysig, word hierby verder gewysig deur in Hoofstuk E die volgende nuwe regulasies E12.1 en E12.2 na die bestaande regulasie E11 in te voeg

"E12.1 'n Beampte of werknemer kan met staatsvervoer tussen sy woning en werkplek vervoer word binne die raamwerk van die voorsienings en maatreels wat die Kommissie aanbeveel.

E12.2 As daar omstandighede ontstaan wat 'n afwyking van die voorsienings en maatreels in regulasie E12.1 bedoel, regverdig, kan die Kommissie aanbeveel dat alternatiewe voorsienings en maatreels in die verband toegepas word."

GOVERNMENT NOTICE

OFFICE OF THE COMMISSION FOR ADMINISTRATION

No. R. 718

6 March 1992

ANNEXURE

For general information it is hereby notified that the State President has, under the powers vested in him by section 35 (1) of the Public Service Act, 1984 (Act No. 111 of 1984), made the following regulations:

The Public Service Regulations, published under Government Notice No 2047 of 11 December 1959, as amended, are hereby further amended by inserting the following new regulations E12.1 and E12.2 after the present regulation E11, in Chapter E:

"E12.1 An officer or employee may be transported with government transport between his residence and place of work within the framework of the provisions and measures which the Commission recommends.

E12.2 If circumstances develop which justify deviation from the provisions and measures described in regulation E12.1, the Commission may recommend that alternative provisions and measures be applied".

FM 28/2/92

(250)

~~250~~

white "own affairs" additional appropriation debate Uys asked Minister's Council chairman Magnus Malan for details of a sum of R257 000 which was requested for compensation payments to ministerial representatives for the use of their own houses

Malan said the payments were in terms of a scheme applicable to all political office bearers. It gave them the choice of living either in their own homes or official residences. Ministerial representatives were included in the scheme for the first time at the beginning of last year. Before that they were entitled to only R1 500 a month

Malan said entry into the scheme was conditional on the private house being within 40 minutes' travelling time from the person's office. It also had to be of the same standard as the official residence to which the office bearer would be entitled. He said four of the six white "own affairs" ministerial representatives were participating in the scheme. Applications from the other two were turned down "because the standard of housing was not considered to be on a par with that of a ministerial representative"

In its replies to the *FM*, the department said a compensation scheme was first introduced in 1982, but only "limited use" was made of it. A new scheme came into operation in 1990 in an effort to cut the costs of maintaining and administering official residences

continue

POLITICAL PERKS
FM 28/2/92
Houses in order

(250)

~~250~~

Political office bearers are being paid between R6 000 and R8 700 a month compensation to live in their own houses instead of in official State residences to which they are entitled. The beneficiaries include Cabinet Ministers, Deputy Ministers and members of provincial executive committees.

At least 25 officials are taking advantage of the scheme which is expected to cost the State more than R2,5m in the coming financial year. Details of the scheme were supplied to the *FM* by the Department of Public Works in response to questions.

The issue was raised in parliament this month by the CP's Casper Uys during the

FM 28/2/92

(250)

~~250~~

CURRENT AFFAIRS

The department says a thorough investigation showed that it cost the State more than R15 000 a month to provide an official residence for a Minister. This included a capital cost component based on an average value of R846 000, maintenance, the provision and maintenance of furniture, gardening and cleansing services and administration costs.

In addition, the State did not have enough official residences to provide accommodation for all political office bearers and it was therefore "only fair" that those who used their own houses should be compensated "on an equitable basis."

The officials entitled to use the scheme (with the monthly amounts they are paid) Ministers, the Speaker and Chairman of the President's Council (R8 727), the chief whip of parliament (R7 481); the chairmen of the three houses of parliament and the deputy chairman of the President's Council

(R6 678), Deputy Ministers (R6 456), members of provincial executive committees and ministerial representatives (R5 998). The cost of municipal services and taxes is also refunded. The compensation is taxable.

Ministers participating in the scheme were listed as Pik Botha, Gerrit Viljoen, J N Reddy, Baldeo Dookie, Adriaan Vlok, Sam de Beer, George Bartlett, Kraai van Niekerk, Rina Venter, Jacob de Villiers, Yunus Moolla, Kisten Rajoo, Louis Pienaar, Org Marais, Leon Wessels and Abe Williams.

Deputy Ministers were. S V Naicker, Wynand Breytenbach, Theo Alant, Johan Scheepers, David Graaff and Fanus Schoeman. Other office bearers were President's Council chairman Willie van Niekerk, parliamentary chief whip Alex van Breda and President's Council deputy chairman Johan Heyns

The department also listed Phillip Saunders as a participant in his capacity as

chairman of the House of Representatives, but he resigned earlier this month. The department was unable "in the time available" to give details of which MECs and ministerial representatives participated in the scheme. There are 21 MECs and at least 10 ministerial representatives.

The estimated costs of the scheme in the current financial year — excluding compensation for municipal services and rates, and excluding MECs and ministerial representatives — will be R2,1m. However, the department says this represents a saving for the State of R1,7m on the estimated cost of providing official residences.

Participation in the scheme means some State residences have been sold. In the 1990/1991 financial year three were sold in Pretoria and Durban by public tender for a total of R1,2m; recently, two were sold in Cape Town for a total of R2,7m. The proceeds were paid into the State Revenue Account. ■

Persons declared bankrupt in 1991

52 Mr K M ANDREW asked the Minister of Justice ~~how many persons were declared bankrupt in each division of the Supreme Court in 1991?~~
 How many persons were declared bankrupt in each division of the Supreme Court in 1991?
 B107E

The MINISTER OF JUSTICE

Bloemfontein	585
Grahamstown	245
Kimberley	126
Cape Town	480
Pietermaritzburg	241
Pretoria	1 474
TOTAL	3 151

Companies liquidated in 1991

53 Mr K M ANDREW asked the Minister of Justice

How many companies were placed under compulsory liquidation in the area of each Master of the Supreme Court in 1991?
 B108E

The MINISTER OF JUSTICE

Bloemfontein	163
Grahamstown	29
Kimberley	26
Cape Town	227
Pietermaritzburg	282
Pretoria	1 490
TOTAL	2 217

Persons sentenced to whipping

88 Mr A J LEON asked the Minister of Justice

(1) How many persons were sentenced in South Africa in 1991 to a whipping (a) with and (b) without the option of a fine or imprisonment by (i) regional magistrates' courts and (ii) divisions of the Supreme Court, ~~250~~

(2) how many (a) such whippings were carried out, and (b) cuts were administered in each case, in 1991?
 B233E

The MINISTER OF JUSTICE

- (1) (a) 5 635
- (b) 32 689
- (i) and (ii)

The required information is not

ANNEXURE

Posts were abolished/Created at the following Departments/Organizational components ~~250~~

Departments/Organizational Components	Posts created 1-1-91 to 31-12-91	Posts abolished 1-1-91 to 31-12-91
Administration	1 161	592
House of Delegates		
Administration	1 060	380
House of Representatives		
Administration	1 029	1 518
House of Assembly		
Planning and Provincial Affairs	433	512
Home Affairs	340	400
Foreign Affairs	169	0
Finance	419	75
Trade and Industry	59	134
Justice	711	39
Office of the Commission for Administration	3	33
Office of the Auditor-General	0	17
Office for Privatisation	36	0
State President's Office	61	85
Office for Regional Development	0	0
Agriculture	61	195
Manpower	173	23
Mineral and Energy Affairs	13	12
National Health and Population Development	938	175
National Education	24	116
Environment Affairs	30	27

Departments/Organizational Components	Posts created 1-1-91 to 31-12-91	Posts abolished 1-1-91 to 31-12-91
Education and Training	4 359	627
Development Aid	1 188	503
Public Works and Land Affairs	40	32
Central Economic Advisory Service	5	0
Constitutional Development Service	5	0
State Expenditure	0	0
Regional and Land Affairs	30	0
South African Communication Service	73	26
Transport	50	36
Water Affairs and Forestry	18	25
Provincial Administration of the Cape of Good Hope	1 767	1 202
Provincial Administration of Natal	1 397	660
Provincial Administration of the Orange Free State	2 866	2 830
Provincial Administration of Transvaal	11 916	12 483
Total	30 434	22 757

Notes

- 1 Above-mentioned figures only indicate posts created in civil departments
- 2 Information with regard to service departments is not readily available
- 3 The net increase in posts represents a growth of 3,10%
- 4 In certain cases the abolishment and creation of posts reflect the transfer of a function from one institution to another

cont - p

Function transfers of this nature have, however, not led to any increase in posts

5 A number of education auxiliary personnel posts which have been created in accordance with teaching ordinances/regulations on the establishment of the Administration House of Assembly have been converted to posts in terms of the Public Service Act, 1984. This action did not lead to an increase in posts and is therefore not reflected in the figures

6 The Commission for Administration recommended, with effect from 1 November 1990, that non-classified posts of General Assistant I, II and III be created on the fixed establishments of departments/administrations. These posts are not reflected in the figures in all instances

7 In certain instances the change in establishment figures is the result of reorganisation where a part of an organisation has been restructured by abolishing an existing establishment and replacing it with a new organisation structure and recreated posts

8 Various new departments/organizational components were created in the course of 1991, while the names of others were changed. Names of departments/organizational components applicable before the aforementioned changes were brought about, are used

Various sentences: number of persons

99 Mr L FUCHS asked the Minister of Justice

For each of the crimes of (a) murder, (b) culpable homicide, (c) rape, (d) assault with intent to do grievous bodily harm, (e) common assault, (f) car theft and (g) theft, how many persons (i) were sentenced to (aa) a fine, (bb) corporal punishment, (cc) imprisonment for less than two years, (dd) imprisonment for less than ten but more than two years, and (ee) imprisonment for more than ten years, and (ii) received suspended sentences, in each province in 1991?

The MINISTER OF JUSTICE

B248E

The required information is not readily available. To obtain the information all court records pertaining to the crimes concerned will

were not interested in acquiring the schools,

— 11 of the 51 schools are being utilized by welfare organizations, local authorities and State Departments

The 51 unutilized schools minus the 11 utilized schools are the remaining 40 schools which have to date not elicited any interest or are not considered suited to be offered to educational departments or other educational bodies. These 40 schools will be alienated

(c) 6 February 1992

(2) In terms of procedures, applications from educational departments or other educational bodies, are submitted to me for consideration within 31 days after transfer of the schools to my Department

The period varies depending on the number of applications which have been received and the location of the school. The Department endeavours as far as possible to finalize the applications within the prescribed period

(3) No

Ex-Inkatha man's life 'threatened'

PRETORIA — Former Inkatha Youth Brigade assistant organiser Mbongeni Khumalo's life had been threatened by members of the organisation since his decision to make certain revelations about its activities to the Weekly Mail, a committee of the Goldstone commission of inquiry into public violence and intimidation heard yesterday.

Khumalo told the committee sitting in Pretoria that since he had given the information to the Weekly Mail and testified before the Goldstone Commission, he feared he would be killed. *B/Day*

The committee of the commission is investigating allegations of SADF funding of front organisations sponsoring violence. *27/2/92*

Khumalo said the reason for his resignation from Inkatha in February 1989

was that he had observed contradictions in the organisation that suggested it was not promoting peace. He had observed "extensive leaks" between the SADF military intelligence and Inkatha and the fostering of violence by Inkatha.

Asked by counsel for Inkatha and the KwaZulu government, Louis Visser, why he had not brought his "disillusionment" with the organisation to its attention before resigning, he said it was not possible to do so and "still live"

Visser put it to Khumalo that what he had told the Weekly Mail and his evidence before the commission amounted to "gossip stories and inferences".

He said Khumalo had denied in an application for employment to the KwaZulu government that he had any criminal convictions, whereas he had several. — Sapa.

Officials net thousands for using own homes

B/Day 27/2/92

SEVERAL Cabinet Ministers, deputy Ministers and parliamentary officials are receiving monthly payouts varying between R5 998 and R8 700 to compensate them for using their privately owned homes instead of official state-owned residences, a Public Works spokesman confirmed yesterday

The department's parliamentary official, Andries Meiring, said where qualifying officials owned homes in Cape Town and in Pretoria, which they used instead of state residences, they received a double payout, at present received only by Deputy Trade and Industry Minister David Graaff

This week the Financial Mail reports that at least 25 officials are making use of the scheme, expected to cost the state at least R2,5m in the 1992/93 financial year

Meiring said the estimated cost for the current financial year was R2,1m, or a R1,7m saving on the estimated costs of providing official residences

According to the Financial Mail, Cabinet and Ministers' Council members participating in the scheme included Pik Botha, Gerrit Viljoen, Adriaan Vlok, Sam de Beer,

LINDEN BIRNS
Rina Venter, Kraai van Niekerk, George Bartlett, Louis Pienaar, Org Marias, Leon Wessels, Kisten Rajoo, Jacob de Villiers, Yunus Moolla, Baldeo Dookie, J N Reddy and Abe Williams

Meiring said the first four tiers of payouts were paid by the Public Works budget, while the fifth was financed by the four provinces and the Ministers' councils

First-tier payments, for Cabinet Ministers, Parliament's Speaker, the President's Council chairman and Ministers in the Ministers' councils, were R8 727

Parliament's Chief Whip received a second-tier monthly payment of R7 481, while the chairmen of the three Houses of Parliament and the President's Council deputy chairman were paid the third-tier monthly rate of R6 678

The fourth-tier R6 456 monthly benefits were paid to deputy Ministers, while Provincial Executive Committee members and ministerial representatives of the Ministers' councils qualified for the fifth and lowest-tier payments of R5 998

Charles Schulz



JSE 'fights for honest market'

B/Day 27/2/92

MERVYN HARRIS
THE suspension imposed on a broking member by the JSE this week was further indication of efforts to maintain a fair and honest market, JSE executive president Tony Norton said yesterday

He was commenting on the decision by the general committee of the JSE to

suspend Frank Brewer from Monday, March 2, to the close of business on Friday, March 6

Brewer, formerly a director of Frankel, Max Pollak, Vinderine, was found guilty at a special meeting of the committee on February 25 of a charge of failing to comply with a committee decision while a director of the firm

Norton said SA was experiencing a deterioration in white-collar behaviour, and people were tending to breach rules more frequently than used to be the case

"We are aware that standards have slipped and the JSE has undoubtedly been feeling some of the effects of such behaviour."



8/10/92 28/1/92

Public service 650

ALTHOUGH 22 757 posts were abolished in the public service last year, there was a net increase of 7 677, Administration Minister Org Marais disclosed yesterday. He said 30 434 new posts had been created. Thus represented a net growth in posts of 3,1%

REPORTS Sapa and Political Staff

NEWS

Govt and civil servants in wage impasse

STAR 20/2/92

By Helen Grange
Pretoria Bureau

Negotiations between public servants and the Government over salary increases have broken down, with public servants accusing the Government of trying to squeeze them out of their jobs

An acrimonious deadlock was reached this week between the Commission for Administration and the Public Servants Association (PSA) and 10 other public staff associations and unions.

The commission's offer of an 8,5 percent salary increase across the board for public servants was contemptuously rejected by the public servants' delegation

"There is total mistrust and breakdown of relations between public servants and the Govern-

ment, and the feeling among public servants is that their living standards are deliberately being lowered in order to force them out of the public service," said PSA general manager Hans Olivier.

"We have a real loyalty crisis on our hands and it is bad for the performance of the public service," he added.

Mr Olivier said his organisation wanted salary increases "at least in line with inflation" "We will have no part in such a ridiculous offer," he said

Other issues on the table are salary disparities among staffers, allowances, leave and housing subsidies

Negotiations started off on a bad footing with the PSA stating it was upset by rumour that little or even no funds would be made available for improvement of public servants' conditions

their administrative duties to perform special crime prevention ~~284~~

In certain areas a special business watch has been established where members in uniform perform regular foot patrol at shops and business offices

(2) The following methods have been instituted to advise the Public of the existence of the Reserve Police and neighbourhood watches

* Various neighbourhood watch systems are currently in operation with reasonable success. The general feeling is that the public react favourably to these methods. The South African Police attend meetings on a regular basis

* The Public is also informed by the local media of the existence of the neighbourhood watch system and at the same time request their support. This method seems to have a positive effect

* Reservists are positively orientated and are indispensable in liaison between the South African Police and the Public. Reservists and permanent members constantly endeavour to make the public aware of the existence of the Reserve Police. The number of applications pending are proof of the interest of the public in joining the Reservists

Issuing of identity documents

54 Mr D H M GIBSON asked the Minister of Home Affairs ~~288~~

(1) Whether he will furnish the information on identity documents requested below, if not, why not, if so,

(2) how many identity documents had been issued to (a) Whites, (b) Blacks, (c) Coloureds and (d) Asians in each of the (1) provinces and (ii) self-governing territories as at the latest specified date for which figures are available,

(3) what are his estimates of the number of identity documents still to be issued to persons in each of the above categories,

(4) how long does he estimate will it take to issue identity documents to those persons not yet in possession of them with a view to voting in the projected referendum? B133E

The MINISTER OF HOME AFFAIRS

(1) and (2)

Statistics in respect of the issuing of identity documents are not kept per province or self-governing territory, and also no longer per population group in respect of persons who are recorded in the population register since 28 June 1991. The total number of identity documents issued, as at 31 January 1992, was

(a) Whites	3 966 724
(b) Blacks	9 263 471
(c) Coloureds	2 115 408
(d) Asians	667 690
(e) Unclassified since 28 June 1991	207 161

(3) It is not possible to furnish exact figures as calculations have to be done on population estimates. Measured against the latest available population estimates of the Central Statistical Service there is an optimal issuing of identity documents to Whites, Coloureds and Indians, while 2 651 855 Blacks of 18 years and older still have to apply for identity documents

(4) The time it would take to issue identity documents to persons who are not in possession of such a document as yet, would be determined by the rate at which applications are submitted, as well as the completeness of such applications

SAP members convicted

60 Mr A J LEON asked the Minister of Law and Order ~~292~~

How many members of the South African Police were convicted of (a) murder, (b) culpable homicide, (c) assault with intent to do grievous bodily harm and (d) common assault in 1988, 1989, 1990 and 1991, respectively?

B148E

The MINISTER OF LAW AND ORDER

1988	(a) 27	(b) 48	(c) 118	(d) 413
1989	19	36	111	374
1990	11	37	87	309
1991	17	27	60	180

Commission for Administration. recruitment policy

62 Mr R M BURROWS asked the Minister for Administration and Tourism

(1) Whether the Commission for Administration has considered or is considering a specific policy for the recruitment of qualified personnel of any South African race group other than White to the senior ranks of the Public Service, if not, why not, if so, what is this policy,

(2) whether Public Service bursaries and/or loans are made available in general proportion to the racial composition of the South African population, if not, why not, if so, what was the distribution of such bursaries and/or loans amongst the four race groups as at the latest specified date for which figures are available,

(3) whether he will make a statement on the matter? ~~250~~

B150E

The MINISTER FOR ADMINISTRATION AND TOURISM

(1) With regard to the recruitment of personnel for the Public Service, the Commission for Administration continuously pays attention to bases and approaches aimed at ensuring that the Public Service is appropriately staffed to serve the diverse and complex RSA community effectively. In reflecting on the approaches and bases regarding the filling of Public Service posts the Commission is led by the merit principle, seen in conjunction with efficient rendering of service which is determined by a person's ability to perform optimally within a specific environment, as embodied in section 10 of the Public Service Act, 1984. Against this background the Commission has accepted the policy that, as a rule, all posts in the management echelon be advertised within and outside the Public Service, with equal prerequisites, with a view to affording all interested parties who qual-

ify the opportunity to be considered. As already indicated above, the Commission is continuously considering other possibilities of adapting the Public Service personnel provisioning policy to changing needs and circumstances, ~~250~~

(2) no. The position is that the general Public Service Bursary Scheme previously administered by the Office of the Commission for Administration has since last year been decentralised to departments/administrations. The granting of bursaries in accordance with this scheme takes place according to the future needs of departments for specific categories of manpower and is done purely with academic merit as the main criterium. As from this year, however, a special bursary scheme was instituted, aimed at affording students the opportunity to attain qualifications at universities and technikons largely serving the Black communities. The latter bursary scheme is administered by universities and technikons on behalf of the Commission for Administration on an agreed agency basis,

(3) no

Unrest in Natal/KwaZulu: persons killed

63 Mr R M BURROWS asked the Minister of Law and Order

(a) How many persons have been killed in (i) Natal and (ii) KwaZulu as a result of unrest in each month since 1 January 1991 and (b) in respect of what date is this information furnished? ~~251~~ B151E

The MINISTER OF LAW AND ORDER

(a) (i) and (ii)

1991	Natal	KwaZulu
January	60	29
February	35	33
March	45	54
April	63	45
May	30	50
June	38	37
July	24	46
August	30	44
September	30	19
October	19	45
November	46	34
December	85	38

continued ->

Public service talks deadlock

(250)
Own Correspondent

27/9/21/92
DURBAN — Wage and salary negotiations between the government and representatives of the 420 000 public servants ended in deadlock yesterday.

In response to a 21% increase proposed by unions and staff associations, the government offered an increase of between 6,4% and 8,5%

Another meeting will be held on February 25.

(250) ARG 17/2/92

Public sector bargains on pay today

The Argus Correspondent

JOHANNESBURG. — Public servants, fearing little or even no funds will be available in the Budget to improve salaries and conditions, are to bargain with the government over their grievances today.

The Public Servants Association of South Africa (PSA) and 10 other public staff associations and unions, will battle with the government's Commission for Administration for a substantial general increase across the board, adjustments in allowances, leave, an increase in housing allowances, allowances for married women and disparities within families.

PSA general manager Mr Hans Olivier said if rumours that no funds were available for the public service were true, "we foresee turmoil because many public servants received a general increase of only as little as 6 to 8 percent last year"

"They are at present much poorer than 10 years ago. The result of this can be ascribed to the deflation of the rand and a constant lack of funds to remunerate public servants on a market-related basis, let alone adjustments reasonably inflation-related," he said.

Fight looms

over salary increases

Pretoria Bureau

Public servants, who fear that little or even no funds will be made available in the Budget for improvement of their salaries and conditions, will today bargain with the Government over their grievances.

The Public Servants Association of SA (PSA) and 10 other public staff associations and unions will battle with the Commission for Administration for a substantial general increase across the board, adjustments in allowances, leave, an increase in housing allowances, allowances for married women and disparities within occupational families.

PSA general manager Hans Olivier said if rumours that no funds were available for the public service are true, "we foresee turmoil because many public servants only received a general increase of as little as 6 percent to 8 percent last year."

"They are at present much poorer than 10 years ago... this can be ascribed to the deflation of the rand and a constant lack of funds to remunerate public servants on a market-related basis, let alone adjustments that are reasonably inflation related."

"We are no longer prepared to be told what has already been decided," he said.

HOUSE OF DELEGATES

QUESTIONS

†Indicates translated version

For oral reply

General Affairs

Receiver of Revenue, Durban. foreigners

*1 The LEADER OF THE OFFICIAL OPPOSITION asked the Minister of Finance

Whether any foreigners are employed in the office of the Receiver of Revenue in Durban, if so, (a) how many and (b) why?

DATE

250

The MINISTER OF FINANCE

(a) Yes—2

(b) There is no legal obstacle against the employment of foreigners in the Public Service, except that they may only be appointed in a temporary capacity. The two officers concerned applied for a post at the Receiver of Revenue, Durban, and as they conformed to all the relevant requirements, they were appointed

Mr S PACHAI Mr Chairman, arising out of the hon the Deputy Minister's reply, are there any South Africans who are qualified to serve in these two positions which are held by these foreigners?

The DEPUTY MINISTER (Dr T G Alant) Mr Chairman, the vacancies are advertised and then filled according to the merit of the applicants. That is our policy in general. If the hon member has any complaint, or there are other circumstances surrounding this case that he wishes to bring to our attention, he is welcome to raise the matter, either in public or by writing to the Department.

Mr S PACHAI Mr Chairman, further arising out of the hon the Deputy Minister's reply, I would like him to tell me, clearly and unambiguously, whether, when these two positions that were filled by these two foreigners were advertised, there were no suitable South African applicants to fill these positions. In other words, were these two foreigners fully and totally qualified, over and above all South African applicants?

The DEPUTY MINISTER Mr Chairman, the hon member will concede that the hon the Minister does not get involved in such appointments. If the hon member wants answers to these questions, I suggest he formulate a question containing all the details on which he wants information, and places it on the Question Paper. I shall then get the information and supply it to him in public.

INTERPELLATIONS UNDER NAME OF MEMBER

Langley, Mr T—
General Affairs

National Intelligence Service, 1

Momberg, Mr J H—
General Affairs

Mineral and Energy Affairs, 7

Pienaar, Mr C H—
Own Affairs

Agricultural Development, 33

Rajbansi, Mr A—
Own Affairs

Housing, 45

Public Service employees: number/salary intervals

21 Mr R M BURROWS asked the Minister for Administration and Tourism

(1) What was the total number of persons employed in each department and organisational component referred to in section 6(1) of the Public Service Act, No 111 of 1984, as at 30 September 1991,

(2) (a) how many such persons were employed in each of the following eight salary intervals in each such department and organisational component, viz (i) more than R165 000, (ii) R120 001 to R165 000, (iii) R110 001 to R120 000, (iv) R87 001 to R110 000, (v) R74 001 to R87 000, (vi) R49 001 to R74 000, (vii) R38 001 to R49 000 and (viii) R29 001 to R38 000 and (b) to which population group did each of these persons belong? B46E

The MINISTER FOR ADMINISTRATION AND TOURISM

(1) This information is currently not available as it is still being edited. The said information will be supplied directly to the Hon-

ourable Member as soon as it becomes available

(2) (a) See (1) above

(b) Information with regard to population groups is no longer being maintained—a practical result of, *inter alia*, the repeal of the Population Registration Act

Radiographers: emigrations

70 Mr B B GOODALL asked the Minister of Home Affairs

(a) How many radiographers emigrated from South Africa during the latest specified two-year period for which figures are available and (b) to which countries did they emigrate? B160E

The MINISTER OF HOME AFFAIRS

(a) 1990 13
1991* 4

(b) Not available

* Information for January 1991 to October 1991 only, as the figures for November 1991 and December 1991 are not yet available

HOUSE OF ASSEMBLY

African Government and (b) what was the total amount spent by each in respect of each territory,

QUESTIONS

†Indicates translated version

For written reply

General Affairs

Family housing units: self-governing territories
5 Mr P G SOAL asked the Minister of Regional and Land Affairs

(1) (a) How many family housing units were built in 1991 in each self-governing territory by (i) the authority of the territory, (ii) private owners and (iii) the South

(2) whether there is a shortage of housing units in any self-governing territory, if so, how many units are required in respect of each territory,

(3) whether any family housing units are being built in the self-governing territories at present by (a) the authority of the territory, (b) private owners and (c) the South African Government, if not, why not, if so, (i) how many units are being built by each in each territory and (ii) when are they due to be completed in each case? B13E

The MINISTER OF REGIONAL AND LAND AFFAIRS

(1) (a)	(i)	(ii)	(iii)
Lebowa	Unknown	Unknown	Nil
QwaQwa	Nil	1 400	Nil
KwaZulu	Nil	5 548	Nil
KaNgwane	Unknown	Unknown	Nil
KwaNdebele	Nil	Unknown	Nil
Gazankulu	217	125	Nil
(b)	(i)	(ii)	(iii)
Lebowa	Unknown	Unknown	Nil
QwaQwa	Nil	23 000 000	Nil
KwaZulu	Nil	332 880 000	Nil
KaNgwane	Unknown	Unknown	Nil
KwaNdebele	Nil	Unknown	Nil
Gazankulu	2 000 800	Unknown	Nil

(2)	(a)	(b)	(c)
Lebowa	Unknown	Unknown	No
QwaQwa	2 500	Yes	No
KwaZulu	700 000	Yes	No
KaNgwane	Unknown	Unknown	No
KwaNdebele	Unknown	Yes	No
Gazankulu	8 400	Yes	No
(3)	(a)	(b)	(c)
Lebowa	Unknown	Unknown	No
QwaQwa	No	Yes	No
KwaZulu	No	Yes	No
KaNgwane	Unknown	Unknown	No
KwaNdebele	No	Yes	No
Gazankulu	Yes	Yes	No

in, (d) failed, and (e) obtained (i) A, (ii) B, (iii) C, (iv) D and (v) E aggregates in, his Department's 1991 Senior Certificate examinations?

The MINISTER OF EDUCATION AND TRAINING

- (a) 81 021
 (b) 31 439
 (c) 7 837
 (d) 49 582
 (e) (i) 7, (ii) 68, (iii) 489, (iv) 3 514 and (v) 5 400

Senior Certificate examinations: Other schools

19 Mr K M ANDREW asked the Minister of Education and Training

How many pupils at schools not falling under the control of his Department (a) wrote, (b) passed, (c) obtained matriculation exemption in, (d) failed, and (e) obtained (i) A, (ii) B, (iii) C, (iv) D and (v) E aggregates in, his Department's 1991 Senior Certificate examinations?

The MINISTER OF EDUCATION AND TRAINING

- (a) 203 659
 (b) 81 738
 (c) 21 892
 (d) 121 921
 (e) (i) 13, (ii) 139, (iii) 1 167, (iv) 8 964 and (v) 14 428

Places of safety: number of children

22 Mr R M BURROWS asked the Minister of National Health

- (1) (a) How many places of safety other than police cells and prisons were there in South Africa for children of each race group, and (b) what was the total number of children who (i) could be accommodated and (ii) were being held in each of these places of safety, as at the latest specified date for which information is available,

(2) whether her Department has statistics on the number of children of each race group being held in police cells as places of safety, if so, (a) what are the relevant statistics and (b) in respect of what date is this information furnished? B47E

The MINISTER OF NATIONAL HEALTH

(1)	Population group	(a) Number of places	(b) (i) Accommodation available	(ii) Number of children
	Indians	2	200	84
	Whites	7	505	447
	Blacks	12	1 645	1 188
	Coloureds	8	715	610

Information as at 29 January 1992 in respect of Whites and Indians, 31 December 1991 in respect of Coloureds and 30 May 1991 in respect of Blacks,

(2) no,

(a) and (b) fall away

Teacher/pupil ratio

23 Mr R M BURROWS asked the Minister of Education and Training

(1) (a) What is the teacher/pupil ratio in his Department for (i) primary and (ii) secondary schools and (b) in respect of what date is this information furnished,

(2) whether his Department has statistics on the teacher/pupil ratio in the education departments of the self-governing territories, if so, what are the relevant ratios? B48E

The MINISTER OF EDUCATION AND TRAINING

- (1) (a) (i) Primary schools 1 41,00
 (ii) Secondary schools 1 35,76
 Total 1 39,41

(b) 5 March 1991

(2) Yes

	Primary	Secondary
QwaQwa	1 33,66	1 31,39
Lebowa	1 40,42	1 33,84
Gazankulu	1 43,02	1 33,73
KwaZulu	1.53,50	1 41,29
KwaNdebele	1 39,85	1 36,69
KaNgwane	1 40,33	1 35,63

HOUSE OF ASSEMBLY

QUESTIONS

† Indicates translated version

For written reply

General Affairs

State pension funds: contributions

11 Mr B B GOODALL asked the Minister of Finance

(a) What amount of money is there in each specified State pension fund, (b) what percentage of each pension contribution is made by the (i) individual and (ii) State and (c) in respect of what date is this information furnished? B28E

The MINISTER OF FINANCE

(a)	Government Service Pensions Fund	R29 703 729 988
	Associated Institutions Pension Fund	R 4 656 510 176
	Temporary Employees Pension Fund	R 3 059 436 695
	Associated Institutions Provident Fund	R 11 144 252
	Pension Fund for Persons in Authorities' Service	R 3 362 126 205
	Superannuation Fund for Persons in Authorities' Service	R 170 012 929

(b) (i) Government Service Pension Fund

Associated Institutions Pension Fund

Temporary Employees Pension Fund

Associated Institutions Provident Fund

Pension Fund for Persons in Authorities' Service

Superannuation Fund for Persons in Authorities' Service

Government Service Pension Fund

Associated Institutions Pension Fund

Temporary Employees Pension Fund

Associated Institutions Provident Fund

Pension Fund for Persons in Authorities' Service

Superannuation Fund for Persons in Authorities' Service

Government Service Pension Fund

Government Service Pension Fund

State pension schemes: number/value of assets

12. Mr B B GOODALL asked the Minister of Finance

(a) How many State pension schemes were there as at the latest specified date for which information is available, (b) what are their names and (c) what was the (i) State's contribution in respect of, and (ii) total value of the assets held by, each of these schemes as at that date? B29E

The MINISTER OF FINANCE

(a) Three as at 31 December 1991

(b) Members of Parliament and Political Office-Bearers Pension Scheme
 Members of Statutory Bodies Pension Scheme
 Military Pension Scheme

(c) As benefits payable by the schemes are financed from the State Revenue Fund, no employer contributions are made by the State

The amounts mentioned hereafter therefore present the total expenditure of the benefits paid out of Revenue for the 1990/91 financial year

(i)	Pension Scheme for Members of Parliament and Political Office-Bearers	R57 150 777
	Pension Scheme for members of Statutory Bodies <td>R 461 984</td>	R 461 984
	Military Pension Scheme <td>R51 250 792</td>	R51 250 792
(ii)	Nil	

Public Service employees number/salary intervals ²⁵⁰ available Member as soon as it becomes available

21 Mr R M BURROWS asked the Minister for Administration and Tourism

(1) What was the total number of persons employed in each department and organisational component referred to in section 6(1) of the Public Service Act, No 111 of 1984, as at 30 September 1991,

(2) (a) how many such persons were employed in each of the following eight salary intervals in each such department and organisational component, viz (i) more than R165 000, (ii) R120 001 to R165 000, (iii) R110 001 to R120 000, (iv) R87 001 to R110 000, (v) R74 001 to R87 000, (vi) R49 001 to R74 000, (vii) R38 001 to R49 000 and (viii) R29 001 to R38 000 and (b) to which population group did each of these persons belong? B46E

The MINISTER FOR ADMINISTRATION AND TOURISM

(1) This information is currently not available as it is still being edited. The said information will be supplied directly to the Hon-

HOUSE OF ASSEMBLY

African Government and (b) what was the total amount spent by each in respect of each territory,

(2) whether there is a shortage of housing units in any self-governing territory, if so, how many units are required in respect of each territory,

(3) whether any family housing units are being built in the self-governing territories at present by (a) the authority of the territory, (b) private owners and (c) the South African Government, if not, why not, if so, (i) how many units are being built by each in each territory and (ii) when are they due to be completed in each case? B13E

The MINISTER OF REGIONAL AND LAND AFFAIRS

5 Mr P G SOAL asked the Minister of Regional and Land Affairs

(1) (a) How many family housing units were built in 1991 in each self-governing territory by (i) the authority of the territory, (ii) private owners and (iii) the South

(1) (a)

Lebowa
QwaQwa
KwaZulu
KaNgwane
KwaNdebele
Gazankulu

(i)

Unknown
Nil
Nil
Unknown
Nil
217

(ii)

Unknown
1 400
5 548
Unknown
Unknown
125

(iii)

Nil
Nil
Nil
Nil
Nil
Nil

(b)

Lebowa
QwaQwa
KwaZulu
KaNgwane
KwaNdebele
Gazankulu

(i)

Unknown
Nil
Nil
Unknown
Nil
2 000 800

(ii)

Unknown
23 000 000
332 880 000
Unknown
Unknown
Unknown

(iii)

Nil
Nil
Nil
Nil
Nil
Nil

(2)

Lebowa
QwaQwa
KwaZulu
KaNgwane
KwaNdebele
Gazankulu

(a)

Unknown
2 500
700 000
Unknown
Unknown
8 400

(b)

Unknown
23 000 000
332 880 000
Unknown
Unknown
Unknown

(c)

No
No
No
No
No
No

(3)

Lebowa
QwaQwa
KwaZulu
KaNgwane
KwaNdebele
Gazankulu

(a)

Unknown
No
No
Unknown
No
Yes

(b)

Unknown
Yes
Yes
Unknown
Yes
Yes

(c)

No
No
No
No
No
No

Political Staff

ALL government departments will have to submit "proper management plans" in future to ensure they keep within reduced allocations, President F W de Klerk announced yesterday.

And he said there would be "unprecedented discipline" as far as public spending was concerned in the next financial year.

Finance Minister Barend du Plessis said there would be rationalisation but that job losses would depend on the management plans.

Rationalisation is expected to take place in white education with more schools closing and in the other "own affairs" administrations which, it is understood, are to be phased out.

With regard to taxation the President stressed the Government remained committed to the systematic lowering of both company and individual taxation — but circumstances had prevented this from

'Strict discipline' ²⁵⁰ in public spending _{CT 25/1/92}

happening as rapidly as Government would have wished.

He said low productivity in the application of both labour and capital and a lack of effective competition, remained among "the major problems in our fight against inflation"

The President said that SA was on the "eve of a moderate upturn in the economy" following its longest recession in 40 years

But daunting challenges remained on the economic front, the major one being a pressing need to accelerate the process of economic growth to generate work and income and to support extensive de-

velopment programmes.

Drought was also cause for concern.

"In this area we shall continue to provide, within our ability, the maximum help to our producers. Our country dare not become a net importer of food," he said.

● The Maize Board said yesterday maize may have to be imported within the year if it doesn't rain before the end of the season.

● ANC secretary general Cyril Ramaphosa will respond to De Klerk's speech at a luncheon on Monday. The function, hosted by Finance Week, will be held at The Rotunda in Camps Bay from 12.30pm

Growing public sector has R48bn payroll

PRETORIA — The only sector in the SA economy showing employment growth is the bureaucracy.

Central Statistical Service figures released yesterday show a substantial increase in total wages and salaries, as well as employment numbers.

Between September 1990 and September last year the number of workers in the public sector increased by 15 761 to 1 681 706, although the provincial administrations actually employed 7 278 fewer workers during the period.

For the quarter ended September last year, public servants were paid a total of R11,2bn — an increase of R1,5bn (16%) compared with the same quarter in 1990.

That means in the new financial year public sector pay, including expected increases and benefits, will rise to around R48bn.

The figures include workers in Transnet, the Post Office and Telkom.

Biggest increase was in central government (general affairs), where numbers employed increased by 21 612 to 374 235 in the year to end-September. Workers in own af-

310ay 5/2/92 250
GERALD REILLY

fairs departments increased by 2 483 to 189 498.

Taken with provincial workers, central government workers totalled 783 245 — an increase of 16 817.

There was a sharp increase also in the number working for the self-governing territories from 190 346 in September 1990 to 205 959 in September last year.

Economists said yesterday it was that steep escalation in total wages and salaries to almost R48bn that was cause for alarm.

In the third quarter last year, general affairs workers were paid a total of R2,435bn — an increase of R321,6m, own affairs workers R1,554bn — an increase of R261,895m, and provincial administration workers R1,098bn — a hike of R110,3m.

The figures include the public service increases of between 6% and 16% granted from July last year.

There was also a huge increase in the amount paid to workers in the self-governing territories.

'Freeze public ⁽²⁵⁰⁾ service ^{25/11/92} posts if need be'

Business Editor

THE government must reduce its expenditure — even if this means freezing public service posts and foregoing wage and salary increases — rather than make any move which would retard the economic upturn, says Colin Boyes, deputy director of the Cape Chamber of Industries (CCI)

Boyes points out in the Chamber's newsletter that the long recession "has caused tremendous suffering in the private sector, with a record rise in liquidations and insolvencies.

"But even more disturbing has been the tremendous loss of jobs, affecting the livelihood of thousands of people

"The private sector was forced to reduce its expenditure to ride out the recession. It should now be up to the Government to exercise restraint and to reduce its expenditure even if this means freezing posts and foregoing wage and salary increases which consume the vast majority of fiscal income."

Boyes said chamber members were particularly disturbed by any possibility that the government might increase VAT

Boyes said yesterday that business conditions continued to be tough "and we keep getting news that seems to push a cut in interest rates, and the start of the upturn, further away."

The CCI has asked members to fill in a questionnaire of its own which will give it more information about the state of business and the level of confidence in greater Cape Town.

Commisсар joins bowler brigade

By CHARMAIN NAIDOO: London
JOSHIAH JELE knows more about formulating military policy and writing political propaganda than he does about human resource management or the efficient running of a sewage works.

Which is why the 62-year-old SA Communist Party stalwart and ANC political commissar is among 10 black South Africans on a crash course in Britain to discover the day-to-day workings of a civil service.

He is learning the importance of impartiality and is being given his lessons by the British, who put the word, civil into service.

Funded by the Overseas Development Administration at a cost of R750 000, the course is being taught by lecturers at the Civil

Service College in London

For Mr Jele, the insights into the workings of government have been "fascinating, but we will not transplant all we are learning".

"I know very little about the inner workings of the civil service. Remember, we've been outside government all of our lives.

Different

"But we're not greenhorns. Most of us have been actively involved in the liberation movement in areas such as policy formulation and implementation, and the course takes that experience into account."

The 10 men — six ANC, two PAC, one Azapo and one from the Institute for Multi-Party Democracy — have been impressed by the impartiality of the British civil service.

Mr Jele, on the electoral com-

mission of the ANC, which will be responsible for training people in electoral and voting procedures, said "The democratic British system impresses me, but I am not sure if it is as good as I would like ours to be".

"South Africa will probably have a different type of democracy, with more emphasis on involving the people in the decision making."

Mr Jele's focus is local government and he has spent his time in the UK visiting organisations and seeing how they work in practice.

He sees restructuring local government as South Africa's most pressing problem.

"Local government needs to be representative, nonracial, have legitimacy and be democratised."

He said although the aim was to make the SA civil service as impartial as its British counter-

part, "for now, in the period of transition, people cannot be insensitive to political vibes around them".

"The present, largely white run and mainly Afrikaans, civil service is political. We will need to depoliticise them and urge them to adapt."

"Unfortunately, our civil service will have to be political. Whatever we do must reflect the thinking, feelings and aspirations of the disadvantaged."

Changes

As the key to government, he said the service had to make noticeable changes at the top.

"We need retraining and reorientation. There will also be a need for a code of conduct."

Mr Jele left South Africa in 1965. He left behind a wife, a 10-year-old son and an unborn

daughter, with whom he was reunited for the first time in 26 years when the ANC was unbanned in 1990.

After a year at a military academy in Moscow, Mr Jele became political commissar in Tanzania, then broadcasting director responsible for preparing propaganda scripts for distribution in SA.

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'Nervous' public service seeks security

Weekend Argus Correspondent

PRETORIA. — Public servants are getting nervous about their future and have threatened "unprecedented" reactions unless the government gives them assurances on job security.

The Public Servants Association (PSA) would not allow the government or any political organisation to make unilateral

8/2/92
decisions on the future of the public service, PSA general manager Mr Hans Olivier has warned.

"Do not underestimate this neutral, competent and loyal giant of more than 420 000 Public Service Act employees.

"It can respond with an unprecedented counter-reaction," Mr Olivier said in an editorial in the latest edition of The

Public Servant, the association's newsletter.

"We hope that will never be necessary."

Mr Olivier said the government had not made any attempt to secure the rights and interests of public servants or to protect them against victimisation, discrimination and intimidation.

Other political groups had

warned that the public service was going to change, he said — "some warning that no public servant should feel ensured of a job in the public service in three years' time".

Mr Olivier said the PSA wanted clarity on job security and service benefits as well as speedy implementation of labour legislation for public servants.

Mandela assures civil servants

CT 10 | 3 | 92

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Pensioners, jobs safe

Political Staff
JOHANNESBURG. — ANC president Mr Nelson Mandela yesterday assured white civil servants that their jobs were safe.

He also said they would not lose out financially under a non-racial government.

In an interview, Mr Mandela said many whites in the civil service and the security forces feared they would lose their jobs "but this is a totally false perception that has helped to fuel the violence".

He said there definitely would be a process of demoralisation of the civil service, but this would be done in a humane manner.

Retirement

"We would start the process of demoralisation from the top and retire officials," Mr Mandela said.

"If an official is say 50 years old and he normally retires at age 60 we would pay him out all his benefits and pension as if he had worked till retirement age, he said.

It was the principle he was addressing, Mr Mandela said, saying whites had fears that the change to a fully democratic, non-racial government would signal a radical falling of standards and those in the bureaucracy believed they would be replaced by blacks.

He said white fears were

Poll posters:

It's all-out war!

Political Correspondent

A POSTER war has broken out in various towns as the referendum campaign heats up.

And the Department of Transport says large numbers of road signs — which cost R600 per square metre to repair — have been defaced with political slogans.

In Cape Town, a number of "yes" posters have been destroyed or removed during the past few days in Rondebosch, Mowbray and Muizenberg.

Witnesses on Sunday night spotted "five burly men" in a bakkie plastered with "no" posters moving down Main Road in Muizenberg systematically removing "yes" posters from lamp-posts with the aid of a ladder.

The Democratic Party's head office in Cape Town yesterday offered a R50 reward to individuals supplying information leading to the successful conviction of anyone tearing down or destroying referendum posters.

(Report by A. Johnson, 122 St. George's St., Cape Town)

genuine and understandable but he wanted to allay them.

"I don't think a new government would last very long if it just dismissed people, but the process of democratisation will have to happen — we would be failing in our duty if we did not democratise the services," Mr Mandela said.

He said the whole process would be intensified from the top down.

He said it would all be done fairly and was not a matter of colour, because in the police and the army there were black and white officials doing their

hope the organisation recognises this and allows us to work to put us (the ANC) in a position to win the election for a constituent assembly," he said.

Rejecting the ethnicity of the referendum, Mr Mandela said he was optimistic that most whites would vote yes but warned that should this fail the ANC would be forced to return to the struggle of the old days with regret.

"If there is a no vote then we will have to fight as we fought for the past 40 years," he said.

Reacting to white farmers' fears that their farms would be nationalised as in Zimbabwe, Mr Mandela said the conditions were entirely different.

P W Botha

"We will be influenced by our own conditions not those of Zimbabwe Zimbabwe believes in a one-party state but we believe in a multi-party state," he said.

He said the OAU decision in Addis Ababa last week to endorse the Codesa negotiation process was very important and would put pressure on the PAC to rejoin the process.

He dismissed former president Mr P W Botha's call to vote no and said that while his views should not be underestimated he did not think Mr Botha had much public influence.

He said the ANC's policy on nationalisation was under intense discussion and review.

Report by W. Paddock, 11 Dagonal St., Jhb



VOTE YES President F W de Klerk pauses during a speech to businessmen in Sasolburg yesterday during his nationwide tour to drum up support for a 'yes' vote in the referendum next week. Winner won't take all, FW promises Report — Picture AP

It's a whiter shade of pale

Witman 2245-28/15/92

HOW many people are earning reasonable salaries in the current civil service? ~~250~~ ~~250~~ (250)

The numbers change according to one's definition of the public service. Does one include the post office and Transnet? (No.) Should one count the homelands states? (Not yet.) If we restrict it to the central and provincial government, there were, at last count, nearly 450 000 black civil servants, many of them teachers and policemen; nearly 300 000 are African. The same figures show just over 300 000 white civil servants.

But at the top, the composition is dazzling whiter-than-white.

In 1990, there were only 14 Africans earning more than R75 000 in central government departments or provincial administrations; 10 worked for the Transvaal Provincial Administration, three for Natal, and one for the Department of Education and Training. There were 23 coloured civil servants earning over R75 000 and 61 Indians.

However, there were 2 787 whites earning R75 000 or more, including 32 in the DET and 51 in the subsequently scandal-wracked Department of Development Aid.

Whites accounted for 96,6 per cent of this rarified category — a statistic that concentrated the minds of the Commonwealth Expert Group so wonderfully that they recommended strong and immediate steps to replace the current men at the top. (See main story.)

Blue collar salary raises

Sowetan

Sowetan

Correspondent

21/5/92

ABOUT 96 000 mostly black public servants in the lowest wage brackets have been granted an unexpectedly generous salary increase.

In the latest pay negotiations between public servants and the Government, settled without dispute on Tuesday, blue-collar workers at the bottom of the wage scale will receive increases of between 16 and 32 percent as a result of an agreement to eliminate the lowest three notches of the salary key scale for public servants

Increase

A general assistant, for example, will now receive a monthly salary of about R708 as opposed to R537.

However, a general increase of 9,2 percent for public servants on the fourth notch upwards has left many officials disgruntled despite the settlement

The wage talks between the Commission for Administration and 11 public servants' employee organisations under the banner of the Public Service Caucus lasted days and at one point dispute looked inevitable.

On Monday, six of the employee organisations withdrew from the negotiations, but because they represented only 25 percent of the public service, talks continued.

In a statement yesterday, the remaining five bodies said they felt they could not allow the State to decide unilaterally on the increases and therefore continued to negotiate for the best possible adjustment that would address the worst paid workers

A number of other issues such as maternity leave and the extension of working hours have been placed on the table by the State to be negotiated, and must still be resolved.

Legislation

Mr Hans Olivier of the Public Servants Association, one of the 11 bodies involved, said yesterday that public servants desperately needed legislation to protect their rights as employees in the event of wage negotiations.

They could not, for example, declare a legal dispute with the Government as was the case with trade unions and employers in the private sector.

A proposed Labour Relations Act for Public Servants was still to be tabled in Parliament, and it was hoped it would be passed during the current session, Olivier said

Public servants' pay boosted

By Helen Grange
Pretoria Bureau

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Some 96 000, mostly black, public servants in the lowest wage brackets have been granted an unexpectedly generous salary increase in the latest pay negotiations between public servants and the Government, which was settled without dispute.

Blue-collar public servants at the bottom of the wage scale will receive increases of between 16 and 32 percent after an agreement to eliminate the lowest three notches of the salary key scale.

But a general increase of 9,2 percent for public servants

on the fourth notch upwards has left many officials disgruntled.

Wage talks between the Commission for Administration and 11 public servants' employee organisations under the banner of the Public Service Caucus have lasted days, and at one point dispute looked inevitable.

On Monday, six employee organisations withdrew from negotiations, but because they represented only 25 percent of the public service, talks continued.

The remaining five bodies continued to negotiate with the State.

A number of other issues including maternity leave and the extension of working hours must still be resolved in negotiations between parties.

Public service sound despite scams – FW

STAR 20/5/92

Political Staff (250)

CAPE TOWN — President de Klerk, faced with corruption scandals in State departments, yesterday acted to dispel criticism that financial management was inadequate.

He gave details of steps taken during his term of office to improve the situation and said the public service was sound

In a statement, he said he was giving details of these "active steps" following the Pickard report which revealed corruption in the now-defunct Department of Development Aid

Mr de Klerk said the most important of these steps were

- The creation of 15 senior financial management posts in various departments.

- These posts were advertised inside and outside the public service in order to acquire the best possible expertise.

- Work of all financial management posts had been redefined to move emphasis from book-keeping to a management accountancy one focusing on effective financial management

- In trainee posts, 133 officials were appointed of whom 84 had already been promoted to the rank of State accountant

- In the period 1989 to 1991, 4 384 officials had been trained and retrained in provisioning administration.

- A separate ministry and department of State expenditure with a view to tightening planning and control with regard to expenditure had been set up.

- Structural adaptation programmes had, with a few exceptions, been negotiated with the TBVC countries and there was agreement on joint decision-making on budgets

- Since 1989 there had been a switch to systematic strategic planning with emphasis on development of financial management information systems and cost-effective systems. Use had been made of financial and management experts from the private sector

- The Auditor-General had in past years given attention to performance auditing, which had raised levels of control and focused on productivity

Mr de Klerk said these measures indicated the meaningful measures taken to strengthen the ability of ministers and departmental heads to control supplies, personnel and finances

The public service was sound and came up to the normal criteria of organisations which functioned in a trust capacity

Public servants fears

B 10ew 12/5/92

THE Public Servants' Association (PSA) has said some civil servants are worried about the change to a new government. PSA GM Hans Olivier warns in the association's official magazine, The Public Servant, against uncontrolled political influence in the selection and promotion of public servants. But he does not believe a future government will demolish a "well-trained" public service.

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PSA submits proposals

GERALD REILL

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PRETORIA — The Public Servants' Association has submitted its final recommendations to the Commission for Administration for a new labour relations deal for government workers.

The PSA wants included in the legislation, expected to come before Parliament before the end of the current session, the right to conciliation and arbitration, access to the Industrial Court and the right to strike.

PSA GM Hans Olivier said the PSA stressed in its submission its responsibility to take effective action against unacceptable salary and service conditions. *6/10/92*

"Although we have asked for the right to strike, we would want to avoid a situation such as that which has developed in Germany at all costs," he said. *6/15/92*

But, he added, government workers could not continue to be at the complete mercy of government when it came to service conditions.

Mandela's pledge on job security hailed

Political Staff

The public sector yesterday welcomed ANC assurances of job and pensions security for public servants, and urged political leaders to guarantee these pledges by entrenching them in the new constitution.

"The moment they do that, peace and calm will return to the public service," Public Servants Association general manager Hans Olivier said yesterday.

Roger Burrows, DP spokesman on the public service, said there was no doubt Codesa would have to address the composition and fears of the existing service.

Mr Burrows and Mr Olivier were reacting to remarks by Nelson Mandela who this week described white fears of nonracial government as "genuine and understandable". Mr Mandela said many public servants and security force

members thought they would lose their jobs.

"This is totally false," he said. "We have no such intention. I don't think a new government would last very long if it just dismissed people."

"Everybody will be secure under a democratic government"

Democratisation would be humane. "If an official is, say 50 years old and he normally retires at age 60, we would pay him out all his benefits and pension as if he had worked till retirement age."

Mr Olivier welcomed the assurances.

"They touched the true fear among public servants. What we would like to see, however, is a written agreement drafted at Codesa and signed by all participants confirming these attitudes."

Mr Burrows hailed Mr Mandela's view that the ANC would not radically alter the public service

STAR 11/3/92

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In addition to the referendum, the Budget and escalating violence, the government this week faced a revolt from public servants, up to now one of its most loyal constituencies.

And all indicators point to wage negotiations in the semi-state sectors being just as arduous this year.

Eleven employee organisations, under the umbrella of the Public Service Caucus and representing 305 000 public servants, this week threatened industrial action if the government did not improve its salary offer.

Public servants are considering go-slows, public protests, stayaways and a general strike.

Increases in the past two years have not been market-related and have not taken account of inflation, says Public Servants' Association (PSA) general manager Jan Olivier.

The presence of the National Education, Health and Allied Workers' Union

Public

Mail 20/3 - 26/3/92

(Nehawu) in the caucus is believed to have played a major part in the militant stand of the previously quiescent public service.

The negotiations see the Congress of South African Trade Unions-affiliated Nehawu and the non-aligned Health Workers' Union table joint demands with the other public service unions and associations, most of which are organised along racial lines.

They first presented a united front for a new labour deal in negotiations last year.

In the past month's tough talks, the Commission for Administration (the employer body) has increased its initial offer by a miniscule 0,28 percent, to 8,54 percent.

Employees are adamant that a 15,3 per-

servants rebel

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Public service workers — until now fairly restrained in labour

affairs — are becoming more militant in their demands, reports

FERIAL HAFFAJEE

cent pay rise will be the lowest acceptable.

Public service salaries fall short of inflation by between 18,2 percent and 41,5 percent, while they lag behind private sector salaries by between 24,2 percent and 34,6 percent.

The caucus said in a statement: "Minimum salaries are far below all respectable poverty datum line calculations."

In 1990, public servants were awarded a

10 percent non-pensionable allowance and only received increases of between six and 16 percent last year.

This week a PSA representative backed tracked on the protest action to have taken place today, saying the body would need longer to organise its members nationally.

He added that such action was not strategically clever because negotiations are set to continue on Monday.

The caucus, however, was "not optimistic that that a mutually satisfactory settlement can be reached" during the fourth round of negotiations next week.

The Commission said it would not comment until negotiations were completed.

Meanwhile, Transnet's Vic van Vuuren predicted that this year's wage round was

going to be "extremely difficult" He believed the offers negotiators have been mandated to table by Transnet management are "well below the expectations of workers".

He was adamant that transport workers should not expect double digit increases and said that if the union was inflexible, then Transnet would have to retrench.

The South African Railways Harbours and Allied Workers' Union (Sathwu) and the white Federation of Unions of Transnet are planning to table joint wage demands with Transnet when negotiations start at the end of April.

They will iron out their demands in a meeting today.

Sathwu's more adversarial negotiating style and its growing white membership, has influenced the conservative unions in the federation and seems set to do the same in this wage round.

Sathwu assistant general secretary Tshubiso Moshao said the union would again table a demand of a R1 500 minimum wage — the present minimum is R788. "But we will bear in mind the state of the economy," he added.

The monthly wage for the lowest-paid worker in the public service is only R538 a month. By contrast, Transnet workers get R900 a month, and Post Office and Telkom workers get R851 a month. The largest municipalities also pay considerably more than the public service.

The Post and Telecommunications Workers' Association tabled its initial demands with management this week.

● Legal prohibitions on strikes by nurses have been removed with the promulgation of the Nursing Amendment Act.

This means nurses participating in, or inciting a strike will no longer be criminally liable.

"Specific targets should be set for black advancement in public administration during the transition period, particularly for increasing the number of blacks in top management positions (director or upwards) which number some 3 000, of which less than four percent are filled by blacks and only 0,5 percent by Africans."

That's neither the face behind the grille nor the people in Pretoria: it's their bosses

The optimum number targeted changes according to the speaker. African National Congress manpower director Mzwai Puliso has been quoted as saying the ANC is looking at the top 1 500 jobs, for example, while the CEG says 600 jobs among the top 3 000 is a reasonable target for urgent personnel replacement with specialised training for new recruits. "Assuming an average cost of £6 000 per trainee," they write, "the total cost of the proposed crash programme would amount to £3,6-million."

President FW de Klerk is on record as promising current and former civil servants that their careers and pensions are not in jeopardy

But the CEG believes that without specific targets for increasing the number of blacks in top management, "it will be impossible to create a new civil service culture in South Africa".

"Everybody talks about affirmative action but nobody thinks about what it will cost," says Unisa sociology Professor Louwrens Pretorius. "If you replace officials from the level of director upwards, you're probably talking about people who have anywhere from 20 to 30 years' experience.

"How are you going to replace them? Are you going to wait until they reach retirement age, or are you going to send them on early retirement? Are you simply going to retrench? Are you going to double up? Nobody has researched what these possibilities will cost."

Pretorius and Unisa political science Professor Pierre Hugo have tried

building materials the average total was about R8 500 and this provided building material for 4 000 families. R150-million on the same basis would provide for 17 600 families, or about the number of families you have in Orange Farm. If we argue that the public treasury is relatively limited, then we also have to start looking at what economists call opportunity costs.

"I'm not saying that we don't need affirmative action. I think we need it politically and symbolically. A political system cannot run without legitimacy which, to a large extent, has to do with people's identification with the public service."

"And at a simple, moral level you have to give people the right to rise to the level they can. But we have to weigh our options. Affirmative action is a developmental action, but people also need to develop in other ways: we have to provide primary health care, education, housing and so on."

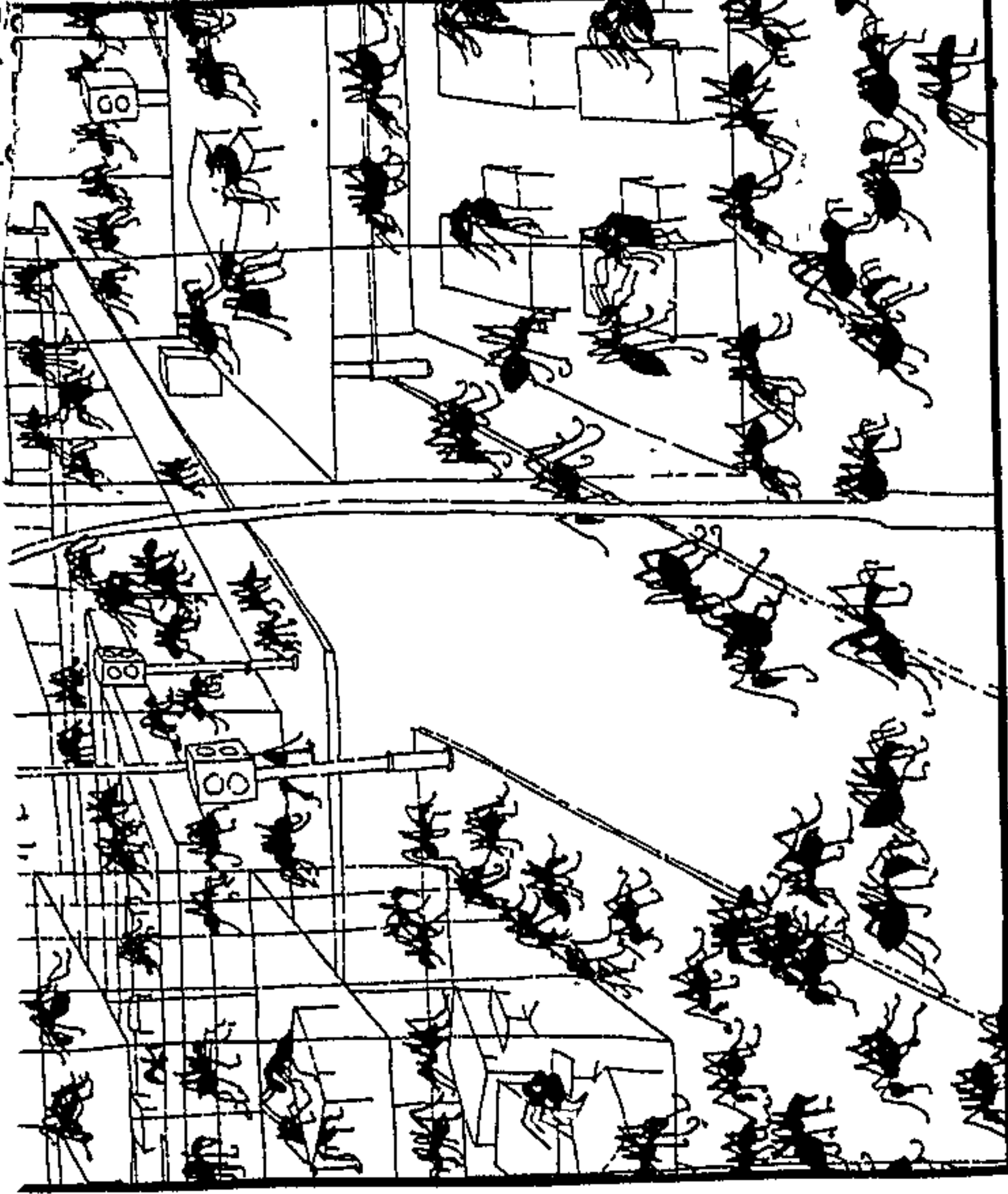
Why must new civil servants go in at the top?

One possibility comes from visiting American Professor Louis Picard, who is writing a book on transformation and the civil service.

"South Africa has an old civil service," he says. "They haven't been recruiting here for 10 years, primarily because of cost. So we have a bunch-up of older Afrikaans white civil servants who would be pensioned off in the normal run of things, and because all of us are mortal, costs are bearable within a transformation process."

"Of course, if one is sensible one recruits at all levels. There are young, competent, middle-level people around who have been working in various capacities throughout the system — in homeland bureaucracies, in local government — who will have to be absorbed. So you devise a process that involves both affirmative action and the rationalisation that is inevitable."

"As you get down into that younger group of white civil servants there may be some who simply decide this is a good time to shift into something



conservative people in the civil service has to give way to one in which the complexities of the demography of the country can be reflected in the composition of the civil service."

However, "certain procedures have to be followed to ensure harmony within the service and avoid disruption caused by lack of continuity and pursuit of political ideals at the expense of performance."

"In reforming the civil service, therefore, it should be clear that the source of the new civil service will inevitably include the former apartheid civil servants irrespective of their gender, colour or creed. The basis of selection will have to be the preparedness to serve in democratic structures, as well as serving a democratic community along democratic lines."

There are people unhappy with that concept. In the just-published *Redistribution and Affirmative Action* (Southern), in a chapter on the angst of white civil servants, Unisa's Hugo and Centre for Policy Studies' Louise Stack quote Moloto as saying there

else. That's the down side, that you lose the best of these people whereas the worst stay because they have no option."

The ANC's Papie Moloto, project co-ordinator for the Department of Human Resources and a local member of the CEG, sounds a shift in emphasis

"If one considers that the bulk of government expenditure is on wages and salaries of civil servants, then the quality of the service that each of these members of the service delivers to society must be worth the expenditure," he says. It's an argument for reforming the civil service entirely, rather than merely setting quotas.

"In the ethnically polarised society of today's South Africa, it will be essential to build bridges of trust and confidence between the present civil service and the community which never had access to civil service work."

"It has to be clear that the dominant position occupied by white, male, Afrikaans-speaking, Calvinistic and

will be a significant number of whites remaining in the public sector "after weeding out the die-hard racists", and they comment that "white public servants will no doubt worry about who will be doing the 'weeding' and what measurement of 'racism' will be employed".

Still, nobody — except perhaps the CEG — is talking about quotas per se. Indeed, Hugo and Stack write that in the light of a new government's stated goal of building a non-racial society, plus an absence of alternative employment for ex-civil servants, "such a government would be highly unlikely to translate the concept of affirmative action into sweeping whites out of the public service".

"Normally," says Wits management academic Patrick FitzGerald, "when you find people talking about quotas or promoting incompetent people, they're not talking about affirmative action at all. They're talking in a context where affirmative action has failed, hasn't happened or has only happened in the most token sense."

"Do you really believe people are appointed on merit in the present civil service? Simply appointing people on merit would drastically improve the representivity of the civil service."

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22/5-28/5/92

Interim rule: Plan for 'mass pressure'

ARG 27/5/92

Political Staff

WITH the politicians deadlocked in negotiations, key labour leaders stepped in last night with a radical new plan for "mass action" to pressure the National Party administration into giving way on a transitional government.

In a move certain to raise considerably the already high political temperature in South Africa, the top leadership of the giant labour union federation Cosatu announced a high-profile programme including marches, demonstrations, stayaways and even a general strike.

The campaign, scheduled to get under way in July, will take place under the banner "End corruption and murder — dismantle apartheid rule".

It was hammered out by Cosatu's national office-bearers at a meeting last Thursday and is in direct response to Codesa 2's breakdown on the question of bringing blacks into government soon. Cosatu intends to consult its allies on the plan as soon as possible.

Last night Cosatu assistant secretary-general Mr Sam Shilowa said the campaign was designed "to strengthen the hands of the negotiators at the table".

Mr Shilowa said Cosatu — which is not directly represented in constitutional negotiations but is recognised as one of the most powerful political groupings in the country — believed the "failure of Codesa 2 has led to a crisis in the negotiation process".

It was clear that "the government was manipulating the process", he said.

The campaign — described as a "staggered programme" and having no defined time limit — will put the spotlight on specific problem areas

in the negotiation process and Codesa.

Special attention will be drawn to corruption and mismanagement of public funds, death squads and covert operations, the "continued manipulation" by the government of the SABC and the government's "attempt to entrench white minority rule" in the constitution.

Cosatu leaders plan to draw "all organs of civil society, the tripartite alliance (the ANC, the SACP and Cosatu), civic organisations and

churches" into the campaign to force the government to loosen its continuing grip on exclusive power.

The campaign would be taken "to all corners of the country", Cosatu said, and would involve co-ordinated national action as well as "local struggles on the ground".

Mr Shilowa said "The government cannot continue to rule the country and must step down to make way for an interim government."

"The corruption in the Department of Development Aid is only the tip of the iceberg and extends to the departments of Education and Training, Defence, Law and Order, Health and Welfare, Finance, Foreign Affairs, Justice and Correctional Services

"Cosatu is demanding the setting up of an independent commission of inquiry into corruption and state expenditure. This commission would ultimately come under the jurisdiction of the transitional executive council."

Cosatu accused the government of "hiding behind" the Goldstone Commission and other internal inquiries into alleged security force transgressions.

"The Goldstone Commission does not have the access, and internal commissions don't have the political will," said Mr Shilowa.

Municipal workers in four days of industrial action

ARG 27/5/92

SHARON SOROUR Labour Reporter
TENS of thousands of municipal workers will embark on four days of national industrial action to protest against the government's continued unilateral restructuring of the public sector.

At a press conference yesterday SA Municipal Workers' Union general secretary Mr John Ernstzen said lunch-time picket demonstrations

and mass marches, involving Cosatu and Nactu, would take place in June in all major cities.

The restructuring of local government — which was taking place at a time when municipal workers were still among the lowest paid in the country — had led to many jobs being lost and the cutting and reduction of basic services to large sections of the community, he said.

WALTON SPECIAL ON SPECIAL ON SPECIAL ON SPECIAL

DECEMBER 1991

Crackdown on State spending

STAR 2/1/92

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CAPE TOWN — The Government is to introduce steps which will enforce stricter financial discipline and control over State spending.

This was announced yesterday by State Expenditure Minister Amie Venter during his department's first budget vote.

He said the Government had decided that new arrangements were needed to end the decisive role played in the affairs of the office of the Auditor-General by the Executive Authority.

"These (steps) will place the office of the Auditor-General under expert and effective Parliament-related supervision, rather than under the supervision of the Executive Authority."

The legislation which would drastically change the arrangements relating to the affairs of the office of the Auditor-General would be tabled for the approval of Parliament before the end of the present session.

The effect of the new measures would be that the office of the Auditor-General would be able to function essentially as an independent instrument of Parliament.

Appropriate checks and balances would be retained, enabling the office to act with greater, more visible autonomy.

Mr Venter announced that he also intended amending the Auditor-General Act this session.

The amendments would accommodate the relevant references in the legislation to the new Audit Arrangements Act in an "appropriate way".

Provision had been made for annual reports by the Auditor-General which would become available during the parliamentary recess to be brought to the attention

of the Joint Committee on Public Accounts. It would not be necessary to wait until Parliament was in session before referring these reports to the committee.

For the first time, the office of the Auditor-General would this year table in Parliament full particulars of the trading account and its financial state and analysis.

Mr Venter undertook to introduce legislation which would correct what he termed "certain shortcomings" in the State's financial management and control.

This would include the Bill on Abolition of Part Appropriation, the Bill on the Report by Public Entities, and the Consolidation Bill on Finance Laws.

Management plans which would be addressed included the possible scaling down of functions, rationalising of manpower needs, and actions aimed at increasing productivity.

The department was also implementing a system of multi-year planning which would enforce stricter financial discipline and control.

Mr Venter said a concerted effort would be made to reconsider the affordability of objectives and standards of public services in respect of the various functional areas.

The Cabinet had decided that a task group be established to advise the Cabinet on a five-year macro-economic framework in respect of overall expenditure limits, revenue projections and loan funding.

The task group would consist of the departments of State Expenditure and of Finance, the Central Economic Advisory Service and the SA Reserve Bank — Sapa

PRESERVE YOUR FAMILY HISTORY!

By Ian Walker

Just the other day, while imaging through an old album, I happened to stumble across a few very old family photographs thought what wonderful presents to give mom and dad and my favourite aunt and uncle. The problem was that I did not have any negatives suddenly remembered Emeraldland. They can produce as many copies of your oldest pictures, the quality being even better than the original. Call in to Cameraland in Town or Claremont for photo experts will be most happy to oblige.

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Civil servants ponder their future

TOS WENTZEL
Political Staff

STEPS to prepare apprehensive public servants for major changes in a new constitutional system are being considered by the Public Servants Association, with early retirement an option.

In a public service corps of more than 760 000, many have adopted a wait-and-see attitude, while the option of early retirement is being considered for some of them.

Public servants are being assured about their future by the government and the ANC, but there is general agreement that at this stage, pending negotiations at Codesa.

Mr Cas van Rensburg, deputy general manager of the Public Servants' Association, said what can be expected was "a total

change of the structures of the public service, including the composition of a service more representative of the racial groupings in the country".

He said the main task now was to evaluate whether the present public service would be acceptable to a future government, and what could be done to make it so.

Senior civil servants said there were no indications yet of many public servants taking early retirement, except for teachers who were being retrenched.

At a symposium in Pretoria on the future of the public service, Mr Van Rensburg disclosed that some departments were already busy with surveys to determine the number of staff over 50 who were willing to retire.

Also there was a drive by the State to give public servants the right to retirement, but in some

cases with reduced pensions. This would be negotiated with employee organisations.

One of the features of the Pretoria symposium was the assurances given by the ANC's Mr Patrick Fitzgerald.

He said it was time that certain public servants moved beyond their fear of losing their jobs and pensions and concerned themselves with what an "uninterrupted and legitimate" public service could do to ensure the success of a new South Africa.

Nobody had threatened their jobs or pensions.

But there would have to be "judicious" affirmative action to ensure progress towards a non-sexist, non-racist and generally non-discriminatory public service, although this would not mean a vast bureaucratic apparatus.

El Nino caused drought

The Argus Correspondent

JOHANNESBURG - Academics have officially confirmed that the recent summer drought - the worst ever recorded in South Africa - was being caused by El Nino, an unpredictable weather phenomenon causing low rainfall patterns over southern Africa.

Professor Johan van Heerden of the Chair of Meteorology and Professor Will Alexander of the Division of Water Engineering at the University of Pretoria, have released a report revealing that El Nino was anticipated from as early as September 1991.

Covert group sends threats to cabinet

Political Staff

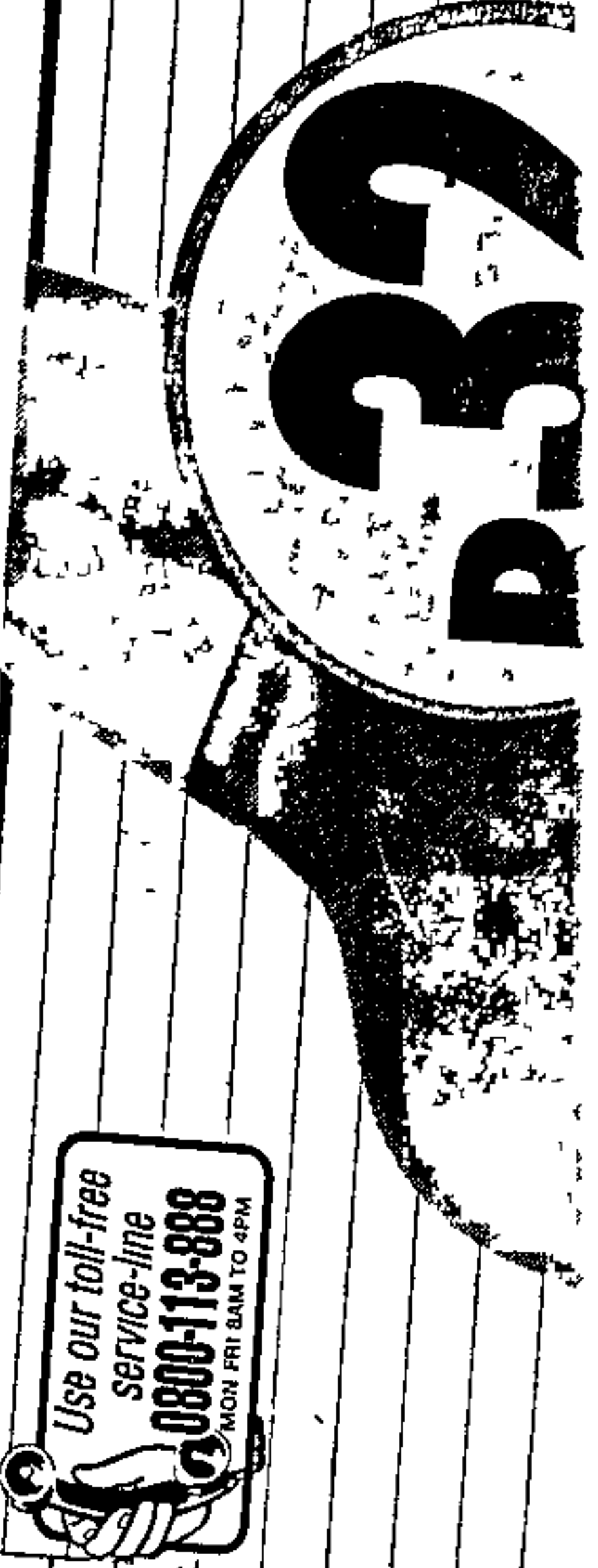
PRESIDENT De Klerk and at least three senior cabinet ministers have had threatening letters from an organisation calling itself the "Binnekering" (Inner Circle) and claiming to be a "formal covert group" made up of former security officers.

The letters called on the top National Party politicians to "turn back" from Codesa or "face the consequences".

Mr De Klerk, Law and Order Minister, Minister Kriel, Foreign Affairs Minister Pik Botha and former Finance Minister Barend du Plessis had the letters shortly before the March referendum.

In the letter the Inner Circle claimed to be a "well-structured group of former members of the SA Defence Force, Military Intelligence, Special Forces, South African Police Task Force, security police and of the National Intelligence Service".

The group said it had "been monitoring your (the Government's) political initiatives over the last 18 months with growing concern". According to the letter, the Inner Circle "Command Cell" had...



R1 500 perk for wives and officials on tour

APR 19 1992
BILLY PADDOCK

CAPE TOWN — Officials and their wives accompanying President F.W. de Klerk's tour of Japan can each claim a clothing allowance of up to R1 500 in addition to subsistence and travel allowances. Commission for Administration spokesman Corrie Smit yesterday confirmed this on inquiry and said this was in terms of the official rules and regulations.

At least 20 officials were accompanying De Klerk, and four of them besides De Klerk had their wives with them. Last week De Klerk's director-general Jannie Roux said regulations allowed officials to take their wives with them on one of every four foreign trips.

But Smit said the regulations stated that this only happened in "certain exceptional cases, for instance, when the official represents a minister at an occasion where circumstances or custom would have required the minister's wife to accompany him officially".

Smit said that at present personnel on official overseas trips were compensated for "additional clothing they might need as a result of climatic conditions" to a maximum of R1 584. Lesser amounts might be granted depending on the nature and duration of the visit. A state visit received the highest grant.

"Similar clothing grants may be paid to the wife of an official, should she accompany him on an official visit," Smit said. Smit said that all public servants on official trips had their actual travelling expenses paid. Apart from this officials and their wives also qualified for subsistence and travel allowances.

"His reasonable actual expense on hotel accommodation may be compensated. A special daily allowance (the amount of which differs according to country) is paid to compensate for the cost of meals and incidental expenses," he said. Smit said that from August 1, 1992 clothing grants would be withdrawn.

Public administration course
THE World Bank's Economic Development Institute is to sponsor a major public administration course to be held at the University of the Western Cape from May 31 to June 12. Aimed at middle management and technical staff in non-governmental organisations, civics and government, the course will be co-ordinated by UWC's Job Mokgoro. The course director is Orlando Hohls, senior lecturer in Public Administration. For further information, Mokgoro and Hohls can be contacted at (021) 959 2911.

26/9/11 - 11/6/92
w/mad 5/6 - 11/6/92

SD

Govt misuse of pension fund continues DP

B. Dany 15/6/92

250

BILLY PADDOCK

CAPE TOWN — Government's mismanagement and misuse of its pension fund continued, DP finance spokesman Ken Andrew said in Parliament on Friday.

He said it continued to use foreign borrowings to offset the fund's shortfall.

Andrew slammed government's request to Parliament on Friday to approve a R5,77bn transfer from the Stabilisation Fund, of which R2bn would go to the Government Pension Fund and R3,77bn to Gold and Foreign Exchange Contingency Reserve Account.

The DP had opposed the pension allocation clauses in the Finance Bill, he said.

Government had borrowed more than necessary last year and, instead of reducing its high interest loans, was using the surplus to reduce the pension shortfall, he said. This should rather have been used to pay off some of the loans.

Andrew said the return on interest earned from the pension funds was much lower than the interest paid on borrowings.

He said the total shortfall on the State's pension funds was between R40bn and R50bn. This was a result of the stopping of actuarial evaluations during the 1970s,

cheap buy-back schemes, huge occupational differentiations of the 1980s, and money used to buy public servant's loyalty after the formation of the CP.

The funds were also used to invest through the Public Investment Commission at much lower rates of return than could be found in the private sector.

State Expenditure Minister Amie Venter said it was necessary to pump the R2bn into the Government Pension Fund because it was recovering slowly.

He also announced that R3,77bn was being transferred from the Stabilisation Account to the Gold and Foreign Exchange Contingency Reserve Account, which had a total shortfall on March 31 1992 of R12,5bn. The increased shortfall was mainly a result of long-term public sector loans maturing in the past year, the downward adjustment of gold valuations and the rand's depreciation.

Government's debt to the Reserve Bank on the contingency reserve was offset by crediting from the Stabilisation Fund and would not affect the money supply.

20-24/6/92

The recent corruption scandal in the Department of Development Aid highlighted the unaccountability of apartheid officials. Can a new government in South Africa neutralise these bureaucrats? Tebogo Job Mokgoro, senior lecturer in Public Administration at the University of the Western Cape, explored the

issue. **Rehana Rossouw** reports. *South 20/6-24/6/92*

MINISTERS in the South African government are unable to keep track of what is happening in their departments, corruption scandals have shown

A new government will be judged by how it balances needs with scarce resources

Speaking at a conference on Citing Effective Performance in the Public Sector, Mr Tebogo Mokgoro said it would require efficiency and effectiveness during reconstruction

Mokgoro said there was an attempt during PW Botha's regime to reorganise state machinery

"Botha put in place a highly autonomous and unaccountable executive which directed and controlled state activities"

"As a result, the power of the state to initiate and pursue its apartheid policies has been increased

A new govt must keep the civil service civil

"The principle of ministerial responsibility in the South African civil service makes Ministers answerable to parliament for things that happen in their departments

"Ministers are therefore concerned with accountability, thus making decentralisation difficult

"The processes of internal and external accountability tend to stultify administrative discretion"

Mokgoro said if the ANC were to become the government, it would be faced with the high expectations of millions

Any attempts to introduce business principles in government would have to be handled with great caution

Although there were some similarities in administrative activities of public and private institutions, government institutions had to be supported by public administration

Attempts to apply business principles in administration had failed, not because of the incapability and stubbornness of civil servants, but because of the substantial difference underlying structures of the two arenas

"Political responsiveness and legitimacy are crucial in the delivery of public services

"For example, although privatisation of public services may bring about efficiency, such a policy may exclude people who cannot afford such services.

"This is not to say that the principles of efficiency and effectiveness have no place in the public sector"

Mokgoro said there had been a persistent increase in the state's economic activities since the National Party came to power. This was aimed at eradicating the "poor white" problem. Unemployed whites who could not find employment in the private sector could find places in the public sector

A democratic state would have to play a reasonably visible role in the economy, not for racial ends, but to facilitate equity in the distribution of resources and alleviation of poverty

Introducing management autonomy might conflict with this role of the state if it was not properly handled

There is a danger that management autonomy might strengthen the already powerful bureaucracy

The corruption in the the Department of Development Aid is a clear example of what officials functioning in a somewhat autonomous way can do when Ministers are not able to keep track of what happens in the departments

"A new government, which is likely to be dominated by the ANC will have to face a strong civil service to which it will be a stranger

"Giving such a public service substantial management autonomy may spell disaster for the implementation of policy."

apartheid over the years will probably continue to have either National Party loyalty or be aligned with the Conservative Party

"This political disloyalty to the ANC will either result in the undermining of the policies of the government of the day, or the civil service will function more as a neutral bureaucracy"

Mokgoro said when decentralisation was applied in the public sector it was seen as a means of liberating managerial potential thwarted by bureaucratic restrictions

Bureaucratic rigidity and inefficiency were often attributed to excessive centralisation

In government, however, decentralisation was seen as problematic. Officials feared loss of control.

Public workers set to join strike

Own Correspondent

DURBAN — THE 53 000-strong Public Servants' League of SA is poised to join the National Education Health and Allied Workers' Union (Nehawu) national wage strike if its talks on negotiations with government fail. *Blm 24/6/92*

The union's Natal regional liaison officer Paresh Maharaj said the Natal executive committee was fully behind mass action as a strategy to bring government to its senses if its demands were not met.

"We have membership at hospitals, public works departments and House of Representatives institutions. The Natal executive committee will meet tomorrow to discuss the outcome of the meeting with Minister for Administration Org Marais in Pretoria yesterday."

GERALD REILLY reports from Pretoria that leaders of public servants' staff organisations were told by Marais yesterday it was financially impossible for government to raise the 8,8% pay increase offer from July for the 760 000 Exchequer personnel.

Represented at the meeting were 11 staff associations and unions.

Pay negotiations between the association and the Commission for Administration have dragged on for months.

Marais gave an assurance yesterday that legislation to provide for a more rational and effective dispute resolving system — giving public workers improved rights — was being treated with urgency by government. The associations had expected the legislation to go through Parliament this past session.

15 JUL 1992

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Vol. 325

PRETORIA, 3 JULIE
JULY 1992

No. 14146

PROKLAMASIE

*van die
Staatspresident
van die Republiek van Suid-Afrika*

No. 64, 1992

WYSIGING VAN AANGELEENTHEDE RAKENDE
DIE STAATSDIENS OPGEDRA AAN MINISTERS EN
ADMINISTRATEURS

Kragtens die bevoegdheid my verleen by artikel 6 (2) van die Wet op die Kommissie vir Administrasie, 1984 (Wet No 65 van 1984), wysig ek hierby Deel A van die Bylae tot Proklamasie No 88 van 1983, soos afgekondig in *Staatskoerant* No. 8745 van 1 Junie 1983, in die mate aangetoon in die Bylae hiervan

Gegee onder my Hand en die Seel van die Republiek van Suid-Afrika te Pretoria, op hede die Eerste dag van Julie Eenduisend Negehonderd Twee-en-negentig.

F. W. DE KLERK,
Staatspresident

Op las van die Staatspresident-in-Kabinet:

G. MARAIS,
Minister van die Kabinet.

BYLAE

Nommer die bestaande item in AFDELING IX. DIENSEINDIGING as 1 en voeg die volgende nuwe item 2 in:

"2. Ontslag van beamptes in die A-afdeling van die Staatsdiens, uitgesonderd diegene wat range in die geklassifiseerde bestuurskader beklee, weens voortdurende swak gesondheid kragtens artikel 16 (2) (a) van die Staatsdienswet, 1984, behoudens die bepalings vervat in Staatsdienspersoneelkode B XV/II "

420—A

PROCLAMATION

*of the
State President
of the Republic of South Africa*

No. 64, 1992

AMENDMENT OF MATTERS INVOLVING THE
PUBLIC SERVICE ASSIGNED TO MINISTERS AND
ADMINISTRATORS

By virtue of the powers vested in me by section 6 (2) of the Commission for Administration Act, 1984 (Act No 65 of 1984), I hereby amend Part A of the Annexure to Proclamation No. 88 of 1983, as published in *Government Gazette* No 8745 of 1 June 1983, to the extent indicated in the Annexure hereto

Given under my Hand and the Seal of the Republic of South Africa at Pretoria this First day of July, One thousand Nine hundred and Ninety-two

F. W. DE KLERK,
State President

By Order of the State President-in-Cabinet

G. MARAIS,
Minister of the Cabinet.

ANNEXURE

Number the existing item in SECTION IX: TERMINATION OF SERVICES as 1 and insert the following new item 2

"2. Discharge of officers in the A division of the Public Service, excluding those holding a post in the classified management echelon, due to continued ill-health in accordance with section 16 (2) (a) of the Public Service Act, 1984, subject to the provisions in Public Service Staff Code B.XV/II."

14146—1

Deal on public servants' pay

(250) ET 16/7/92
PRETORIA — Five employee organisations involved in salary negotiations for public servants yesterday reached a settlement with the Commission for Administration for an average pensionable salary increase of 9,2%.

The five organisations, representing 260 000 members, also agreed that starting salaries for general assistants be raised from R 337 to about R708 a month.

The settlement was signed in Durban, yesterday for implementation from August 1, in spite of the withdrawal of six of the 11 employee organisations involved in the pay talks. — Sapa

TIM COHEN

PRETORIA — Former CP MP Koos van der Merwe yesterday confidently predicted that President F W de Klerk would win a majority in the inevitable democratic elections, and called on conservatives to throw their weight behind him.

"You can't play rugby from the grandstand," he told members of the Pretoria Press Club "You have to be on the field to win."

When a reporter pointed out that he predicted, equally confidently, a majority of "no" votes in the referendum, Van der Merwe conceded he had been wrong but added that there was concrete evidence that the NP could win one person, one vote elections.

With the support of almost all whites and 70% of coloureds and Indians, De Klerk needed

Support FW says ex-CP MP

the support of only 15% of blacks to win a majority, academics had found.

The ANC was making many mistakes, and increasingly De Klerk was looking like the "good guy" and Nelson Mandela the "bad guy."

As an example of one of the many ANC mistakes, Van der Merwe pointed to the TV blackout of the Cameroon soccer matches "Mandela doesn't grasp that blacks play soccer," he said.

On the future of the Afrikaner, he said his advice was that Afrikaners should wait until the 10 regions of SA had been demarcated and the federal structure was in place Afrikaners

ANC preparing blacks for future public service

PRETORIA — The ANC has started intensive preparations to equip blacks to take up middle and senior management posts in the public service under a new government.

ANC senior spokesman Saki Macozoma said the ANC was committed to a more integrated and representative public service and this policy would be implemented soon after a

ANC preparing blacks for future public service

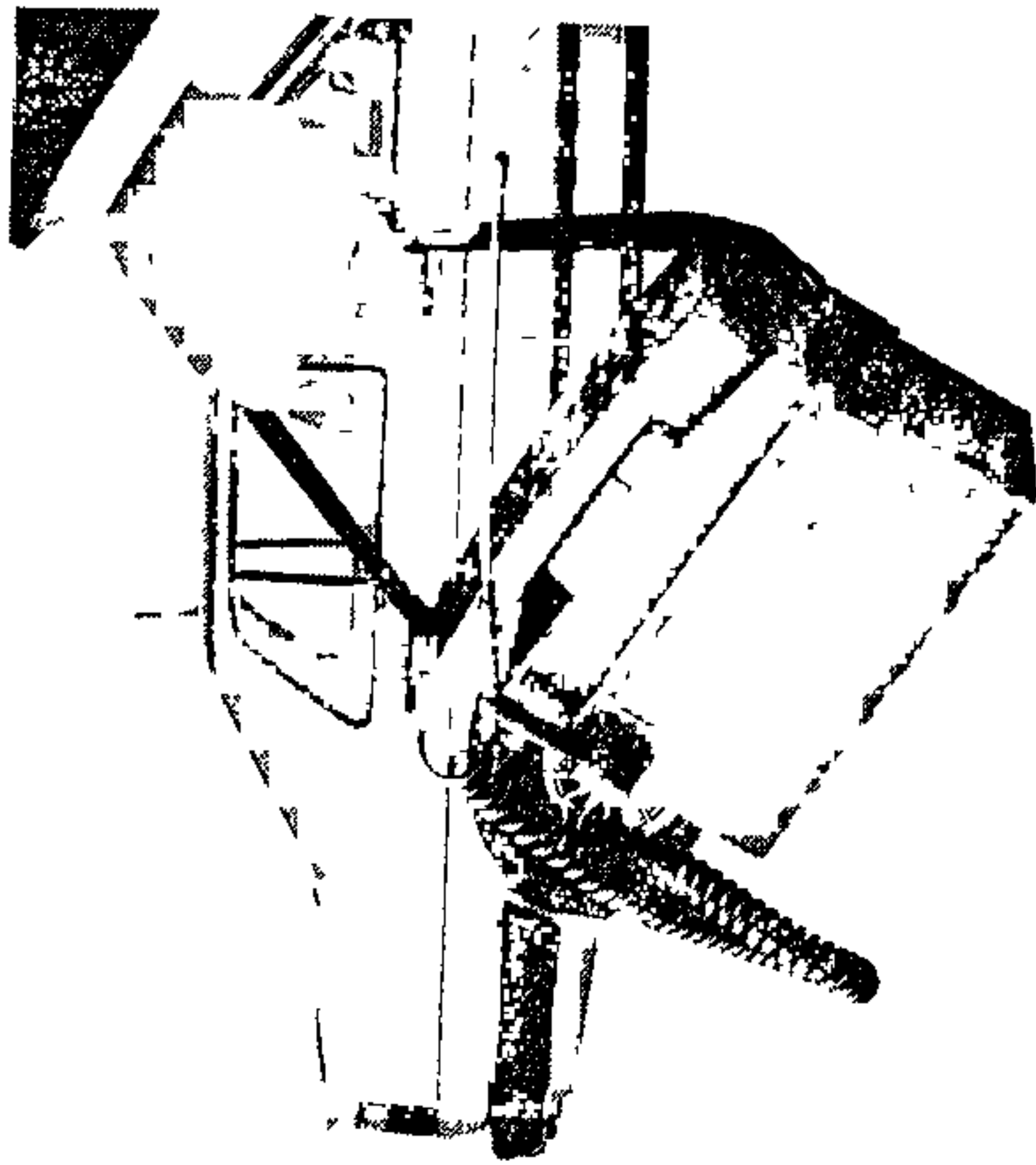
change of government. He said eight blacks were in the UK undergoing training in public administration in a programme prepared by the UK government.

Another 14 were in France studying the basics of international relations after which they would undergo training in the UK. Offers to train blacks for public administration had also been received from Australia and from New Zealand. So far these offers had not been taken up.

Macozoma said certain senior public servants would have to retire to make way for black entrants after installation of a new government. However, their benefits — including pensions and gratuities — would be unaffected.

Public Servants' Association GM Hans Olivier said the body had no objection to black postings, provided incumbents had the required qualifications and were appointed on merit.

"But as soon as you start artificially pushing people into jobs for which they are not equipped, you have serious problems."



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Public servants agree on pay rise

PRETORIA — Five employee organisations involved in salary negotiations for public servants yesterday reached a settlement with the Commission for Administration for an average pensionable salary increase of 9,2% **BIDA 7 16/7/92**.

The five organisations, representing 260 000 members, also agreed that starting salaries for general assistants be raised from R537 to about R708 a month.

According to a joint statement released by the Public Servants' Association, the Hospital Personnel Association, the South African Nursing Association, the Natal Provincial Administration Personnel Association and the Public Service Artisan and Allied Workers' Association, this would affect about 95 000 general assistants and related workers.

The settlement was signed in Durban yesterday for implementation from August 1, in spite of the withdrawal of six of the 11 employee organisations involved in the pay talks.

They said while supporting the six employee organisations who withdrew from the negotiations, they felt that they could not allow the state to decide unilaterally on the increases.

They said they therefore negotiated for the best possible adjustment that would address the most seriously affected groups such as general assistants who were also the lowest-paid workers within the public service. — Sapa.

22 JUL 1992

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Regulasiekoerant
Regulation Gazette

No. 4901

Vol 325

PRETORIA, 16 JULIE
JULY 1992

No. 14165

GOEWERMENSKENNISGEWING

KANTOOR VAN DIE KOMMISSIE VIR ADMINISTRASIE

No. R. 2058

16 Julie 1992

BYLAE

Hierby word vir algemene inligting bekendgemaak dat die Staatspresident, kragtens artikel 35 (1) van die Staatsdienswet, 1984 (Wet No. 111 van 1984), die volgende regulasie uitgevaardig het:

Die Staatsdiensregulasies gepubliseer by Goewermentskennisgewing No. 2047 van 11 Desember 1959, soos gewysig, word hierby verder gewysig deur die bestaande regulasie A13 deur die volgende nuwe regulasie A13 te vervang

"Aanneem van Nominasie vir Parlement, ens

- A13 1 As 'n beampte of werknemer 'n nominasie of rekwisisie aanvaar as kandidaat vir verkiesing tot, of kragtens subartikels 41 (b) en (c), 42 (b) en (c) of 43 (b) en (c) van die Grondwet van die Republiek van Suid-Afrika, 1983 (Wet 110 van 1983), benoem of verkies word as lid van die Parlement, word hy geag vrywillig uit die Staatsdiens te getree het met ingang van die datum waarop hy sodanige nominasie of rekwisisie aanvaar het of waarop hy aldus benoem of verkies is
- A13 2 As 'n beampte of werknemer kragtens artikel 70 van die Grondwet van die Republiek van Suid-Afrika, 1983 (Wet 110 van 1983), aangewys of aangestel word as lid van die Presidentsraad word hy geag uit die Staatsdiens ontslaan te wees met ingang van die datum waarop hy aldus aangewys of aangestel is.

GOVERNMENT NOTICE

OFFICE OF THE COMMISSION FOR ADMINISTRATION

No. R. 2058

16 July 1992

ANNEXURE

For general information it is hereby notified that the State President has, under the powers vested in him by section 35 (1) of the Public Service Act, 1984 (Act No. 111 of 1984), issued the following regulation:

The Public Service Regulations, published under Government Notice No 2047 of 11 December 1959, as amended, are hereby further amended by substituting the following new regulation A13 for the existing regulation A13

"Acceptance of Nomination for Parliament, etc

- A13.1 If an officer or employee accepts a nomination or requisition as candidate for election to, or in terms of subsections 41 (b) and (c), 42 (b) and (c) or 43 (b) and (c) of the Republic of South Africa Constitution Act, 1983 (Act 110 of 1983), is nominated or elected as member of Parliament, he is deemed to have voluntarily retired from the Public Service with effect from the date on which he accepted such nomination or requisition or on which he is so nominated or elected
- A13 2 If an officer or employee is designated or appointed as member of the President's Council in terms of section 70 of the Republic of South Africa Constitution Act, 1983 (Act 110 of 1983), he is deemed to have been discharged from the Public Service with effect from the date on which he is so designated or appointed.

A13 3 'n Beampte of werknemer kan met die vooraf toestemming van die Minister of Administrateur 'n nominasie of rekwisisie as kandidaat vir verkiesing tot lid van—

(a) 'n plaaslike owerheidsliggaam soos omskryf in die Wet op die Bevordering van Plaaslike Owerheidsaangeleenthede, 1983 (Wet 91 van 1983), of

(b) 'n skoolraad,

aanvaar, of deur 'n bevoegde persoon of liggaam as lid daarvan benoem, aangewys of aangestel word, as die betrokke Minister of Administrateur oortuig is dat daar nie inbreuk op die beampte of werknemer se ampspligte gemaak sal word nie. Met dien verstande dat indien sodanige toestemming nie verkry is of verleen word nie die bepalings van subregulasie 1 *mutatis mutandis* op die beampte of werknemer van toepassing is.

A13.4 Indien 'n beampte of werknemer wat verkies, benoem, aangewys of aangestel is as 'n lid van 'n in subregulasie 3 bedoelde liggaam of raad weens sy werksaamhede as sodanige lid nie meer sy ampspligte behoorlik kan vervul nie, of daar ander omstandighede is wat vereis dat hy nie langer as sodanige lid diens moet doen nie, kan die Minister of Administrateur daardie beampte of werknemer gelas om as lid van daardie liggaam of raad te bedank.

A13 5 As 'n geskil ontstaan tussen die Regering en 'n in subregulasie 3 bedoelde liggaam of raad mag 'n beampte of werknemer wat lid is van sodanige liggaam of raad nie aan die bespreking of stemming oor daardie geskilpunt deelneem nie."

A13 3 An officer or employee may with prior permission from the Minister or Administrator accept a nomination or requisition as candidate for election as member of— (250)

(a) a local government body as defined in the Promotion of Local Government Affairs Act, 1983 (Act 91 of 1983), or

(b) a school-board, (260) (300)

or be nominated, designated or appointed by a competent person or body as a member thereof, if the Minister or Administrator concerned is convinced that the official duties of the officer or employee will not be affected detrimentally. Provided that if such permission is not obtained or granted, the provisions of subregulation 1 apply *mutatis mutandis* to the officer or employee

A13 4 If an officer or employee who is elected, nominated, designated or appointed as member of a body or board, contemplated in subregulation 3, is no longer able to perform his official duties satisfactorily on account of his activities as such member, or if other circumstances require that he no longer serve as such member, the Minister or Administrator may direct that officer or employee to resign as member of that body or board

A13 5 In the event of a dispute arising between the Government and a body or board, contemplated in subregulation 3, an officer or employee who is a member of such body or board, shall not take part in the discussion or vote on the question at issue."

INHOUD

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Kantoor van die Kommissie vir Administrasie		
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Public servants at heart of matter

Politics spikes anti-strike bid

SITimes (Buss) 26/7/92

ATTEMPTS by business to broker peace and protect the economy from mass action failed this week because the Government was not keen to allow public-sector workers to take part in a planned shutdown next Monday.

Cosatu raised with employer federation Saccola the possibility that government workers be involved in plans for the day to be declared one of reconciliation.

But after a central committee meeting, Cosatu indicated on Tuesday that it considered public-sector participation an important issue.

Saccola kept members of the Cabinet informed on progress in the talks and found them divided into hawks and doves.

Details

It is believed that although members of the Cabinet were prepared to consider special arrangements, such as protests during longer lunch breaks, they would not support a general shutdown.

Barlow Rand chief executive Warren Clewlow discussed the proposed accord with President De Klerk. Mr Clewlow says he talked to Mr De Klerk in his capacity as chairman of the Economic Advisory Council. He stresses that he was not part of the Saccola-Cosatu negotiations.

Mr Clewlow says the conversation was privileged. He declines to give details.

The Saccola-Cosatu breakdown has led to charges by Cosatu's Jay Naidoo that the Government "scuppered" the accord. Cosatu was

prepared to deliver the ANC and the SACP, but business was unable to deliver the Government as part of a wider deal.

Many businessmen were not prepared to accept a full shutdown, preferring longer lunch breaks for marches and related activities. Others were ready to shut down, but many were concerned about essential services.

There was also business concern that the Saccola-Cosatu deliberations should not be used as a political forum. Business doubted Cosatu's ability to bring non-Cosatu members into the accord.

Another key factor which left Saccola unable to conclude the deal with Cosatu was the question of trade unions' ability to ensure that proposed mass action after August 3 did not disrupt the economy.

"We wanted the general strike and associated mass action to be called off," says Saccola chairman Bokkie Botha.

"Saccola made it clear from the outset that it would do nothing to exacerbate violence or further damage the economy. It could not side with any political party but would encourage the parties to negotiate."

Mr Naidoo says the accord could have "been an important stepping stone on the way to breaking the political logjam and compelling the political parties across the board into a solution-finding mode".

"The Government's objection was that business was entering into a political arena and was doing so on an ANC agenda."

"Government could not accept that business and labour could enter into a political agreement which could unlock the political logjam in SA."

By KEVIN DAVIE (250)



WARREN CLEWLOW Spoke to President De Klerk as chairman of the Economic Advisory Council

Gloom in the public service

PRETORIA — Erosion of morale and motivation in the public service should be given urgent attention, Commission for Administration chairman Piet van der Merwe has warned.

He said recently there was concern about the effects of affirmative action programmes, mistakes of past policies being blamed on public servants; and statements by some politicians and journalists that public servants were unable or reluctant to adapt to changing policies.

Uncertainty and fear about pensions, job security and promotion opportuni-

31044 27/7/92
GERALD REILLY

ties had taken a toll. He said there was disappointment and frustration over unclear policy directives, frequent shifts of functions and personnel between departments, and cuts in budgets and personnel

(250)
(251) (252)

Record number of homeland public servants

PRETORIA — Bureaucrats in the self-governing territories received 16,6% pay increases last year, latest Central Statistical Service (CSS) figures show

Employment in the civil services of central government, provincial administrations and homelands all increased, but it was the self-governing territories which showed the highest growth

CSS figures show that 787 154 people were employed in the public sector in the first quarter of this year — an increase of 3 524 compared with March last year.

They earned R5,027bn in the first quarter — an increase of R551,631m compared with last year's period.

Workers in general affairs departments increased by 666, in own affairs departments by 1 071 and in the provincial administrations by 1 787

Staff numbers in the self-governing territories increased by 8 710 to a record 210 210. Their pay increased R142,259m to R995,943m.

The wage bill for the total public sector was R25bn including the Post Office, Telkom, Transnet, universities

and technicians.

Meanwhile, a Human Sciences Research Council study has found that public servants have a high degree of suspicion about politicians

The study, commissioned by the Public Servants' Association, found that 63% expected negotiations to lead to a black majority government, with 56,1% expecting such a government within two years.

Only 39,4% of respondents were positive about the expected implications of the reform process.

It was found that 51% had faith in the present government, 25,4% in Codesa, 14,7% in an interim government and 22,6% in a future government.

(250)

GERALD REILLY

(267)

The fears of public servants

MICHAEL MORRIS
Political Correspondent

250

ARC

29/7/77

SOUTH Africa's public servants have virtually no faith in an interim government and are extremely doubtful about the implications of political reform.

And, in what could be seen as a major vote of no-confidence in most of the country's political leaders, public servants regard assurances about their future from ministers, MPs and extra-parliamentary leaders "predominantly implausible".

Only President De Klerk's statements are perceived to be credible by most public servants.

These are among the main findings of a Human Sciences Research Council poll of Public Servants' Association (PSA) members in March this year

While 51 percent of respondents trust the government, they do not trust most of the government's assurances about their future. President De Klerk's statements are trusted by 64 percent.

Most public servants (63 percent) expect reform to lead to a black majority government — 56 percent believe it will be within two years — but only 39,4 percent are positive about the "expected implications of the reform process for their work".

Only 25 percent of public servants trust the Codesa process, though a big

majority — 90 percent — believe the public service should be on the negotiations agenda

The PSA said in a statement on the poll that one of the main — and increasing — causes of concern was the replacement of staff through "political appointments", that political pressure would make the work situation of officials "untenable" and that service benefits, particularly pensions, could deteriorate in future.

An increasing number of public servants believe merit will become less valid in staff appointments in future, and the majority of respondents do not place their trust in the Commission for Administration to maintain the principles of merit and efficiency in the future, because of the commission's close link with the executive.

Nearly 95 percent of respondents believe the PSA could act more aggressively on behalf of public servants, but, according to the PSA statement, this did not imply support for strikes and mass action.

PSA general manager Mr Hans Olivier said the study had been undertaken to establish the concerns of public servants and to act on them.

The PSA was giving "good attention" to issues raised in the survey, and he appealed to public servants to continue performing their duties with dedication and not to allow their morale to be "influenced negatively"

Public service 'fear new SA'

PUBLIC servants are extremely fearful of the new South Africa and the effect of the reform process on their jobs, a Human Sciences Research Council study has found.

25 Oct 29/7/92
The findings follow reports that the government is considering white collar civil service job cuts as a way of reducing spending.

The HSRC report revealed that this group were extremely doubtful about the future and could no longer be reassured by politicians, whom they found implausible, the Public Servants Association (PSA) said.

10/

Public service labour deal

Political Staff

A **BREAKTHROUGH** labour agreement between 10 public service employee organisations and the government, including the right to strike in non-essential services and the ending of all discrimination, was reached yesterday.

The broad agreement on the Draft Labour Relations Legislation for the Public Service had been reached after intensive negotiations since the beginning of last year, the 10 organisations and the state said in a statement. They said the proposed legislation

would provide for the confirmation of certain fundamental rights of employees and representative employee organisations such as the freedom of association and protection against discrimination on grounds of race, colour, sex, religion and political opinion.

It would provide for collective bargaining structures and conciliation boards.

It would also provide for "legal strikes by Public Service Act personnel who do not render essential services".

250
CT 22/8/92

Nats want R840m for MPs' pensions

S/Times 23/8/92.

NATIONAL Party chief whip Johannes Niemann has proposed that the government provide R840-million of taxpayers' money to establish a private pension fund to safeguard the interests of MPs after major political changes have taken place.

A letter from Mr Niemann to chief whips of other parties in Parliament at the end of last month contains proposals for changes to political office-bearers' pensions, gratuity, tax and medical-aid schemes in preparation for a future government.

But this week, after the letter was leaked to the press, Mr Niemann said he would reconsider his plans.

The proposals indicate a nervousness within MP ranks that they will not be re-elected to a new government and that their pension and other benefits will not be honoured.

It also shows an awareness that, should a new dispensation come into

But 'leak' ends that idea, says chief whip

By EDYTH BULBRING: Political Correspondent

place soon, some MPs will not have served a sufficient term of office to qualify for certain pension and gratuity benefits.

Mr Niemann says in the letter he considers the four issues of urgent importance which should be resolved before an interim government is in place.

He states that proposals should go before a cabinet committee so that legislation could be passed, if necessary, in October. Mr Niemann proposes three options for changes to the existing pension system.

● To wipe the slate clean by paying

half his monthly salary for the rest of his life if he retires after seven-and-a-half years.

If he retires or fails to be re-elected before he has served this period he receives only that which he contributed towards his pension.

An MP has to have served 15 years or more to receive his full salary as a pension every month, and there is a ceiling of 20 years' service on the maximum gratuity.

In terms of MPs' gratuities, Mr Niemann proposes that MPs should be able to receive loans against their gratuities, which they cannot do at present.

They should also be able to receive a gratuity, whether they served the seven-and-a-half years or not. DP MP for Edenvale Brian Goodall lost out on his gratuity and pension when he failed to make his seven-and-a-half years' service by one day in 1987. Mr Niemann also proposes that there should be no cut-off date of 20 years affecting the maximum payment of

gratuities

He also proposes that all MPs' expenses should be tax-deductible. At present MPs are given an expense allowance. If they spend more than this, it cannot be deducted against tax.

This penalises MPs whose travel costs are higher than others.

Mr Niemann said this week that he had not put forward any proposals to the cabinet committee on August 4 as had been intended because he had not received a response to his proposals from the DP or CP. Without their agreement it was a non-starter, he said.

● Drastic cuts in State spending ● VAT exemptions reconsidered

Govt may lay off 30 000

STA 4/1/72

By Sven Lunsche and Helen Grange

250

The Government will introduce large spending cuts next year which could lead to 5 percent of public servants — about 30 000 — being retrenched, Finance Minister Derek Keys announced yesterday.

At a press conference, Mr Keys also hinted at the re-introduction of the VAT exemption for basic foodstuffs during the Budget in March next year.

He warned that the economy would not show a substantial improvement "unless the violence is stopped and a representative government put in place". Only

Budget over-run unlikely to push up interest rates — Page 14

then could the Government realistically address the problems of pursuing economic growth and tackling underdevelopment.

Mr Keys said the deficit before borrowing (the amount by which Government spending exceeds tax income) was rising far in excess of budgeted levels and could prevent a sound economic recovery.

The Government would not raise additional revenue in the current fiscal year, but had already set spending guidelines for 1993/4 for all Government departments. Government spending would be cut by 3 percent in real terms (after inflation) and all departments would be encouraged to raise productivity.

Mr Keys said this could entail the retrenchment of up to 5 percent of public-sector workers.

Reacting to the announce-

ment, the Public Servants' Association (PSA) said such a cut would lower morale among public servants, who had been concerned for some time about their future under a new government.

PSA chairman Hans Olivier said it would remain to be seen to what extent staff would actually be curtailed, since there were numerous posts unfilled at the moment.

Mr Olivier said his organisation supported a small, well-paid public service but to date, salaries were far below those in the private sector.

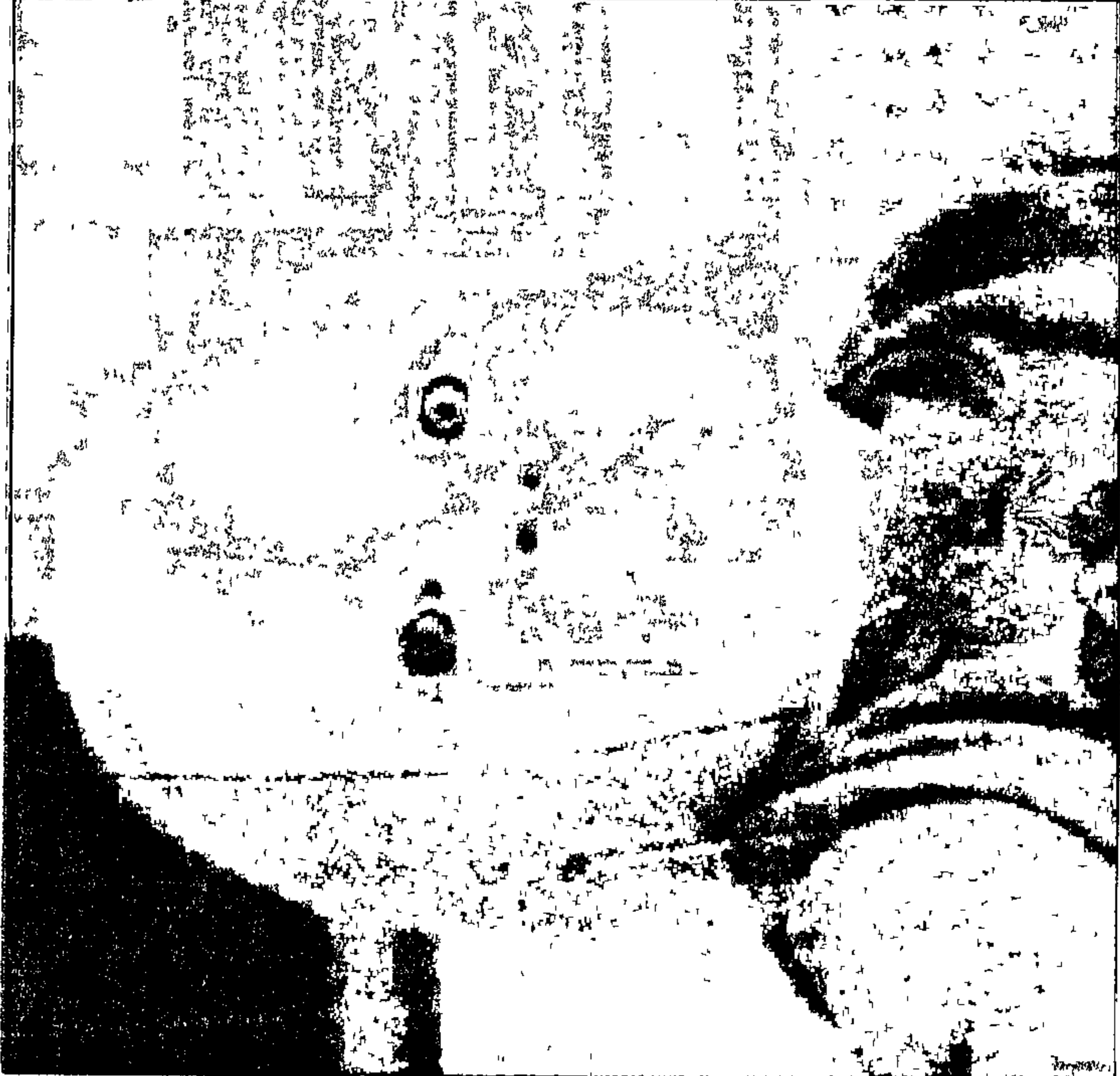
In reaction to recent calls for the exemption from VAT of basic foodstuffs, Mr Keys said it was not the Government's intention "to exempt large sections of the economy from the tax". But after discussions with the VAT Coordinating Committee and the Food Forum, "certain proposals have been made which are being studied with a view to finding common ground on the definition of basic foodstuffs."

"If these efforts are successful, they will be implemented next year," he said.

In a joint statement, the Afrikaanse Handelsinstituut and the SA Chamber of Business (Sacob) said Mr Keys's statement did little to build business confidence and failed to convey the urgency of the situation. The country faced a critical economic situation and there was an urgent need for gaining agreement on, and implementing, an economic reconstruction programme.

Sacob said it believed the National Economic Forum had an important role to play, and hoped the Government would take part.

The two bodies said they shared Mr Keys's concern about the growing Budget deficit. However, they saw "no specific measures proposed for reducing public-sector expenditure."



Toddler tragedy Derrick van Zyl, who was abducted in April and found wandering on the Soweto highway five hours later, was killed by a falling garage door on Wednesday. Picture: Ken Oosterbroek

Door kills toddler who made headlines

By Monica Oosterbroek

Derrick van Zyl, the toddler who made headlines when he was abducted from a shopping centre in April and dumped on a busy highway, died on Wednesday after a garage door crushed his skull.

The 18-month-old son of Jockey Gavin van Zyl was playing in the garage when the electric mechanism failed and the door fell on his head.

The gardener found the boy and alerted Mr van Zyl, who immediately started giving his son mouth-to-mouth resuscitation.

He then phoned the Sandton Crisis Centre and stayed on the line while they advised him of procedures until paramedics arrived. The boy did not have a heartbeat when the paramedics arrived, but they got his heart going again.

The child was airlifted to the Johannesburg Hospital but died soon after arrival.

Derrick survived an ordeal earlier this year when his mother, Shannah (32), was shot in the face in the Sandton City parking area and a hijacker drove off in the family minibus with her. He was found five hours late, wandering along the Soweto highway.

Derrick's funeral will be held at the Mormon Church, Bryanston, at 2 pm tomorrow.

Keys: Cuts in public service coming

cr 4/9/92

JOHANNESBURG. — Finance Minister Mr Derek Keys said yesterday the government would slash spending by 3% in real terms through cutting the number of public servants — a move that would entail thousands of job losses.

He told a news conference in Pretoria that staff numbers would be cut by a 5% cutback in "about right".

"The President has challenged the heads of departments to see if they can come up with productivity improvements which would help them to achieve that real cut (3%) in expenditure."

As the central government accounted for less than 60% of government consumption spending, discussions were also under way with the TBVC states, the self-governing territories and the provinces.

Freeing savings

Public Servants' Association general manager Mr Hans Olivier said public servants had no need at this stage to fear large-scale sacking.

Mr Keys said the move was aimed at freeing savings to finance fixed investment.

"If we wish to have an economy capable of growing fast enough to improve the position of each member of our growing population, we shall have to restrain spending in favour of investment in new productive capacity."

He acknowledged that this adjustment could be achieved only over a period of several years.

● Positive rates to stay

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Savings to finance fixed investment

Keys unveils plan to slash govt spending

BIDAM 4/19/92
FINANCE Minister Derek Keys said yesterday government would slash spending by 3% in real terms through cutting the number of public servants — a move that would entail thousands of job losses.

He told a news conference in Pretoria talk of a 5% cutback in staff numbers was "about right". "The President has challenged the heads of departments to see if they can come up with productivity improvements which would help them to achieve that real cut (3%) in expenditure."

As the central government accounted for less than 60% of government consumption spending, discussions were also underway with the TBVC states, the self-governing territories and the provinces.

Public Servants' Association GM Hans Olivier said public servants had no need at this stage to fear large-scale sacking.

Keys said the move was aimed at freeing up savings to finance fixed investment. "If we wish to have an economy capable of growing fast enough to improve the position of each member of our growing population, we shall have to restrain the growth in consumption spending of government in favour of a much higher rate of fixed investment in new productive capacity."

He acknowledged that this adjustment could be achieved only over a period of several years, but emphasised government was not "planning the unilateral restructuring of the economy".

He invited suggestions for the next Budget. By November, the Finance Department would be able to share its economic

model with interested parties. "We want to discuss the possibilities for restructuring against the background of an economic model which provides a realistic indication of what those possibilities could be."

He said the proposed economic forum could be used to discuss the model, and he hoped the body would provide a "critical audience for government proposals, and a meeting place of ideas from which policy can be developed. As confidence is gained on all sides, government's involvement could become more direct."

However, he saw Cosatu's campaign against income tax payments as a stumbling block in setting up the forum.

Asked whether government should not take measures to stimulate the economy, he said it was enough to "grin and bear" a deficit of 6% of GDP in the present fiscal year. "That is as adventurous as I would like us to be." He said the deficit could be even higher than 6% (against a budgeted 4.5%) if government decided to speed up drought relief.

But it would be counter-productive to raise taxes to finance the shortfall. "The bond market seems to be capable of financing the overrun from non-bank sources without materially slowing the downward movement in interest rates."

From an economic perspective, the four critical issues facing SA were stopping the violence, getting a representative government in place, pursuing economic growth and tackling underdevelopment.

GRETA STEYN

● See Page 8

Defence Force and prisons to bear brunt of huge job cuts

Civil Service: 30000 face axe

250

AGG4/9/92

The Argus Correspondent
JOHANNESBURG. — About 30 000 public servants could lose their jobs next year when the government slashes spending.

Minister of Finance Mr Derek Keys announced yesterday that the government would reduce expenditure by three per cent, which could entail cutting the public service by five per cent.

It is estimated that 30 000 civil servants could be forced to take retrenchment or early retirement. The Defence Force and the Department of Correctional Services are among departments expected to bear the brunt of staff cuts. The SADF confirmed that cuts — which one source put as high as 20 000 — would be announced next week. The Department of Correctional Services said prisons were to reduce manpower "drastically".

Mr Hans Olivier, chairman of the Public Servants Association, disputed the 30 000 figure and warned against "hysteria", saying the five per cent cut was not a fixed objective but an "ideal" set for government departments by the Cabinet. He said cutbacks would include freezing many vacant posts, and it would be "very stupid" to embark on a wide-ranging civil service rationalisation.

"I cannot see a major rationalisation of the public service before we have a new constitutional dispensation. A new government would have to look at the public service in its totality," he said. SADF spokesman Major Charl de Klerk said an announcement about personnel cuts would be made "within a week".

A SADF source, who asked not to be named, said lay-offs could total more than 20 000 between now and March. The source would not say which parts of the SADF would be most severely affected. Earlier this week, Lieutenant-General Pierre Steyn, Chief of Defence Force Staff, confirmed that an ever-decreasing defence budget would mean ever-increasing cuts in personnel, taking the form of early retirements as far as possible.

At a press briefing in Pretoria, General Steyn said he expected the defence budget to drop to only 2,3 per cent of gross domestic product next year. This would effectively cut in-come to about R6 billion, compared with more than R7 billion this year and nearly R9 billion in 1991. At the peak of the border war, the SADF budget was about R16 billion a year.

General Steyn said the decreasing budget had forced the SADF to cut back on staff, systems and technology. This would continue for "the next few years".

Department of Correctional Services spokesman Warrant Officer R Potgieter said prisons were to reduce manpower "drastically" in order to cut spending. Staff over 50 who had more than 10 years' service would be offered an early retirement package. There were also plans to suspend reserve obligations for those doing camp-style call-ups. W/O Potgieter said the government had accepted the establishment of a smaller civil service to bring down expenditure. "Due to the present economic situation in the country and the resulting limited availability of funds to meet government requirements, the State has had to drastically review its priorities and curb spending," he said.

ANC demands right to vet potential diplomats

S Times 6/9/92 *250*

TOP ANC figures are demanding the right to vet all new appointments of cadets and senior officials to the South African diplomatic service.

And they want a freeze on the recruitment of any Inkatha-supporting person or homeland public servants until after an interim government is established

This remarkable bid by the ANC to gain influence in the administration of South Africa's most educated and professional state department emerged this week at a conference co-hosted by the SA Institute of International Affairs and the Centre for Southern African Studies at the University of the Western Cape

Dr John Daniel, director of the International Studies Unit at Rhodes University and himself an ANC member, told the conference

By BRIAN POTTINGER

that such a move was necessary to achieve an effective, credible and integrated foreign service

Reporting back to the conference on the discussions of a conference commission, Dr Daniel said it was felt that no new appointments of diplomatic cadets should be made without the approval of "liberation" movements such as the ANC and the PAC

He said the commission, which comprised Foreign Affairs officials, members of the ANC's international affairs department and academics, had considered the position of Inkatha members and diplomats in the homelands administrations

Although the commission accepting that these

people might have experience, it felt that the lack of credibility of the institutions should preclude them from being appointed to positions in the diplomatic corps until after an interim government was installed, said Dr Daniel.

He made it clear that, in the interests of an effective integration of the foreign service, officials from the ANC's external affairs department should be brought in at senior levels

A Department of

Foreign Affairs spokesman said this week that Dr Daniel had been reflecting his own views on the issue rather than those of the Foreign Affairs officials in the commission.

"The policy of the department is that anybody who meets the criteria is accepted. It is in any case impossible for civil servants at a conference like that to resolve profound matters which are properly dealt with at the political level," he said

Govt staff face axe

THE public sector faces a five percent staff cutback, Finance Minister Derek Keys warned this week.

Keys told a news conference in Pretoria: "To improve the position of each member of our growing population, we shall have to restrain the growth in consumption spending of government in favour of a much higher rate of fixed investment in new productive capacity."

About 30 000 people will be retrenched. (250)

Keys said State President FW De Klerk had challenged heads of departments to see if they could improve productivity. *Cipres 6/9/92*

The minister also hinted that basic foodstuffs would be VAT exempt after the March 1993 Budget.

CT 119192 **'5% govt staff cut will save R1,4bn'**

Own Correspondent

JOHANNESBURG. — The government would save about R1,4bn if it trimmed public service staff numbers by 5% within a year

But no time frame has yet been set for the cut-backs announced last week by Finance Minister Derek Keys

A Commission for Administration spokesman said at the weekend he had no idea what period was envisaged.

There are currently about a million public servants, including the six homeland bureaucracies — which means about 35 000 jobs would be scrapped.

Central Statistical Service figures show that this financial year government's wage and salary bill for central government departments, general and own affairs departments, the provincial administrations and the homelands will amount to about R26bn

At the end of the last quarter last year, 753 000 people were in the employ of central government and provincial administration — an increase of about 18 000 over the same time the previous year.

In the six homelands bureaucracies increased by a total of nearly 9 000 in the same 12 months to 208 000

ANC policy

Public service spokesman say government workers now have two major worries — the likelihood of a "clean-out" under a new government and the latest threat of large-scale retrenchments

ANC spokesman Carl Niehaus said the organisation's basic public service policy was that it should reflect all sections of the population, which would obviously mean the employment of qualified blacks at all levels in the service. Affirmative action would certainly be used, backed by training of new public service workers.

"We will obviously have a close look at the apartheid departments — education, health and others — which were involved in the system and are still in existence"

However, Niehaus said every effort would be made to accommodate as many serving public servants as possible. Where this was not possible, retirement packages would be negotiated, he added.

Econometrix economist Tony Twine said the number of workers in central government and general and own affairs increased by about 65% between 1980 and this year.

He pointed out that many private sector companies had been compelled to rationalise and thin out staff simply because declining profits made it impossible to fund salaries. Government, however, was not dependent on profits for funds.

If funds were needed, they were allocated from general revenue. This had resulted in the growth of a fat and flabby bureaucracy, staffed mainly by pen-pushing, unproductive workers.

No time frame for public service cuts

PRETORIA — Government would save about R1,4bn if it trimmed public service staff numbers by 5% within a year, but no time frame has yet been set for the proposed cutbacks announced last week by Finance Minister Derek Keys.

A Commission for Administration spokesman said at the weekend he had no idea what period was envisaged for the cuts to be made.

There are currently about 1-million public servants, including the six homeland bureaucracies. This could mean about 35 000 jobs would have to be scrapped.

Central Statistical Service figures show government's wage and salary bill for central government departments, general and own affairs departments, the provincial administrations and the homelands will amount to about R26bn this year

GERALD REILLY (250)

At the end of the last quarter last year, 753 000 people were employed by central government and provincial administration — an increase of about 18 000 over the same time the previous year *BIDM*

In the six homelands, bureaucracies increased by a total of nearly 9 000 in the same 12 months to 208 000 *719192*

Public service spokesmen say government workers now have two major worries the likelihood of a "clean-out" under a new government, and the latest threat of large-scale retrenchments

ANC spokesman Carl Niehaus said the organisation's basic public service policy was that it should reflect all sections of the population, which

would obviously mean the employment of qualified blacks at all levels in the public service. Affirmative action would certainly be used, backed up by training of new workers in the public service.

"We will obviously have a close look at the apartheid departments — education, health and others — which were involved in the system and are still in existence," he said

However, Niehaus said every effort would be made to accommodate as many members of the present public service as possible. Where this was not possible, retirement packages would be negotiated for them, he added

Econometrix economist Tony Twine said the number of workers in central government and general and own affairs increased by about 65% between 1980 and this year

Public sector has role to play in development, argues Mike Mohohlo

Paving the way to an El Dorado

STAR 8/9/92.

THE South African economy has developed in such an unbalanced manner that there is a dire need for intensive public sector intervention today and for some years into the future. The South African factor has also been responsible for large scale distortions in the economic infrastructure and development of all the countries neighbouring her.

It seems that a wide range of socio-political and economic policies, with clearly defined strategies, need to be formulated to engender a Southern African political economy that will open up the vast potential for our sub-continent.

I would like to propose a few principles that should be the hallmark of any policies and strate-

gies that purport to lead us to a healthy sustainable economy.

- The organisation of a public sector institutional capacity to intervene in the current economic morass. Here I refer to development corporations and development banks. Of course the corporations should be underpinned by a phasing out philosophy to make way for rational private sector responses.

- The pursuit of a market oriented development approach with minimum concessionary funding and public sector support.

- A free flow of production factors.

The priorities and needs of the public and communities involved must serve as a departure point in the formulation of these policies

and strategies. We should strive for principles that clearly emphasise the importance of attaining the objective of self-sustaining economic development in locations with comparative cost advantages in an integrated multi-sectoral approach.

The role of the public sector and the development corporations should therefore be to create conditions conducive to active private sector involvement, the alleviation of development constraints, the provision of infrastructure based on market signals and appropriate support programmes for all economic sectors

Public sector intervention is thus required to alleviate the constraints inhibiting the growth of

entrepreneurship. The effective functioning of all intervention strategies depends on an interdependent relationship between the Government, the development corporations and the private sector.

Development corporations must be able to operate in a professional manner with maximum independence from Government, within an agreed framework and with an organisation structure based on business units that, allow for proper budgeting, cost control and accountable management □

● Mike Mohohlo is group manager, Business and Entrepreneurial Development, of the Development Bank of SA. This is an edited version of his talk at an SADCC workshop.

Costly 'Own Affairs' may be scrapped

Stines [case memo] 13/9/92

250

STATE President FW de Klerk is planning to phase out unwieldy and expensive "Own Affairs" departments by merging compatible functions under single administrations in an attempt to cut costs.

This is believed to be one of the key decisions taken at the NP's parliamentary caucus held at an isolated venue in the Eastern Transvaal, which ends this morning.

The "Own Affairs" decision, which will have far-reaching implications for government in South Africa, will be "kept under wraps" until Parliament reassembles on October 12

By NORMAN WEST
Political Reporter

However, it is understood Mr De Klerk asked for — and was given — the go-ahead to amalgamate functions of a similar nature under one chief director, instead of the present three.

Informed sources confirmed that high on the caucus "agenda" were cut-backs in the bloated State bureaucracy and trimming of the fat in political departments

This follows the gloomy picture of the poor state of the economy in the country painted last week by Finance Minister Derek Keys, who undertook in a policy statement to cut real

government expenditure by three percent in the coming financial year.

To bring this about it may be necessary to cut the size of the public service by five percent, which would save up to R1.4-billion

Civil servants, including teachers, would be able to opt for retirement at 50, provided they have at least 10 years of uninterrupted pensionable service. Final details of how such options will work are expected to be released this week.

Public servants have expressed fear that their benefits would be commensurately scaled down to their disadvantage should they accept voluntary early retirement.

But sources revealed that the government was "anxious" to offer them golden handshakes in the form of one-off retrenchment packets which will include condonation of up to an additional five years' service for the purpose of working out individual gratuities and pension benefits.

Agony

In the case of government departments, staff would also be culled and although the "tricameral" arrangements of "own affairs" are constitutionally entrenched and cannot be changed without a two-thirds majority in each House, the reduction in staff and consolidation of workloads can be streamlined "without much agony" a source said — provided Mr De Klerk secures the power to do so by decree

Mr De Klerk may, through amendments to relevant Acts in the October session, be given the power to change the present departmental structures and, for instance, have one chief director instead of three "own affairs" chief directors, each with a "separate" entourage of underlings

It is estimated that there are currently about 600 000 public servants and the five percent cut envisaged by Mr Keys would amount to the culling of about 30 000, including teachers

Increase

Central Statistical Service figures show that this financial year the government's wage and salary bill for central government departments, "general affairs" and "own affairs" departments comprising the tricameral system — as well as the provincial administrations and the homelands — will amount to R26 billion

At the end of the last quarter of 1991, 753 000 people were in the employ of central government and the provincial administration — an increase of about 18 000 over the same period of the previous year

By ADRIAN HERSCH

Public servants to get right to strike

S/Times (Buss) 13/9/92

PUBLIC servants will soon be allowed to strike

If employees comply with certain procedures the action will be lawful — and nobody can be dismissed within 30 days after the start of the strike

But workers falling under the definition of "essential services" will not have the right to strike and their disputes will go to compulsory arbitration

The new draft of the Public Service Labour Relations Bill, which may be enacted in October, rules out strike action in several areas, including hospitals explicitly

Cabinet

Anton Louwrens, of the Public Servants Association and who acted as convenor, says the draft has been sent to the Cabinet. It will then go to a parliamentary select committee

Mr Louwrens says "There is a 51% chance of enactment this October. If not in that session, early next year."

The Bill provides for a public-service bargaining council. Employees will have access to the Industrial Court and Labour Appeal Court.

Those deemed to be in essential services include employees in fire-fighting, water, power and sanitation, control of air traffic, nursing, medical and emergency health, key-point computer

services, the management echelon, and the SA Defence Force and SA Police.

But the proposed legislation also says those "directly involved in support services essential to the functioning of these groups" are also essential service workers. That means that laundry workers at hospitals are included

The Bill was drawn up after agreement by the Commission for Administration (CFA) and 10 staff associations and trade unions on most points

The Health Workers Union (HWU), which was involved in hospital strikes in the Western Cape, objected to the "support services personnel" clause.

But the other nine unions and the CFA supported it, saying laundry workers at organisations such as hospitals are essential.

The CFA backs up its argument by saying the International Labour Organisation

(ILO) has considered the hospital sector to be an essential service.

The proposed legislation allows for the Industrial Court to rule on disputes about whether employees fall under essential services

Those not in essential services can strike lawfully if they follow procedures similar to those that private-sector employees have to adopt under the Labour Relations Act.

Objected

But in a major difference the public-service legislation provides for protection from dismissal for 30 days after the start of a strike

It is subject to a proviso — that the strike be conducted in a "reasonable manner"

Five unions objected to this, saying it gives the employer too broad discretion. The CFA and the other five unions disagreed, saying the interpretation could be

ruled on by the Industrial Court.

Criminal sanctions are set out for unlawful strikes, but all trade unions are not in favour of it.

Mr Louwrens says the National Education, Health and Allied Workers Union (Nehawu) did not attend the last meeting of the forum drafting committee, but the HWU did

Mr Louwrens says Nehawu's absence is not necessarily a rejection of the legislation because the union said its attendance depended on the resolution of the hospital strike

Nehawu officials were unavailable for comment

CFA spokesman Corrie Smit says the 10 unions (which exclude Nehawu) represent about 93% of the unionised employees and about 60% of all workers

"They are therefore in all respects representative of Public Service Act personnel," he says.

COMPANY ROUND-UP

PRICE	Turnover	Profit before tax	Earnings a share	Div a share
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Homelands could go

By ANTHONY JOHNSON
Political Correspondent

THE first steps towards dismantling apartheid structures such as the three "own affairs" administrations and the six non-independent homelands will start next month when Parliament reconvenes

The moves have been necessitated by an urgent need to cut government expenditure and to progressively purge race-based policies from the National Party, senior government sources said yesterday

The plan, which was greeted "with acclamation" by the NP caucus "bosberaad" at the weekend, is seen as dovetailing with Finance Minister Mr Derek Keys' proposal to reduce expenditure by cutting the civil service by about 30 000 members.

Ministry of State Expenditure spokesman Mr Pieter Coetsee said each government department had been given until the end of this month to put forward a management plan which would bring expenditure down in real terms by three percent

Finance sources said proposals for cutting expenditure should be ready in time to be incorporated into next year's budget.

NP sources said yesterday that the planned amalgamation of all "own affairs" departments and those of self-governing homeland states under single central ministries should prove a major cost-saver.

The legislation that will be dealt with in October merge "the administrative side of own affairs departments but not the political structures" The Ministers' Councils would be scrapped once a new constitution was negotiated

● Sapa reports that Administration Minister Dr Org Marais said yesterday public servants rendering important services will not be allowed to strike in future.

Incentive plan for tourism

GERALD REILLY
PRETORIA — The Trade and Industry Department was looking at a new incentive scheme for the tourism industry, Tourism Minister Org Marais said in Durban last night. **B/DAY**

Speaking at a Fedhasa dinner, he said Satour had been asked to organise a meeting between himself and the industry's main players to explore the possibility of establishing an organisation like Safto for the industry. **16/9/92**

Marais said tourism could be the country's top industry, the biggest foreign exchange earner and the biggest creator of jobs. However, serious obstacles such as violence had to be removed.

As long as the ANC planned to use mass action to overthrow homeland governments and attack the current government, tourism would fall short of the 20% annual increase which was possible, he said.

The doubtful quality of coach transport and the lack of three-star hotels also slowed the development of tourism.

Greater co-ordination between the private and public sectors was needed. It did not help to make big investments in game-park accommodation if air strips and good road were lacking.

Motor task group to study Phase VII

B/DAY 16/9/92

EDWARD WEST

THE Trade and Industry Department was forming a task group to investigate the possible structure of the Phase VII local content programme for the motor industry, director-general Stef Naude said yesterday.

Naude said the department was discussing the composition of the group and its instructions with various parties.

The main objective behind the group's formation was to obtain certainty in the motor industry as soon as possible.

However, he said the introduction of Phase VII would not be rushed through as Phase VI was. The news came after last week's meetings between the department, the National Association of Automobile Manufacturers of SA (Naamsa) and the National Association of Automobile Component and Allied Manufacturers (Naacam).

Naamsa president Bert Wessels recently said the soon-to-be established research group already should have determined what direction the Phase VII local content programme should take by the end of next year.

He wanted the group established as

soon as possible and to comprise representatives from the motor and parts manufacturing industries, the Industrial Development Corporation, trade unions, the Motor Industry Federation, the departments of Finance and Trade and Tariffs, and overseas consultants.

The current Phase VI local content programme, due to be wound down by the end of 1996, was flawed, Wessels said.

Problems included the changing of its rules and targets too often, non-participation in GEIS, Phase VI's contribution to price increases, and the fact that it was open to fraudulent practices, said Wessels.

Other problems included Phase VI's sensitivity to economic and political changes, its negative impact on the component industry and the role of catalytic converters in the scheme, he said.

Current protection levels on vehicles were too high and the weighting accorded to socio-economic priorities of Phase VII would determine the extent of the necessary protection, Wessels said.

'Public servants fearful'

GERALD REILLY

THE public service was riven with anxiety and uncertainty about the future of government workers in any new dispensation, Public Servants' Association (PSA) president Johan van Wyk indicated yesterday.

He told the PSA conference in Durban a basic fear was that merit and ability would not longer be criteria for advancement.

Another was that public servants could be pushed out by political appointees.

Constitutional change could succeed only if founded on a stable public service. It was regretted public servants were being accused of being administrators of an unjust government system and unacceptable in a new dispensation.

The strength of a public servant lay in undivided loyalty to public service. A survey of management had shown a need for service security, and serious irregularities by government workers had had a serious impact, he said.

Joint control of departments likely

(250)
BLOOM 18/9/92
BILLY PADDOCK
GOVERNMENT and the ANC are set to reach agreement that legislation be tabled in Parliament next month to allow multi-party joint control over government departments.

Constitutional Development Minister Roelf Meyer said last night after his address to the NP Transvaal Congress that an announcement to this effect was possible within the "next day or two".

At Codesa all parties agreed that transitional executive councils be set up in terms of a transitional constitution. Until now government has been unable to include this in its plans for the October session because it required the ANC's agreement.

In saying this, Meyer lifted the veil of secrecy to show he and secretary-general

Cyril Ramaphosa had been discussing more than the immediate obstacles to a summit on violence.

Meyer said President F W de Klerk had not announced this part of the plan for the parliamentary session because it had not yet been finalised. He was hopeful agreement would be reached soon.

Meyer also disclosed that government was negotiating with the TBVC and the non-independent states on rationalising their functions to allow central government to have joint control over them.

Independent homelands would have two choices — reverting back to self-governing

□ To Page 2

Control

(250) (261) (110) (301A)
status or having certain functions, such as police, defence and education reintegrated with SA, Meyer said

He said that since April government had been having talks with the TBVC states to rationalise their defence and security forces into the SA forces

Government was trying to reach bilateral agreements with homeland leaders before legislative action was taken

Agreement with the ANC on legislation for the transitional executive councils would provide a carrot for homeland leaders to give up control of some functions as they would still have a say through membership on the executive councils

Meyer also disclosed that solutions to ANC demands for hostels to be fenced and the carrying of dangerous weapons to be banned could soon be found

The Goldstone commission recommendations and UN envoy Cyrus Vance's report had not fully considered the practical implications of a blanket ban on weapons

He and Ramaphosa were involved in trying to isolate and identify the real problem area — which was not a single person on a hunting trip with a weapon but rather a group of people in a volatile situation provoking fear and violence. He believed the formula being worked on was reasonable and that the ANC could accept it

(250) ARG 24/9/92

Egyptians help to train would-be SA diplomats

Argus Africa News Service

CAIRO. — Twenty representatives of the ANC and the PAC have arrived in Egypt for a month-long course to help them to qualify as diplomats representing a democratic South Africa.

Dr Abdullah Al-Ashal, director of Egypt's Diplomatic Institute, said the course was part of growing ties with South Africa.

However, Foreign Ministry officials were reluctant to talk about the visit or other ties with South Africa, apparently because the Organisation of African Unity has not yet approved of member states opening diplomatic relations with Pretoria.

Egyptian officials say formal relations will not be opened until apartheid is fully dismantled. However, they say Cairo is willing to work with all political groups in South Africa.

The government has been conducting talks with several political groups in South Africa since the beginning of the year.

Egypt has received senior

representatives of the South African government and of opposition groups, to discuss the country's move to democracy.

South Africa's Director-General of Foreign Affairs, Mr Rusty Evans, said he did not know about the Egyptian diplomatic training exercise but it was probably part of an effort by a number of countries to expose South Africans to government service.

His department had its own training programme which had been opened to universities offering training for diplomatic practice, and which in turn contributed to the department's programme.

Egypt is also keen to promote trade with South Africa. A group of South African businessmen has visited Cairo and an Egyptian group will travel to South Africa soon.

Some South Africans have already established themselves in Cairo and are learning Arabic in anticipation of future business exchanges.

South African Airways has a direct Cairo-Johannesburg flight

25/9/92
**Public servants
are 'confused'**

PRETORIA — The government's decision to cut expenditure on public servants' salaries has confused officials, says the Public Servants' Association.

PSA general manager Mr Hans Olivier said here that some circulars encouraged officials to consider early retirement.

Some officials were extremely confused about this. — Sapa

Confusion over public service cuts

B10M 25/9/92
PRETORIA — Government's intention to cut spending on public service salaries and related expenses by 5% before March 31 1993 had caused confusion in the service, Public Servants' Association (PSA) GM Hans Olivier said yesterday

Govt department and provincial administrations had informed officials of the measures to be used to effect the saving, including encouraging early retirement, he said

The PSA had received a flood of inquiries

(25) GERALD REILLY *(7)*

Of great concern was the lack of clarity about the selection criteria to be used to reduce personnel numbers

Olivier said government should explain whether the criteria laid down in the Public Service Act would be used, or whether each department would make its own decisions

PSA members were advised not to request early retirement but to wait until a department or a provincial administration terminated their services

Further cuts in public service?

Political Staff

FINANCE minister Derek Keys last night hinted at further cuts in the public service stating that government had started down the road "which is going to be painful"

Addressing a National Party fund-raising dinner at the University of Port Elizabeth, Mr Keys said there was going to be a need for sacrifices and to go further down the road

He said the economic forum had stumbled to a halt because "we didn't think Cosatu was serious about the need to get government spending under control"

"We hope we can find a compromise"

Mr Keys said South Africa had had a "no growth decade", but in February 1990 expectations had been lifted. Recent events such as Boipatong and mass action had brought this to

a halt

During the past ten years, government had kept growing; had kept on responding to the needs and had grown by 2.8% per year — the same as the population.

"The economic aspect of the delusion of apartheid was that we could afford it"

Mr Keys said an IMF study had shown SA needed to get 26% of investment in order to produce a growth rate of 3.5%

The question was how this was going to be achieved

"If we can manage to raise investment then the economy will grow — if we can't it can't."

Mr Keys said looking to the future there was a need for the various political players to understand each other in order to reach compromises adding he was convinced that if the economists kept stating what the facts were "we can get to the political players".

250

CT 2/10/92

Public sector recession-proof

By Frank Jeans

250

~~250~~

STAN 2/10/92

Private sector employment has plunged to an alarming degree as the recession bites deeper, but in the public sector jobs continue on an upward spiral.

At a press briefing in Johannesburg this week, Errol Rutherford, chairman of Corobrik, the country's biggest brick producer, said

"Employment in the public sector has risen by more than 70 percent in the past two decades, against an increase of only 30 percent in private business over the same period

"And while retrenchments in the private sector have come in the wake of the economic downturn, other than lost jobs in the health and education sectors of

the public sector, I am not aware of any major retrenchments of public servants."

Mr Rutherford, speaking at Corobrik's media day at the Transvaal head office, said the effect of this alarming disparity in employment was reflected in the cost of government and how this was funded.

"Very little of the country's wealth is created within the public sector

"Rather, it is the function of the private sector to create wealth and the taxes levied on that wealth creation funds the cost of government, along with the salaries of the public sector"

Where the cost of government was growing at a faster rate than

the wealth-creation ability of private business, the government had to resort to higher taxes on the private sector in order to fund itself

"Higher taxes are a disincentive for the private sector to invest and grow, so the whole exercise becomes self-defeating"

Calling for the implementation of the De Loor Commission's recommendations on a housing strategy, Mr Rutherford said action now would be to channel energies and resources being dissipated through social unrest into vibrant growth.

"Many inhabitants of squatter camps could afford formal housing if the mechanisms and resources needed to create that housing could be brought together"

DP: Scrap racial ministers' councils

250

Political Staff

MINISTERS' councils should be scrapped immediately as they were structured according to race and had no function or departments to control, the DP said this week

DP public service spokesman Mr Roger Burrows said the Constitution Second Amendment Bill and the Joint Administration of Own Affairs Bill which were tabled in Parliament did not provide for the abolition of the councils

The two bills, to be debated during the short parliamentary session this month, provided only for the removal of certain Own Affairs structures.

"It is cynical in the extreme to continue the existence of ministers' councils," Mr Burrows said

"Perhaps their continued existence has more to do with pension provisions for incumbents than constitutional provisions. CT 3/10/92

"The DP believes the panoply of racial references should be removed immediately before an interim administration comes into existence."

Mr Burrows also called for the inclusion of self-governing territories and the TBVC states in a single, non-racial interim administration

"The DP is also aware that the public service is being rationalised and insists that as quadruple structures are being eliminated, there cannot be continued overstaffing in the public service."

"There has to be a reduction in the number of state employees"

The ticklish public service juggling act

STAR 5/10/92.

(250)

POLITICAL and economic pressures have again placed the South African public service under scrutiny, resulting in heightened insecurity among many public servants.

Government plans to merge the three "own affairs" departments catering for Indians, coloureds and whites — as well as talk of affirmative action under a new government — have given rise to fears of widespread job losses in the public service, especially among whites.

The general manager of the predominantly white Public Servants' Association (PSA), Hans Olivier, says: "Nobody knows what the new government will look like, but we all know that there will be restructuring, and the question is what effect this will have on the individual (civil servant)"

One thing is certain — change in the nearly 1 million-strong public service (including the six self-governing territories) will not wait for a new government.

Finance Minister Derek Keys has made it clear that the Government wants to rationalise the public service, which would include shedding about 30 000 jobs initially.

With State revenue in the current financial year lower than expected, he has to reduce Government spending

But Mr Keys's job of curbing State expenditure, including the public service wage bill, is by no means transient. How well he does it will, to a large extent, determine South Africans' quality of life over the next few years.

Econometric director Dr Azar Jammine believes rising State expenditure lies at the heart of South Africa's economic ills

"Since 1980 the level of employment in central government has risen by some 75 per-

A South Africa in transition will have to keep in mind the political and economic consequences of restructuring the public service, writes MIKE SILUMA.

cent, that in the homelands by around 50 percent. This has negatively affected the economy for three reasons. Firstly, the Government has had to raise taxes to finance the increase in the number of public servants.

"Secondly, the Government has tried to save money to finance the growth of the public service by reducing vital fixed investment in the country's infrastructure.

"Thirdly, the Government has

had to increasingly borrow money, leading to a sharp increase in public debt and the interest payable on it.

"This means that the future government will have to keep paying more interest, forcing it to spend less on housing, roads and other public facilities," warns Dr Jammine.

The head of the School of Public and Development Management at the University of the Witwatersrand, Patrick

FitzGerald, warns against over-zealously wielding the scalpel. He says rationalisation is not about reducing or increasing the size of the public service but about "improving performance and cost-efficiency, giving a better service to the public for their money".

"Many departments may look overstaffed now. But if we improve service to all South Africans we may find that we need to increase sections of the pub-

lic service," says Mr FitzGerald

He suggests reorienting the public service and retraining its employees to enable it to help in economic development.

Dr Jammine and Mr FitzGerald — pointing to the problems faced by the Zimbabwean government after the massive growth in its public service since independence in 1980 — caution that uncontrolled growth in the civil service would ultimately prove to be economically unviable.

Another point of concern relates to political appointments and affirmative action programmes. Mr FitzGerald considers these inevitable if the newly constituted civil service is to become representative of all South Africans and if it is to carry out the policies of the new government effectively.

Affirmative action would be directed mainly at the higher echelons of the public service, he says, citing Government statistics which show that senior management in this sector (including directors-general, diplomats, town managers and administrators) is overwhelmingly white and male.

But, again alluding to Zimbabwe, Dr Jammine emphasises the need for politicians to keep in mind the economic cost of their decisions in relation to the civil service during the transition period.

"It may be that there will be a reluctance to pay off white civil servants, which, coupled with the employment of more blacks as part of an affirmative action programme, will merely increase the number of civil servants. Also, the constitutional model we choose — be it unitary or federalist — will be crucial. If by federalism we have in mind the kind of apartheid structures we have had, which have contributed to low economic growth, such a system could again prove costly," says Dr Jammine. □

Present composition of South African Public Administration

POSITION	WHITE	COLOURED	INDIAN	BLACK
Director-general, deputy D-G or equivalents	197	1	1	3
Ambassador, commissioner-general, etc	11	0	0	0
President, chairman of a council or commission	16	15	0	8
Director or equivalent	4 533	19	27	58
Executive official (control level)	287	0	0	6
Town clerk, treasurer	723	3	5	10
Government administrator and related managerial	1 177	9	19	110
TOTALS	6 564	47	52	195

Source: Central Statistical Services

Graphic: Liz Warder

STAR 6/18/92

Govt asks staff to retire

By Helen Grange
Pretoria Bureau

(250)

Anxious public servants in a number of Government departments have been asked voluntarily to apply for early retirement — part of the Government's programme to cut back expenditure.

SA

About 20 700 public servants out of a total of 414 000 will lose their jobs in the coming months, and the Government is preparing for a massive financial outlay

to cope with the expected flood of pension applications.

Sources could not estimate the financial value of the "golden handshakes" in store, but Public Servants' Association deputy general manager Caspir van Rensburg said packages would probably be "quite reasonable".

Pretoria's municipal workers are not part of the same rationalisation programme, as their budget is independently controlled and depends on incoming rates and

taxes. The City Council has, however, put a freeze on all posts to adapt to worsening economic conditions.

It is understood that public servant job losses will mostly affect the Pretoria head offices of various departments, and will therefore have a ripple effect on business in the city.

Mr van Rensburg said he feared public servants who had shown little merit, or were "dry wood" would be the first targets.

BLOM 8/10/92

Public servants reassured

PRETORIA — Public service personnel were not being reduced with the aim of instituting a programme of affirmative action, Administration Minister Org Marais said last night. He was responding to media reports of anxiety among public servants over the impact of affirmative

GERALD REILLY

action on their futures in the service (250)

Marais said personnel at different state service offices had to reflect the culture and language of the client group. There was now a determined effort through training, retraining and practical experience to achieve this goal.

He said it had always been government's aim to improve efficiency in the service and to cut expenditure. The present economic circumstances and need to advance economic growth had placed further pressure on this effort, Marais said.

A renewed appeal had been made to all departments to look critically at their expenditure, but it would be wrong to couple the programme of affirmative action with the expenditure-saving programme, he said.

ANC allays fears on future of public sector

STAR 9/10/92

By Sven Lünsche

The ANC is attempting to allay fears it will swell the ranks of the public sector with its own appointees when a new government is in place.

In a speech to an economic conference, organised jointly by The Star and Southern Life in Johannesburg, ANC secretary-general Cyril Ramaphosa yesterday called for a restructuring of the economy "within the boundaries of our limited resources".

Ramaphosa, in a speech delivered on his behalf, said the rationalisation of the public sector was one of the major components of a restructuring programme.

While ruling out privatisation, he said public corporations should be subjected to competition and adopt new employment practices.

"This process may entail the reduction in the size of the public sector in ways which enhance efficiency and advance affirmative action, while ensuring the protection of consumers and the right of workers," Ramaphosa said.

A second key component of the programme involved the restructuring of the Budget by "radically revising downwards expenditure on the military and thus freeing funds to be spent on social investments".

He said the ANC's primary concern in restructuring the Budget would be to achieve equity in expenditure.

"Essentially, we propose that concrete targets be established for each area of expenditure, in line with a national development



BLUEPRINT FOR PROSPERITY CONFERENCE

High price of job creation

By Derek Tommey

SA will have to invest R19 billion a year in 1985 terms in job creation if it wants to make an impression on the huge pool of unemployment.

The current total gross private fixed investment, including replacement investment, in 1985 terms, is only about R16 billion a year.

Dr Stef Naude of the Department of Trade and Industry told the conference it cost the private sector about R54 000 in 1985 terms to create employ-

ment for one additional worker.

The labour pool increases by almost 400 000 a year and to provide employment for 350 000 of these people would cost R19 billion a year in 1985 terms.

"This serves to indicate the magnitude of the challenge we are facing".

Naude said there were clearly no easy options or quick fixes. "We will simply have to scale down many unrealistic expectations and be prepared to make short-term sacrifices to reap the long-term benefits of higher sustainable economic growth."

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ment for one additional worker.

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"This serves to indicate the magnitude of the challenge we are facing".

Naude said there were clearly no easy options or quick fixes. "We will simply have to scale down many unrealistic expectations and be prepared to make short-term sacrifices to reap the long-term benefits of higher sustainable economic growth."

Other vital components of the economic restructuring programme included industrial strategies, the redistribution of land and income, the deconcentration of the private sector and the development of an appropriate trade policy.

The redistribution of land could be facilitated through a representative claims court, which would also take into account the need to achieve higher levels of food production.

Other vital components of the economic restructuring programme included industrial strategies, the redistribution of land and income, the deconcentration of the private sector and the development of an appropriate trade policy.

Ramaphosa listed two advantages in changing the currently skewed distribution of income.

It would provide the means for mass consumption and would consequently impact on the way the industrial sector responded to new patterns in demand.

"Also, redistribution of income at the low end of the scale may be an essential requirement for the growth of the labour-intensive component of the manufacturing sector."

Ramaphosa told delegates the concentrated nature of the private sector was not conducive to the development of a prosperous economy, although he stressed that large enterprises "per se are not necessarily bad news".

"Our suggested instruments in this regard will rather be anti-trust and monopolies and mergers regulations."

Turning to industrial strategy, Ramaphosa said SA needed to focus on meeting domestic demand and becoming internationally competitive.

"Years of inappropriate import-substitution industrialisation policies and blind dependence on and exploitation of primary resources have resulted in an uncompetitive manufacturing sector which, on average, is unable to integrate itself successfully into the global economy," he said.

Ramaphosa concluded, however, that the success of any economic restructuring programme depended on the achievement of a broadly acceptable political settlement.

"We must, therefore, get the politics of the country right and do so as quickly as possible."

'State spending to be cut'

Helen Grange
Pretoria Bureau

250

251

STAR 9/10/92

The Government intends cutting State expenditure by about 3 percent in 1993/94, President de Klerk said yesterday.

De Klerk was supporting the recent recommendation by Finance Minister Derek Keys that State expenditure be reduced by an overall 5 percent.

De Klerk told an Ad-

ministrators' conference in Pretoria that Government departments and administrations would have to cope with less funds in real terms to achieve their aims.

At the same time, public-sector services would have to be planned in such a way that affordability was maintained.

"We are counting on the active involvement of the administrators, the members of various

provincial executive committees and officials of the provincial administrators to implement the proposed new municipal dispensation (amalgamating municipalities) before July 1 1993," he said

● The Department of Foreign Affairs has scrapped about 130 posts, a source said this week

● 'Regionalism a top priority' - Page 6

Public STAR 9/10/92 sector fear

addressed

(250)
By Sven Lunsche

The ANC appears to be trying to allay fears that it would swell the ranks of the public sector with its own appointments once a new government is in place

In a speech to an economic conference entitled "A Blueprint for Prosperity", organised jointly by The Star and Southern Life, ANC secretary-general Cyril Ramaphosa yesterday called for a restructuring of the economy "within the boundaries of our limited resources"

In a speech delivered on his behalf, he said rationalisation of the public sector was one of the major components of a restructuring programme.

While ruling out privatisation, he said public corporations should be subjected to competition and should adopt new employment practices

"This process may entail a reduction in the size of the public sector in ways which enhance efficiency and advance affirmative action while ensuring rights of workers."

● Conference reports
- Page 15

Public servants in protest rally

THE newly formed Public Sector Front will host a mass meeting in the City Hall next week to clarify confusion over the state's rationalisation programme and to plan resistance against it

10/10/92
Up to 30 000 public sector jobs, representing about 5% of public servants, are to be scrapped by March 31 next year under the state plans.

ANC moves to calm fears of bloated bureaucracy

SVEN LUNCHE (250) (117)
Business Staff ARG TO 10142

THE ANC is trying to allay fears it will swell the ranks of the public sector with its own appointees when a new government is in place.

In a speech to an economic conference, organised jointly by sister newspaper to Weekend Argus, The Star, and Southern Life in Johannesburg, ANC secretary-general Cyril Ramaphosa called for a restructuring of the economy "within the boundaries of our limited resources".

Mr Ramaphosa, in a speech delivered on his behalf, said the rationalisation of the public sector was one of the major components of a restructuring programme.

While ruling out privatisation, he said public corporations should be

subjected to competition and adopt new employment practices

"This process may entail the reduction in the size of the public sector in ways which enhance efficiency and advance affirmative action, while ensuring the protection of consumers and the right of workers," Mr Ramaphosa said.

A second key component of the programme involved the restructuring of the Budget by "radically revising downwards expenditure on the military and thus freeing funds to be spent on social investments".

He said the ANC's primary concern in restructuring the Budget would be to achieve equity in expenditure.

"Essentially, we propose that concrete targets be established for each area of expenditure, in line with a national development strategy."

Mr Ramaphosa added, however, that government expenditure should be guided by the criteria of efficiency and equity.

"Macroeconomic populist pitfalls which can have the opposite of good intentions in the medium to long term have to be avoided," he said.

"Programmes aimed at housing, infrastructural development, health, human resources development, training and improved access to resources have to meet both equity and efficiency criteria."

Other vital components of the economic restructuring programme included industrial strategies, the redistribution of land and income, the deconcentration of the private sector and the development of an appropriate trade policy.

● The Pan Africanist Congress has

proposed an economic "Marshall Plan" to address the issue of South Africa's scarce resources, the destruction of people's skill by apartheid and the income gap between the "haves and have-nots", reports Sapa.

PAC secretary for economic affairs Professor Siphoshe Shabalala outlined three goals of socio-economic development.

These were "the restructuring of the economy, the bringing about of social, economic and political stability in the country and the strategic repositioning of our country as a winner in areas of economic and technological development."

Prof Shabalala proposed the manufacturing sector would have to become more labour intensive and position itself to achieve competitive advantages internationally.

New Front to discuss job-cutting

REC 10/10/92

THE newly formed Public Sector Front is to meet in Cape Town City Hall on Thursday to clarify the state's job-cutting programme and plan resistance against it.

A spokesman said the Front wanted an urgent meeting with Cabinet ministers and a moratorium on the rationalisation programme.

Up to 30 000 public sector jobs, about five percent of the total, are to be scrapped by March 31 next year in terms of the rationalisation.

The PSF consists of the Cape Teachers' Professional Association, the Health Workers' Union, the National Education, Health and Allied Workers' Union, the Public Service League, the SA Democratic Teachers' Union and the SA Health and Social Services Organisation, already representing about 150 000 state employees. — Sapa.

Public servants call for moratorium on cutbacks

Staff Reporter (250) ARG 12/10/92

SIX organisations representing 150 000 public servants have demanded a moratorium on rationalisation announced by the Cape Provincial Administration and Department of Education and Culture in the House of Representatives.

The Cape Teachers Professional Association (CTPA), the Health Workers Union (HWU), the National Education, Health and Allied Workers Union (Nehawu), the Public Service League (PSL) and the Social Services Organisation (SAHSSO) have strongly condemned the measures

The organisations also demanded that the state "immediately negotiate" its rationalisation programme with community and labour organisations

It came as a "complete shock" that about 30 000 public servants would have lost their jobs by March 31, 1993, said Mr Dale Forbes, spokesman for the group.

The organisations would hold a meeting in the City Hall on Thursday to clarify confusion about the measures and to decide further action, he said

Sharp increase in public servants

BIDM 12/10/92
PRETORIA — The number of workers in own affairs departments increased by 20 000 people between 1987 and the first quarter this year, Central Statistical Service (CSS) figures show.

The number went up from 170 000 to more than 190 000

The own affairs pay bill has also rocketed. In the last quarter of 1987 the salary bill came to just over R800m. In the first quarter of this year the payout totalled R1,5bn.

There are five House of Delegates departments and six House of Representatives departments, all of which have counterparts in general affairs

And SA's public sector pay bill, including salaries and wages of general staff and own affairs bureaucrats, will soar to nearly R55bn in the 1993/94 financial year, according to calculations based on CSS figures.

The figures, released at the weekend, show the 550 145 workers in general affairs and own affairs in the second quarter this year had an increase of R621m compared with the second quarter of last year

However, for the first time in years there was a significant decline in overall staff numbers.

In general affairs departments, the numbers decreased by 10 842 to

364 667 and in own affairs departments by 3 502 to 185 378.

The CSS said there had been big staff increases in the provincial administrations and in the homeland bureaucracies.

Provincial departments' personnel increased by 8 542 to 231 162. For the quarter they were paid R1,439bn — an increase of R375,399m compared with the second quarter last year.

Workers in the civil services of the six homelands increased by a huge 11 349 to a new high of 215 988 and they were paid R1,196bn, up by R252m compared with March-June last year.

The public sector includes government trade establishments — Transnet, the Post Office and Telkom — universities and parastatals, local authorities and public corporations

DP finance spokesman Douglas Gibson said the duplication and fragmentation of the tricameral system had cost the country billions of rands in futile expenditure since the system's inception in the early 80s

However, he said if the abolition of own affairs meant all workers would be absorbed in central government jobs, the savings would be minimal.

GERALD HEILLY

'Govt may fire 30 000 workers'

By Sabata Ngcai 17/11/92

ABOUT 30 000 workers will be made jobless in the next six months in terms of a government decision, claim trade unions in the public sector.

Hardest-hit could be the 22 600 employees who, despite having worked for decades in the Cape Provincial Administration (CPA), are still designated as temporary workers.

Unlike staff members, they would not qualify to claim a full retirement package on retrenchment.

Enraged unions have accused the government of taking unilateral decisions, contravening an earlier agreement to consult prior to introducing measures which affect union members.

The unions include the National

Education Health and Allied Workers Union (Nehawu), South African Democratic Teachers Union (Sadtutu), Public Service League (PSL), Health Workers Union (HWU), South African Health and Social Services Organisation (Sahsso), and Cape Teachers Professional Association (CTPA).

According to the unions, staff reduction will start by offering early retirement packages to employees who have been in service for more than 10 years.

The unions said the government was considering taking more drastic measures, "which could involve retrenchment of employees", if it cannot reach its target.

Nehawu spokesperson Mr Wilfred Alcock said the government had said it would "reduce the entire civil service by five percent, approx-

imately 30 000" before the end of the financial year.

He said the government also threatened to offer early retirement packages to those who have been in service for more than 10 years.

HWU regional organiser Mr Bobby Mqjima said he could not rule out the possibility that temporary workers would be affected by possible retrenchment despite a pledge from the Commission for Administration (CFA) that temporary staff members would not be retrenched until they are permanently employed in April next year.

CFA determines the conditions of employment and service for all civil servants in South Africa.

CFA spokesperson Mr Corrie Smit said his office was unable to respond to questions faxed to him in Pretoria without the approval of

the Commissioner, whom he said was in Cape Town.

Nehawu said temporary staff employed by CPA in the Western Cape region numbered approximately 6 000. According to the CPA, it has a staff of 22 600 temporary workers in the Cape. CPA public relations officer Ms Melanie Dedekind said the number of possible job losses could not be determined at the moment because "CPA is still investigating how many vacant posts are available".

She said only people who have reached the pensionable age — 55 for women and 60 for men — will be persuaded to retire.

CPA recently issued a circular proposing the reduction of staff to cut expenditure. According to the CPA, the circular follows a government decision.

Public service cuts

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THE newly formed Public Servants Front (PSF), representing 150 000 public servants in six organisations, yesterday launched a campaign against the government's "arbitrary" rationalisation of the public service in Cape Town. *W/ Mail 16/10 - 22/10/92*

About 30 000 jobs are to be scrapped by March next year. The employment cuts will be made by offering early retirement, the abolition of posts and the freezing of promotions.

"These moves completely contradict an undertaking by the government to consult all affected parties prior to the introduction of measures which effect their membership," the PSF said in a statement.

Search for dismissed workers

By JESSICA
BEZUIDENHOUT

THE Public Servants League is attempting to trace 14 of its members who were dismissed by the Department of Water Affairs in 1989, after a recent Appeal Court decision declared their dismissals invalid.

The dismissals were nullified after the court found the Department did not follow proper dismissal procedure.

Public Servants League spokesman Mr Bernard Wentzel said the workers had been employed at the Vaal-Gamagara Government Water Scheme near Kimberley.

The court ordered the workers to be reinstated and that the Department compensate them for losses suffered as a result of their dismissals, he said.

The workers, some who had been employed by the Department for up to 12 years, were dismissed by letter on the grounds that they were redundant. They were asked to vacate the Department-owned houses in which they were living while working on the project.

The PSL argued successfully that the Department had failed to conduct "inquests" into their individual work performances or their personal circumstances.

The workers then applied to court for an order declaring the termination of their services invalid on the grounds that they had not been given an opportunity to be "heard" before they were dismissed.

After this application was dismissed with costs, the Appeal Court declared the dismissals invalid.

Pruning of public service is under way

S/Times (B455)

18/10/92

250

By KEVIN DAVIE

THE process of pruning the public service as part of a wider package of economic reform is under way.

Commission for Administration chairman Piet van der Merwe says all government departments have to be ready by April 1 for the next Budget cycle

He says departments have to get ready now for the 3% minimum cut requested by State President FW de Klerk "Some savings will be effected this financial year"

Dr Van der Merwe be-

lieves the programme will achieve real cuts "If the department does not have the money, it will not be able to spend it. The programme will succeed because economic necessity is forcing it on us"

But Dr Van der Merwe stresses that not all departments will be able to cut back expenditure by 3%.

He says the number of policemen will need to increase further as SA is under-policed by international standards

There is also likely to be an increase in the numbers of teachers for black education

Dr Van der Merwe says savings can be made in the areas of white education, to a lesser extent coloured education, in provincial expenditure and by scrutinising all budgets

He says the SADF have announced cutbacks through the closure of certain bases

Staff cutbacks will firstly be through natural attrition (retirement and resignations), then early retirement and finally retrenchment with a negotiated package

Dr Van der Merwe says it is not possible to estimate the numbers involved, as some departments may realise larger savings than the 3% minimum He says the 3% target is realistic

While some departments are lean others can make cuts "This is possible in any organisation"

Largest

An analysis of the growth of the public service (excluding self-governing and TBVC states) from September 1989 to 1991 shows that the largest increase has been the employment of 26 000 policemen, bringing total numbers to 99 000

Security services employed 197 000 people in September 1991, about 26% of the total

There are an additional 10 000 teachers in black education compared with two years ago

The third area of increase has been in the Department of Finance, where additional personnel used to collect VAT have helped swell total numbers by 1 065 to 10 394 during this period

The number of public servants in the 23 general affairs departments have dropped by 5 017 to 75 656 during the last two years They number 9,9% of the total

"Even if you close all these departments you only achieve a 10% saving in numbers," says Dr Van der Merwe.

Public Works (12 035) and Water Affairs and Forestry (18 126) employ relatively large numbers. These are being reduced through privatisation and sub-contracting

The three own affairs departments employ 197 000 people, about 25% of the total. These public servants are mainly teachers.

A single department of education will ultimately make savings through better utilisation of schools

"But what you save in white schools will probably be needed more in black schools"

Teachers are the largest single category of public sector worker There are 265 000 educators, 212 000 labourers, 200 000 clerks and managers, 179 000 security personnel and 94 000 nurses in the public sector (including the self-governing states).

The public sector, which includes the self-governing and TBVC states, the universities and technikons, Transnet, Eskom, Posts and Telkom and local authorities, employed 1,8-million people in September 1991.

This is 13,5% of the economically active population of 13,4-million

Forty percent of the public service in SA is black. If the TBVC and self-governing states are included, this rises to about 60%.

Chamber calls for ⁽²⁵⁰⁾ govt spending cuts

20/10/92
21/01/92
GERALD REILLY
BIG cuts in state spending are the only solution to a spendthrift government's massive and escalating debt problem, says the Northern Transvaal Chamber of Industries

The chamber, in its latest Economic Focus, said the continuous net dissaving by government at an increasing rate since 1984 had become a serious structural problem

The dissaving had reached a staggering total of R25,700bn Last year it amounted to R7,4bn and in the first half of 1992 it had reached R8,8bn — the result of lower than expected government revenue and the sustained high level of state spending

The chamber said resorting to the capital market for loans to finance the gap between income and expenditure was tantamount to the destruction of a huge part of the country's scarce capital resources

"Reducing the deficit by spending curbs and getting it down to manageable levels of 3% of the GDP, in comparison with an estimated 8% for the 1992/93 fiscal year, will pave the way for a real blow against inflation and a much more attractive economic environment to foster fixed investment."

Pupil numbers 'to rise 50%'

20/10/92
THE number of pupils in the country will increase by 50% to 14,6-million over the next 10 years, a University of the Orange Free State report predicts.

This growth, combined with the existing backlog, will result in immense pressure on authorities to provide education and an infrastructure for education, says the report, published by the university's Research Institute for Education Planning

Eighty percent of all pupils attending schools in SA and the independent homelands fall under the black departments of education

Of these pupils, 42% attend schools in the six self-governing regions, 29% attend Department of Education and Training schools and the remaining 29% attend schools in the TBVC states

The increase of 460 000 pupils since 1990 represents a growth rate of about 5% in the total school population of SA and the independent states

As in the past, the highest growth rate was experienced in black education — 5,8%.

If the school format is not changed, this increase in numbers will result in a demand for 132 000 additional teachers and an equal num-

Business Day Reporter

ber of extra classrooms, and this would not even address the existing backlog, particularly with regard to classrooms

To achieve a decrease in the present ratio of 48 pupils a classroom in black education to 40 pupils a classroom, more than 34 000 additional classrooms will have to be built over the next decade

While there has been a noticeable increase in the number of successful matriculants and therefore an improvement in the general literacy of SA citizens, it is disturbing to note that pupils still tend to choose subjects that do not prepare them for the labour market or for technical or commercial studies

Another source of concern is the large number of pupils who drop out of school or do not complete a standard, and who will subsequently require basic training in the work situation, the report says

No noticeable improvement in the provision of education for black pupils has been experienced, and black education compares poorly with education for the other population groups in respect of pupils/classroom ratios and pupils/teacher ratios, it says.

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Professional gold/steel gents watch with



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Public servants protest

GERALD REILLY

250

PRETORIA — The public service caucus is expected to make a direct approach to President F W de Klerk for a clear-cut policy statement to eliminate the confusion surrounding the staff rationalisation programme.

Anton Louwrens, co-ordinator of the caucus which represents 11 public service employee organisations, said yesterday rumours were undermining confidence and morale in the service.

The caucus demanded a moratorium on further re-trenchments until full clarity on the issues involved had been obtained. *610am 22/10/92*

A recent announcement by Finance Minister Derek Keys that staff was to be trimmed by 5% had sent a shock wave through the service.

"This announcement should have been followed up immediately by a clear-cut plan of how this was to be achieved. However, none was forthcoming," Louwrens said.

Meanwhile, the Public Servants' Association — the largest of the employee organisations — says the inconsistencies in retirement packages being offered by the different departments must be cleared up.

HOUSE OF ASSEMBLY

Provident Fund, (e) Pension Fund for Persons in Authorities' Service and (f) Superannuation Fund for Persons in Authorities' Service (i) applied to be boarded and (ii) were boarded in 1989, 1990 and 1991, respectively?

QUESTIONS

†Indicates translated version

B728E

For written reply

The MINISTER OF FINANCE

General Affairs

Members of pension funds boardings

250

290 Mr B B GOODALL asked the Minister of Finance
How many members of the (a) Government Service Pension Fund, (b) Associated Institutions Pension Fund, (c) Temporary Employees Pension Fund, (d) Associated Institutions

(i) The members of the various pension funds apply through their respective employers Only the applications which are successful are passed onto the Department of Finance The number of members who applied to retire early is therefor unknown to the Department of Finance

(ii) According to the latest pension records early retirements and the reasons therefor are set out in the annexure

	(a) GSPF		(b) AIF		(c) TEPF		(e) PFAS		(f) SFAS	
	1989	1990	1989	1990	1989	1990	1989	1990	1989	1990
Ill-health	48	55	7	1	9	19	41	1	3	6
Reorganization	66	102	—	—	5	3	11	—	1	—
Incapacity to carry out duties efficiently	2	8	—	—	—	—	—	1	1	2
Retirement—own request	—	2	—	—	—	—	—	—	—	—

No cases for the Associated Institutions Provident Fund occurred and as far as the Associated Institutions Pension Fund is concerned, no cases where any gratuities were paid could be identified

Total amount of personal income tax collected

324 Mr W U NEL asked the Minister of Finance

The MINISTER OF FINANCE

A meaningful breakdown of tax collected in magisterial districts cannot be furnished Some 75% of individual tax is collected by way of Pay-As-You-Earn (PAYE), and many employers make their PAYE payments in areas other than those in which their workers are employed Statistics are accordingly furnished on the basis of assessments issued and as a result thereof the 1991-92 figures are not available at this stage

At the time an answer was prepared to a similar question, No 372, asked by Mr J J Walsh in May 1991, 56 per cent of assessments

for the 1989/90 tax year had been processed The actual number of taxpayers and amounts assessed at that stage were for the purposes of the reply projected by that percentage to indicate what the position would be once all assessments had been raised

It is now considered that these projections may, for a variety of reasons, not be within acceptable bounds of accuracy The statistics furnished below accordingly relate only to taxpayers actually assessed to date, who represent 75 per cent of registered taxpayers in 1989/90 and 64 per cent in 1990/91

PERSONAL INCOME TAX ASSESSED 1990-91

DISTRICTS

Sectors	(a)	(b)	(c)	(d)	(e)	(f)	(g)
Agriculture	310 670 185	77 290 820	10 041 349	2 934 225	735 837	9 835 684	3 296 388
Mining	803 202 167	174 804 249	851 152	160 104 311	4 451 464	431 473	117 048
*Construction/Manufacturing	1 741 669 510	60 408 388	8 504 225	5 054 001	37 613 925	1 901 760	938 301
Commerce	1 148 541 552	66 505 809	29 444 874	11 993 085	2 621 912	3 767 697	6 892 205
Government Services	1 910 548 939	119 254 877	67 507 785	13 664 420	4 365 288	9 406 700	4 293 711
Transport	407 894 157	27 425 139	15 651 958	1 063 868	763 575	5 452 986	2 279 138
Banks and Financial Services	581 375 740	24 783 206	12 789 096	3 779 241	714 531	1 491 620	1 439 232
Other	5 806 560 734	183 022 822	59 068 797	32 989 294	30 095 809	12 554 714	8 383 194

* No distinction between these two sectors can be made

KEY TO DISTRICTS

- (a) Republic of South Africa
(b) Orange Free State
(c) Bloemfontein
(d) Welkom, Virginia, Odendaalsrus
(e) Sasolburg
(f) Kroonstad
(g) Bethlehem

NOTE

Statistics in respect of taxpayers earning less than the applicable Standard Income Tax on Employees (SITE) limit are not available and therefore not reflected in the above figures

Taxpayers: certain magisterial districts

The MINISTER OF FINANCE

330 Mr A E DE WET asked the Minister of Finance

A meaningful breakdown of tax collected in magisterial districts cannot be furnished Some 75% of individual tax is collected by way of Pay-As-You-Earn (PAYE), and many employers make their PAYE payments in areas other than those in which their workers are employed Statistics are accordingly furnished on the basis of assessments issued to taxpayers resident in the relevant magisterial districts

(a) How many taxpayers were there and (b) what total amount was collected in personal income tax in the magisterial districts of (i) Bloemfontein, (ii) Welkom, (iii) Kroonstad, (iv) Sasolburg and (v) Virginia in each of the eight income categories particulars of which have been furnished to the Minister's Department for the purpose of his reply, for the 1989-90 and 1990-91 tax years, respectively?

B817E

At the time an answer was prepared to a similar question, No 372, asked by Mr J J Walsh in May 1991, 56 per cent of assessments

Policeman kills

prisoner in cell
ORKNEY — A policeman shot dead a prisoner in a police cell here on Tuesday night.

Western Transvaal police said the assistant constable had been dismissed and was facing a murder charge.

A spokesman said the two men had been arguing. Seven other prisoners were in the cell at the time — Sapa

Gunmen fire on commuters

JOHANNESBURG — Six people were wounded when gunmen fired on commuters at the Elandsfontein station in Germiston on Tuesday.

In Katlehong, a man died when he was thrown from a train.

In Khayelitsha, shots were fired at a police vehicle and a home.

In the Ciskei a man was killed in an explosion at Thuythu Village near Bisho, and another died in a train attack.

ANC man held on arms charge

MARITZBURG — The ANC's chairman at Nkhakhe has been arrested for the illegal possession of firearms.

Mr Solomon Mzolo 60 was first arrested in 1990 for the illegal possession of two handguns and an AK-47 rifle, but the charges were withdrawn when the docket was stolen from court.

Police rebuilt their case and arrested him yesterday — Sapa

Top police appointments announced

MAJOR-GENERAL Nick Acker, the Western Cape's regional police commissioner is to retain his post in a nation-wide shake up of police yesterday released the names of 16 brigadiers who will be promoted to the rank of major-general on December 1.

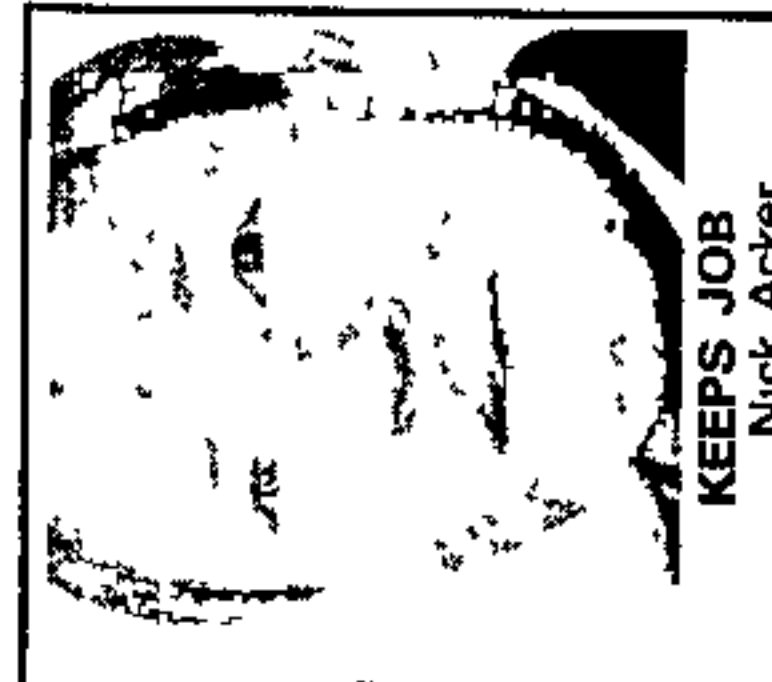
Two of the new major-generals will serve as deputy-regional police commissioners — Major-General H M du Toit and Brigadier N S Snyman Brigadier du Toit will be head of community policing in Cape Town and Brigadier Snyman will retain his present post.

A police spokesman said Brigadier Du Toit was the current commanding officer of the police academy in Graaff-Reinet and Brigadier Snyman headed the Crime Combating and Investigation Unit for the Western Cape region.

Included in the list of promotions are South Africa's first black police generals.

Major-General M S Tsoka will become a deputy regional commissioner and head of community relations in the Witwatersrand division, which serves Soweto.

Major-General M Chetty will serve as head of community relations at police headquarters in Pretoria.



KEEPS JOB
Nick Acker

Major-General J M Manuel will be the head of community relations in Natal.

A police spokesman said Brigadier Manuel, a former station commander at Mitchells Plain police station, will take up his post in Durban next year.

Police Commissioner General Johan van der Merwe said other structural changes to the police force, announced earlier, would be effective from December 1.

Clinton's carrot and stick for SA

WASHINGTON — If Mr Bill Clinton of Arkansas becomes the next president of the United States, he is likely to pursue a carrot-and-stick policy toward South Africa.

The carrot is a programme of aid and investment incentives to boost the economy once SA has a fully democratic government.

The stick is the maintenance of state and local sanctions in the United States — one of the main reasons why American corporations are reluctant to invest in SA — as well as continued restrictions on SA access to International Monetary Fund resources.

Mr Clinton, currently leading President George Bush in the polls for the November 3 election, outlined his policy on SA in a recent issue of the American magazine Africa Report.

Mr Louwrens also complained that the government was applying two contradictory policies. On the one hand, it intended to reduce staff expenditure. On the other, "departments have been ordered to apply a policy of increased appointments to affect a policy of affirmative action."

City bus strike ends: 130 workers reinstated

Staff Reporter
The two-month-old Golden Arrow Bus strike was resolved yesterday after four weeks of mediation.

Of the 221 striking workers 130 were reinstated with a final written warning valid for six months and 49 were given retrenchment packages.

The remainder, who had not found work elsewhere, were put on a preferential waiting list, said a spokesman representing the Transport and General Workers Union, the Transport and Omnibus Union and Amalgamated Woodworkers Society.

The workers' demands for safer working conditions had been implemented and drivers were issued with bullet proof vests, the union spokesman said.

Boipatong: Hostel man tells of havoc

VEREENIGING — A KwaMadala Hostel resident yesterday told the Goldstone Commission how he and a heavily armed group of about 250 other hostel residents cut a path of havoc and destruction in Boipatong on the night of June 17 when more than 40 people were killed.

The resident, identified only as 'Mr C' is in protective custody under the Criminal Procedure Act. He was released from the attorney-general's office to attend yesterday's hearing.

Mr C told the commission that the group armed with sticks, knives, spears and shields, entered Boipatong and attacked people and destroyed property.

He said the group scattered into smaller groups once they entered the township. He saw no guns but heard gunshots once they were in Boipatong.

His group of about nine people had not hurt anyone but vandalised the homes and property of Boipatong residents.

Mr C admitted seeing a man from another group emerging from a house holding a 'blooded knife', which he realised must have been used to kill someone. He denied being affiliated to any political group and said he had not been aware of the group's intention when they left the hostel.

City bus strike ends: 130 workers reinstated

Staff Reporter
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The workers' demands for safer working conditions had been implemented and drivers were issued with bullet proof vests, the union spokesman said.

Civil servants warn govt

By PETER DENNEHY
THOUSANDS of civil servants have issued a blunt warning to the government that it will face "severe disruptions" if it fails to respond positively to employees' concerns over staff reductions.

Mr Louwrens said letters had been written to government ministers to protest against "the way the government has announced and applied its intention of re-

ducing staff and related expenditure by 5%".

Mr Louwrens also complained that the government was applying two contradictory policies. On the one hand, it intended to reduce staff expenditure. On the other, "departments have been ordered to apply a policy of increased appointments to affect a policy of affirmative action."

Govt funding needed to address unemployment

150
B/DAM 22/10/92

MARCIA KLEIN

THE state should put R2bn into development venture capital funds every second year for 10 years as part of a solution to SA's massive unemployment problem, Small Business Development Corporation (SBDC) senior GM Jo Schwenke said yesterday

Speaking at the Institute of Personnel Management's annual conference at Sun City, he said the funds would seek out developmental opportunities that were viable, sustainable, and preferably owned by black South Africans

A fund manager would manage the fund, seek out investments, help establish the investee and remain involved until the investee was self-sufficient and profitable

Schwenke said this initiative could generate up to 50 000 or more new formal businesses with jobs for up to 2-million people

He said about 44% of SA's population was either unemployed or underemployed. In addition, studies by Sacob and the SBDC had shown that less than 5% of school leavers and less than 10% of matriculants could be expected to find work in

the formal economy

He said it was "frightening" that 46% of unemployed blacks were aged between 20 and 30

Competition for a fairly stagnant number of formal employment opportunities would increase, he said, and lack of efficient schooling and dedication from pupils would leave unemployment or informal employment as their only alternative.

Schwenke said there was not one solution, and SA needed supportive government policies, specific job creation programmes, a "big push by big business" to create projects, exports and foreign exchange.

He said the state had to create an environment of law and order, followed by a fiscal and monetary policy which encouraged investment.

In the short term, big business should not re-trench but retrain

He said that the efforts of the state and small, medium and big businesses should be co-ordinated into a single medium-term strategy, with the driving force being the promotion of entrepreneurship

Leave VAT rate, cut back your spending, govt told

GOVERNMENT should not try to make up the shortfall in VAT revenue by increasing its rate but must slash state spending instead, economists say.

They were reacting to Finance director-general Gerhard Croeser saying on Tuesday that government would be forced to increase VAT to at least 13%.

Econometrix economist Tony Twine said instead of attempting to raise VAT revenues by 30% of the current take, government would at least do better by trimming its expenditure by an equivalent amount.

Ironically, he said government's revenue could fall even further if it increased the VAT rate. Con-

sumers would cut back on their spending.

Standard Bank chief economist Nico Cypionka said it was more imperative for government to cut spending.

"Our calculations show that to keep on an even keel, they would have to reduce expenditure by 5%. But, I'm not sure they have the guts to do that."

Cypionka said this inefficiency as well as the duplication of apartheid government departments needed to be rooted out.

Finance Minister Derek Keys has said the number of public servants would be reduced by about 30 000 next year as part of his attempt to cut government spending by 3%. — Sapa

Summit to plan against dept cuts

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250
CT 23/10/92

A SUMMIT to plan mass action against unilateral restructuring of state departments is to be held in Cape Town next Tuesday, a coalition of seven public sector organisations has said.

Coalition spokesman Mr Puddy February said yesterday all public sector trade unions and staff associations had been invited to the summit by the coalition, formed by seven public sector organisations opposed to cutbacks in provincial services and education departments.

According to the coalition, the state intends axing 30 000 jobs, or 5% of its workforce by March 31.

Meanwhile, House of Representatives Education Minister Mr Abe Williams met school principals yesterday after issuing a statement criticising the South African Democratic Teachers' Union for "disinforming" teachers.

A ministerial spokeswoman said Mr Williams had invited all interested parties to submit written representations on the rationalisation programme.

Sadtu said the union would meet Mr Williams on November 5.

● Meanwhile, Transvaal teachers unhappy with the proposed rationalisation programme called yesterday for the resignation of Mr Williams and demanded that he respond by Monday to their grievances — Sapa

Civil service job talks 'out'

By PETER DENNEHY

THE government has ruled out talks with civil service unions over impending job cuts.

The Minister for Administration, Dr Org Marais, told civil service unions yesterday that negotiations could not be held collectively because each department head had to apply his discretion.

This meant "approaches may differ to a certain extent".

Dr Marais was responding to

letters to himself, Health Minister Dr Rina Venter, and Finance Minister Mr Derek Keys from the Public Service Caucus, a group of unions and associations representing 300 000 central government and provincial administration employees.

The employees had protested against the government's intention "to reduce staff and related expenditure by 5% during the present financial year".

Dr Marais said the government

had to cut back on state expenditure in the national interest, but staff reduction was not a rigid goal in itself.

He regretted there was confusion over spending cuts on the one hand and, on the other, "establishing a public service representative of the various client groups that it serves".

The government pursued a policy of establishing "a more representative public service", but generally within departmental budgets.

250 CT23/10/92

300 000 public servants threaten 'ugly' disruption

South 24/10-28/10/92

By Diane Coetzer

THE PUBLIC Service Caucus, which represents over 300 000 public servants, has threatened "massive disruption of an ugly kind" if the State refuses to place a moratorium on cutbacks.

In a strongly-worded letter to Minister of Finance Mr Derek Keys, Minister for Administration Dr Org Marais and Minister for National Health Dr Rina Venter, the Caucus accused the government of taking unilateral decisions which affect thousands of public servants in its decision to reduce staff and related expenditure by five percent during the present financial year.

The threatened mass action comes at a time when public sector

unions in the Cape have launched a programme of "rolling mass action" to fight retrenchments which will include thousands more workers.

The involvement of the Public Service Caucus is particularly significant since it includes employee organisations generally unquestioning of the state's actions.

Among those the Caucus represents are the Medical Association of South Africa, the Public Servants League, the Natal Provincial Staff Association, the Institute of Public Servants, the Hospital Personnel Association and the South African Nursing Association.

Co-ordinator of the Caucus, Mr Anton Louwrens, said on Tuesday that while professional public sector employees may not strike, other

workers would do whatever it took. Lourens said public sector workers were demoralised, uncertain and extremely angry.

Failure of the government to come clean on criteria for cut-backs was exacerbating the situation.

"It is also clear the government is applying two different policies which are not only contradicting each other but have totally conflicting objectives.

"On the one hand their intention is to reduce staff expenditure but on the other departments have been ordered to apply a policy of increased appointments to affect a policy of affirmative action."

Lourens criticised the government's labour relations policy, accusing it of "running away from

responsibility" by placing the onus for cutbacks on individual departments and the Provincial Administration.

"Normal labour relations practice requires the decision-maker to consult with affected workers."

"The fact of the matter is that the government once again took decisions that affect literally thousands of public servants without even the slightest effort to consult on these matters with the affected workers."

"Not only is this attitude a display of the worst labour relations possible but also morally totally indefensible."

The Caucus' decisions came out of a meeting on September 17 in Cape Town attended by representatives of all the organisations.

Strike by 500 000 in W Cape threatened

250

MLG 29/10/92

Labour Reporter

A MAJOR strike by up to 500 000 public sector workers in the Western Cape cannot be ruled out if the government continues with unilateral restructuring of the public service.

This was decided at a meeting attended by representatives of 10 public service organisations this week to plan a programme of action against the restructuring, according to Mr Wilfred Alcock of the National Education, Health and Allied Workers' Union (Nehawu).

"We are not looking at disrupting the public sector yet — it will depend on the response of the government — but a major strike involving about 500 000 Western Cape public service workers cannot be ruled out."

The programme of action would include a public sector march in Cape Town on November 7, Mr Alcock added

SA demands a truly civil service

TYRONE SEALE
Weekend Argus Reporter

250

AFTER decades of white-dominated Nationalist and tricameral administration, South Africans are demanding a civil service with a democratic, non-racist, non-sexist smile.

However, the transition from an administration consistently accused of racial and political nepotism, corruption and day-to-day inefficiency to one that will accommodate the needs and values of all South Africans, will depend on a new corps of professional civil servants.

Realising this, the University of the Western Cape has upgraded its department of public administration training programme to a School of Government which will open in January next year to provide professional and academic training for prospective government and public service personnel. Applications for undergraduate and post-graduate studies at the School of Government may be made from today.

Mr Job Mokgoro, head of the new

school, says: "While mindful of the basic professional skills and competencies, the school's approach emphasises an orientation based on a democratic ethos in post-apartheid South Africa."

"Values of democratic accountability, ethical conduct, responsiveness and representativeness are emphasised alongside those of professional competence and scholarly excellence."

A recent article in the UWC quarterly magazine, Perspectives, noted 75 percent of administrative and clerical staff in the existing central civil service is white.

"The communities we serve have been denied access to management levels in the civil service," says Mr Mokgoro, "but more importantly, many have just decided not to participate."

He said while the university was well placed to offer a unique service to traditionally disenfranchised communities and political organisations, the new school was equally committed to broader collaboration.

Negotiators 'need a fiscal briefing'

8/10/92 11/11/92
PRETORIA — Immediate attention should be given to practical aspects of intergovernmental fiscal relations and revenue sharing to ensure that constitutional negotiators on all sides were properly briefed, Finance director-general Gerhard Croeser said yesterday.

He told delegates at the SA Institute of Public Administration conference it was important not to wait until a new constitutional dispensation was negotiated before assessing its implications.

He said the financing of government in a new dispensation would create many demands, particularly in the light of massive backlogs in services.

A sound economic policy to create the climate for growth would be of cardinal importance in giving a future government the means to provide community services.

Effective allocation of funds was vital and this could be achieved through greater community involvement.

The success of a future constitutional dispensation would depend greatly on the fiscal relationship between the different levels of government, Croeser said.

Sapa reports that Small Business Development Corporation MD Ben Vosloo told delegates government's wage bill of between 61% and 66% of its current expenditure since 1984 was the prime reason for

the growth in state consumption and general administrative expenditure.

He said government's administration expenditure now amounted to R37bn or 11% of expected GDP.

"The government sector has been a very active creator of 'employment' during the last decade. Most business sectors, including government businesses, were net losers of employment opportunities in the 10 years prior to 1991."

Vosloo said one in four people in the formal sector worked for government.

He said government activity had grown faster than any other important index in the national accounting system, namely the population growth, inflation, the GDP and private enterprise. Government expenditure at all levels had increased from 16% of GDP in 1960 to 32% in 1991.

He said government's increasing domination of the economy was the underlying problem behind declining investments and the consequent lack of economic growth.

"In spite of the increasing amounts of money spent by the SA government sector, its investment activity significantly reduced during the last decade."

Vosloo proposed cutting the numbers of civil servants and said the public sector would have to be governed more by a competitive market process

8/10/92 11/11/92 Govt criticised over staff cuts

PRETORIA — The Public Servants' Association is dissatisfied with the manner in which government is reducing staff in the public service.

An editorial in the latest edition of The Public Servant said the 700 000-strong Central Public Service was the largest single target for affirmative action (250 000).

Although affirmative action had been anticipated, there was dissatisfaction over government's reluctance to communicate with employees. The editorial said the Commission for Administration had introduced affirmative action under a veil of secrecy. — Sapa.

250 Public servants 'concerned'

8/10/92 11/11/92
PRETORIA — The tempo and intensity of political change in SA had caused concern among public servants, Transvaal Administrator Danie Hough said yesterday.

Speaking at the SA Institute of Public Administration conference, Hough said critics of the public sector claimed government and municipal officials opposed change. He said there were such officials, but most were coping with change in a positive manner.

In the process of change senior officials had a responsibility to see that government decisions, whether at central or local level, were carried out.

He stressed that public servants should not see themselves as potential victims of change because with their experience, insight and initiatives they could play a leading role in bringing about a new dispensation.

He said change had to be handled with the minimum of disruption in order to avoid chaos.

The uncertainties among government workers could only be alleviated if those involved were briefed on the reasons for change.

Concerning the 1,6-million public sector employees, Hough said a balance had to be maintained between government and the private sector as employers.

The swift population increase, however, had resulted in greater demands for public services such as health, infrastructure, housing and security services.

Since 1950 SA's population had increased by 206% and by the year 2025 SA would be one of the 23 most densely populated countries in the world unless the increase was slowed.

To provide an expanding population with work an annual economic growth rate of 6% was needed. The reality was, however, that the real growth rate over the past decade had been only 1,8%.



When you come to Syfrets for comm

UWC offers training for civil service

Education Reporter

A NEW course at the University of the Western Cape, which aims to redress the racial imbalances in a 75 percent-white civil service will enrol its first students next year.

UWC's School of Government will offer bachelor of administration honours and masters programmes on a one-year full-time or two-year part-

time.

The school will concentrate on producing trained civil servants among blacks, women, and rural and community leaders.

Its goal is to "redress the inequalities that have accumulated over decades as a result of inefficient, racially based, undemocratic public administration in South Africa".

MAR 13/10/92

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Instead of Swiss bank accounts, South Africa's ruling elite will reap riches through huge early pensions, according to the latest edition of the ANC journal **Mayibuye**:

THERE is no longer any doubt that the apartheid system has enabled free-for-all plunder of state coffers. Scandal after scandal involving financial misappropriation has emerged.

The government is apparently unable to do anything to bring to book those accused. A case in point is the multi-billion rand scandal of the former Department of Development Aid which was run by Dr Gerrit Viljoen, until recently President FW de Klerk's right-hand man in negotiations.

Now that revelations have been made about the size and conditions set for state pensions, it is partly clear why the government has been reluctant to act.

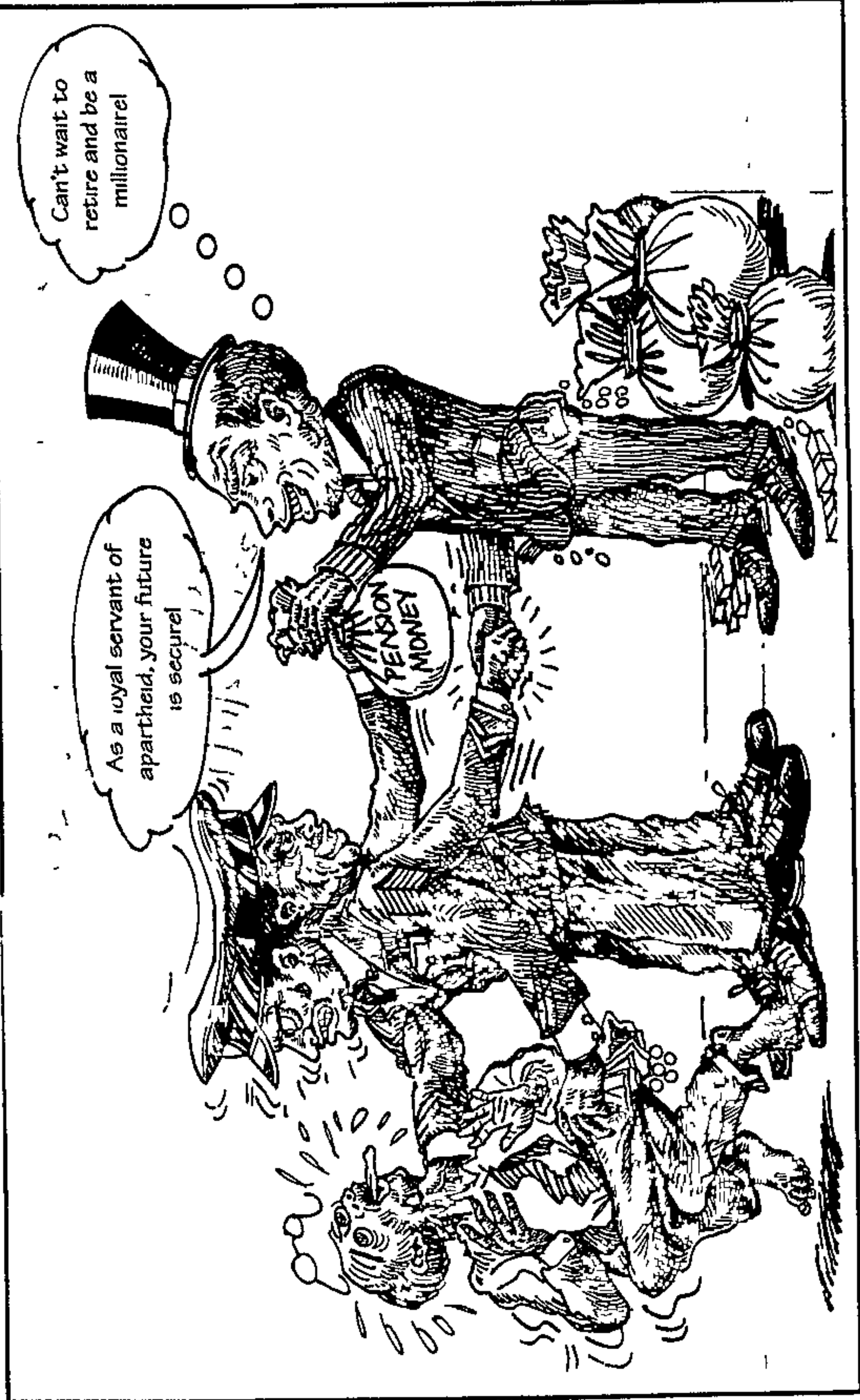
The plunder is taking many forms, one of which is through parliamentary legislation.

The Parliamentarians' Pension Act provides for the state president, his cabinet and many long-serving parliamentarians — NP and CP alike — to have huge pensions waiting for them when they are ousted from power. Senior police and army personnel can also count on comfortable pensions.

Rule now — and get rich later

South Africa - 2/12/92

250



probably because their services will still be required. It has been reported that former black mayors can expect pay-offs of R100 000 and councillors of R50 000. This comes on top of the benefits that have accrued to them all along, including housing, transport and education.

In Venda it was revealed that the administration was preparing grounds to privatise its pension scheme to benefit top echelons.

The question economists and politicians are asking is whether it would be morally right to allow such people, once there is a new government, to continue to draw these large pensions.

In the case of De Klerk (and PW Botha), the issue is compounded by the fact that, as state president, the payout will be tax free for life.

In the wake of the 1978 Information Scandal, it was alleged that millions of rands had been stashed away in Swiss banks in anticipation of leaders fleeing the country.

The Soweto uprisings had already signalled the end of apartheid rule and contingency plans had to be made. The scheme backfired and John Vorster was replaced by PW Botha. It was during PW's rule that the plan of "taking care of old buddies" began to flourish.

Plans were hatched to ensure that apartheid leaders lived like millionaires after retirement.

This whole system has to be reviewed for the sake of the economy and a democratic approach to pension schemes.

vice the practice has been to pension off employees and re-employ them. This has been most blatant in education and the SABC.

Teachers unhappy with working in non-segregated schools have been given generous golden handshakes.

In the SABC, early retirement has been offered to some senior staffers who are now engaged as "consultants" on full pay.

Blacks who have loyally served apartheid have not been forgotten,

off, taxpayers will feel the pinch and blame it on the new government.

When De Klerk announced a major restructuring of the police force recently, it turned out to be nothing but another occasion to publicly offer a golden handshake to loyal servants of apartheid.

Some officers were retired prematurely on full pensions while others were promoted to more senior jobs with bigger pensions.

In other areas of the public ser-

ANC economists say this can only be described as plain plunder of the country's riches while the sun still shines for the present racists.

More disturbing for those who will inherit the economy after the massive dip into the kitty is that not only are existing state funds being plundered, but these corrupt payouts are financed by borrowing on a vast scale from foreign financiers.

This will ensure that long after the former dictators are pensioned

No civil reception for Bill

w/ma 4/12-10/12/92
Weekly Mail Reporter

DISAPPOINTMENT is likely to greet the draft legislation for public servants introduced into parliament this week.

The long-awaited legislation regulates employment in the sector for the first time, but the wide definition of essential services makes striking illegal for many workers (250) ~~250~~

Nurses, paramedics, doctors, fire-fighters, air traffic controllers, prisons and court personnel and the defence and police forces may not strike. The ban also applies to those who keep key-point computer services going and to water, power and sanitation workers.

A fine of R2 000 or two years imprisonment can be imposed for contravening the strike provisions.

Trade unions and employers must give each other 20 days notice of a legal strike or lock-out, but employers can get a

strike interdict within 48 hours.

Employers may not dismiss striking workers for the first 30 days of a legal strike, perhaps to prevent a replay of the mass dismissals during the hospital strikes earlier this year.

The act established a bargaining forum, to be called the Public Service Bargaining Council, for the sector. This forum will have a central bargaining authority as well as a chamber for each government and regional department. ~~250~~

The Public Servants Labour Relations Bill sets out dispute settling mechanisms for the sector and makes provision for the registration of trade unions.

The publication of the draft Bill before the end of the year was one of the conditions set by the National Education Health and Allied Workers' Union when it agreed to end the hospital strike.

Govt pension fund revamp on the cards

B/DAM 8/12/92

(250) (250)

GRETA STEYN

THE latest actuarial evaluation of government's pension fund deficits — estimated at more than R30bn — is being finalised and is expected to form part of a report on pension fund privatisation that will be handed to the Cabinet early in the new year

The head of the committee on state pension funds, Laurie Korsten, confirmed yesterday that a progress report would be handed to Cabinet. "We are looking at the immediate restructuring of the pension funds which may ultimately result in their privatisation," he said, adding that the latest figure for the pension fund shortfalls would be kept confidential.

A year ago government accepted the Korsten committee's first recommendations on restructuring, but subsequent difficult negotiations with labour and employer representatives led to the process being delayed. If the funds are eventually privatised, about R60bn in assets will be freed to be managed by private fund managers.

"We have been negotiating indirectly with more than a million employees and more than 400 employer bodies within the five funds involved. The funds have to be placed on a more sound financial footing while at the same time guaranteeing the financial security of their members," he said. He added his committee had devised a package deal that would see employers and employees compromise, with both parties making some contribution towards financial stability.

The funds' actuarial shortfalls are estimated at billions of rands and a plan for their full funding would have to be given to the Registrar of Pension Funds before

these funds could be registered as private funds. Korsten said he hoped this would be finalised early in the new year and that concrete steps would be taken within the first half of the year.

Public Servants Association (PSA) GM Hans Olivier said a working committee of the PSA had been discussing the issue with the Korsten committee for the past year. The PSA had "serious problems" with the Korsten committee's package, and he hoped these problems would be addressed in Korsten's progress report.

One of the PSA's main concerns was the formula suggested to reduce benefits when members take early retirement. Another was that Korsten had suggested a pension be calculated based on the average salary over the last two years of employment, while the PSA wanted it to be equal to the last salary earned.

Another problem was that there were various retirement ages for public sector workers, and that those with late retirement ages felt they were subsidising those with early retirement ages (notably in the armed forces). The PSA had asked for a uniform retirement age.

A further point of disagreement was on the board of trustees to manage the fund — how its members would be divided between employers and employees, and how the chairman would be elected.

The PSA does not, however, represent the majority of employees involved.

Enabling legislation has already been passed to allow state pension funds to register as private funds. Korsten said the

□ To Page 2

Pension funds

B/DAM 8/12/92

(250) (250)

□ From Page 1

main reason for the restructuring was to achieve "financial discipline"

The state pension funds are invested almost entirely in government stock, administered by the state investment arm, the Public Investment Commissioners (PIC). In the first half of this fiscal year the PIC invested R10,44bn in government stock, compared with private funds investing R13bn. Korsten emphasised that freeing investment constraints on the state

funds would be approached cautiously, as the move could severely distort the financial markets.

Analysts said it would take decades to get the funds' equity levels up to normal levels. It implied constant buying pressure in the equities market, and selling in the gilts markets. However, Korsten said the funds would remain net buyers of government stock for years to come.

Call for submissions

250

WRITTEN submissions on the Public Service Labour Relations Bill should be made to the Parliamentary Joint Committee on Home Affairs by the end of this month, the committee's chairman, Mr Patrick McKenzie, said yesterday.

In a statement he said if possible 30 copies should be provided and all correspondence on the matter should be addressed to the Secretary to Parliament, PO Box 15, Cape Town, 8000

50 mg
9/12/92

A curate's egg for civil servants

W/Mant 11/12 - 17/12/92
A DRAFT statute which covers civil servants was finally introduced into parliament last week, two years after the Labour Manifesto was signed

Unfortunately, there are many features which undermine any positive effects the Bill may have.

But two features — the extension of the "unfair labour practice" jurisdiction and stop-order facilities — establish important basic rights. It is important that these features will now be a right rather than a privilege at the discretion of the director general of manpower.

This will allow unions in the public sector to establish their resource base and their ability to defend the rights and interests of their members.

The Bill intends "to regulate new labour relations in the public service, including collective bargaining at central and departmental levels and to provide the prevention and settlement of disputes . . . between the state as employer, its employees and employee organisations"

At present there is only a forum for consultation between the Commission for Administration and employee organisations on wage or salary matters and on the proposed legislation.

This is clearly unsatisfactory — the lack of proper collective bargaining rights and formal procedures for speedy dispute resolution were major contributory factors to the recent, lengthy hospital strikes.

While the Bill establishes a bargaining council at central level, it also presents a number of impediments to concerted bargaining.

LUCI NYEMBE argues
*that the Public Service
Labour Relations Bill gives
with one hand and
takes with the other*

For example, an employee organisation has to prove that it represents workers affected by a particular issue if it wishes to negotiate that matter in the council.

With 11 unions and staff associations presently recognised, the effect is that employee organisations would not be able to challenge or support each other unless an issue affected their members.

It is generally accepted that disclosure of information is crucial in the bargaining process. In the private sector, unions often have access to company annual reports or interim statements.

This enables them to challenge or accept the validity of company claims about their "ability to pay".

In the Bill the definition of "classified information" is so broad that it can be used to withhold basic and necessary information from employee organisations.

There are at least five separate procedures in the Bill for resolving disputes depending on the categorisation of the dispute. It can be a collective dispute of right, an individual dispute of right, an unfair labour practice, a dispute of interest which has financial implications in an essential service, or a dispute of interest which has no financial

implications in an essential service. Problems arise where a dispute may simultaneously be a dispute of right and of interest, for example retrenchments. Where the categorisation of a particular dispute is challenged (probably by the employer) the case could be thrown out on a legal technicality and the merits of the dispute would never be heard.

This bodes ill for the resolution of disputes in a sector where their resolution or escalation has a direct impact on the lives of ordinary citizens.

Strike action is permitted for public service employees, following elaborate procedures and requirements, including balloting and 20 days' notice to the employer.

The employer, on the other hand, can interdict a strike on 48 hours' notice. But even following these legal requirements to the letter does not indemnify "legal" strikers against dismissal.

In addition, failure to comply with the legal provisions makes the "guilty" parties criminally liable. Criminal sanctions include a fine or imprisonment or both.

Strikes are also prohibited in "essential services" and the definition of these goes way beyond the International Labour Organisation (ILO) definition of "services whose interruption would endanger life, personal safety or health of the whole or part of the population".

●Luci Nyembe is a research officer at the Centre for Applied Legal Studies specialising in the public sector.

Public servants fear future survey

GERALD REILLY

PRETORIA — The country's public service is racked with fear and uncertainty about job and pension security under a black government, a new Human Sciences Research Council (HSRC) survey shows.

More than two-thirds (66,4%) of respondents expected progress in their careers and their security of tenure to be restricted, and 51,9% that their work situation could become intolerable because of political pressure.

Moreover, they expected the rendering of public services to become increasingly inefficient and ineffective.

The HSRC survey released yesterday was commissioned by the Public Servants' Association (PSA) and conducted among 10% of its 80 000 members

A striking feature of the research, the survey reported, was the great uncertainty

on virtually every aspect of service benefits. Slightly more than 75% of respondents feared the present shortfall in the pension fund would endanger their pension benefits: 63,1% that their benefits would be reduced, 62,9% that their gratuities would diminish and 61,2% that pension annuities would be adversely affected.

The majority of public servants expected the reform process to lead to a black majority government. They feared their work situation would become increasingly unpleasant and that many would be compelled to resign.

Of the respondents, 58% supported the NP, 25% the CP and other right-wing parties, 6% the DP and 2% the ANC.

To Page 2

Public service

kaans-speakers predominated with 78%, while 17% had English as a first language and 6% other languages

Most of the respondents were particularly apprehensive that officials would be supplanted by political appointees. Because of these fears, the present government had the confidence of 51,2% of respondents, with the greatest degree of confidence among NP supporters (71,5%).

Expressing no confidence in the NP government were 53,6% of the CP supporters and 34,6% of the ANC supporters.

Among managers, confidence in government had declined by 22,11% since a similar survey in September last year.

Codesa was supported by 25,4% of public servants. Only 14,7% had confidence in an interim government and, of these, 66,7%

From Page 1

were ANC supporters and 3,4% CP supporters. Only 16,9% of the NP supporters had confidence in an interim government.

Among the managers, confidence in a future government had declined significantly since last year's survey — down to 29,5% from 39,3%.

The majority of respondents — 64% — regarded President F W de Klerk as the only credible politician. Only 14,4% considered the statements of extra-parliamentary politicians as credible.

A major worry revealed was the role of political preference in appointments and promotions. Although the majority regarded politicians as lacking in credibility, in the final analysis they placed their hopes for the future in the present government.

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Pretoria Bureau

White public servants fear political change - survey

STAR 16/12/92

Only half of white public servants have confidence in the present government, and the majority deeply fear political change, according to a new survey by the Human Sciences Research Council (HSRC).

More than half believe their work could become intolerable because of political pressure, the survey, commissioned by the mainly-white Public Servants' Association (PSA), found.

The survey was conducted among 10 percent of the PSA's 80 000 members, described as "predominantly Afrikaans-speaking men" with matric or

post-matric qualifications. Almost two-thirds (63 percent) of respondents believed the present reform process would lead to a black majority government, and 61,6 percent felt a black majority government would have negative implications for their work.

The main cause for concern was job security, with more than two-thirds (68,9 percent) worried about the possible replacement of staff through po-

litical appointments

Almost all the respondents (96,7 percent) insisted special attention should be given to the security of tenure of presently-employed public servants.

Only 36,6 percent would place their trust in a Bill of Rights, while the majority had no confidence in other legal measures such as labour legislation or the Public Service Act to ensure their fair treatment by a future employer

Of the respondents, 58 percent supported the National Party, 25 percent the Conservative Party and other rightwing parties, 6 percent the Democratic Party and 2 percent the ANC

A striking feature of the findings is the great uncertainty and lack of confidence on virtually all aspects of benefits.

The majority (57,7 percent) thought merit would disappear as a basis for appointments and promotions, while only 44,5 percent believed their abilities, competence, qualifications or experience would entrench their positions in a future political dispensation.

Civil servants fear uncertain future

CT/16/12/92
Own Correspondent

(250)

PRETORIA. — The country's public service is racked with fear and uncertainty about job and pension security under a black government, a new Human Sciences Research Council survey shows.

More than two-thirds (66,4%) of respondents expected progress in their careers and their security of tenure to be restrict-

ed, and 51,9% that their work situation could become intolerable because of political pressure

Moreover, they expected the rendering of public services to become increasingly inefficient and ineffective.

The HSRC survey released yesterday was commissioned by the Public Servants' Association and conducted among 10% of its 80 000 members.

Most public servants expected the reform process to lead to a black majority government. They feared that many would be compelled to resign.

Of the respondents, 58% supported the NP, 25% the CP and other right-wing parties, 6% the DP and 2% the ANC. Afrikaans-speakers predominated with 78%, while 17% had English as a first language and 6% other languages.

STAR 23/12/92

State staff levels still rising

By Sven Lunsche

While private sector employment has fallen sharply during the current recession the public sector has continued to increase its staff levels.

The Nedbank Economic Unit says in its latest monthly bulletin that from the beginning of the recession in June 1989 until June this year public sector employment increased by 15 000 to 1,224 million. In the three years prior to June '92 an additional 147 000 had been employed.

In the past two years the contraction among local authorities of 24 000 was more than offset by growth in the self-governing states of 20 000 and in the central government and provincial

authorities of 19 000 (These figures exclude the TBVC countries)

The salary bill in general government was R32,4 billion in the year to end-June

Turning to the outlook for 1993 Nedbank says hopes of an economic recovery are squarely placed on an improvement in the agricultural sector as well as a general recovery in the world economy

The government, already under severe stress, was unlikely to provide any stimulus for the recovery and expected tax increases could have an adverse effect on consumer demand

This was most evident in the trend in spending on durable goods, which had de-

clined by 10 percent in real terms in the first half of this year. As a result consumer spending on durables could fall from nine percent of total spending this year to just under eight percent next year

The BER expects spending on services and non-durable goods to show a slight improvement.

"An overall growth of two percent is forecast for the year, taking the economy back to where it was in 1991," Nedbank says.

The bank's economists still optimistic that inflation could fall to single-digit levels early next year, however, a possible rise in VAT and higher fuel levies will put renewed upward pressure on the rate later on.

'C' means the greater of 10 and 75 minus age next birthday at entry,

and means in respect of retirement annuity assurances—

(i) under which there is a stated premium-paying term, the number of years in such term, but limited to the greater of 10 and 66 minus age next birthday at entry;

(ii) under which there is no stated premium-paying term, the greater of 10 and 66 minus age next birthday at entry,"; and

(b) by the substitution for subregulation (5) of the following subregulation:

"(5) A registered insurer may in respect of any domestic life policy only pay commission on a premium or an instalment of premium if such premium or instalment of premium has actually been received by him. Provided that he may in respect of such a policy pay the commission relating to any particular policy year at the commencement of that year in advance of receipt of any instalment of premium for that year on the following conditions.

(a) For the purpose of calculating the amount of the advance commission it shall be assumed that the premium becomes due with the same frequency as the commission, and

(b) if any such instalment remains partially or wholly unpaid, the insurer shall as soon as possible reverse the commission relating to at least the unpaid part or the whole, as the case may be, of such instalment of premium."

3. Item 1 of the Schedule to regulation 28 of the Regulations is hereby amended by the substitution for paragraph (a) of subitem (1) of the following paragraph

"(a) *Retirement annuity assurances*

(i) First year's commission of 3 per cent $\times n \times P$ payable, subject to a maximum of 75 per cent of P

(ii) Renewal commission, payable after the first year of the policy, of which the value, discounted at 15 per cent per annum to the commencement of the second year, does not exceed 33 1/3 per cent of the first year's commission as determined in (i) above."

4. These regulations shall come into operation on 1 January 1993

'C' die grootste van 10 en 75 minus ouderdom volgende verjaarsdag by intrede;

en beteken ten opsigte van aftreejaargeldversekerings—

(i) waaronder daar 'n vermelde premiebetalende termyn is, die aantal jare in so 'n termyn, maar beperk tot die grootste van 10 en 66 minus ouderdom volgende verjaarsdag by intrede,

(ii) waaronder daar nie so 'n vermelde premiebetalende termyn is nie, die grootste van 10 en 66 minus ouderdom volgende verjaarsdag by intrede,"; en

(b) deur subregulasie (5) deur die volgende subregulasie te vervang:

"(5) 'n Geregistreeerde versekeraar kan ten opsigte van 'n binne-landse lewenspolis slegs kommissie betaal op 'n premie of 'n premie-paalement indien sodanige premie of premie-paalement werklik deur hom ontvang is. Met dien verstande dat ten opsigte van so 'n polis hy die kommissie met betrekking tot 'n bepaalde polisjaar by die aanvang van dié jaar en nog voor ontvangs van 'n premie-paalement vir die betrokke jaar op die volgende voorwaardes kan betaal:

(a) By die berekening van die bedrag van die voorkommissie word daar veronderstel dat die premie verskuldig raak met dieselfde frekwensie as die kommissie; en

(b) indien enige sodanige paalement gedeeltelik of in die geheel onbetaald bly, skryf die versekeraar so gou as moontlik die kommissie terug wat betrekking het op minstens die onbetaalde gedeelte van die geheel, al na die geval, van sodanige premie-paalement."

3. Item 1 van die Bylae by regulasie 28 van die Regulasies word hierby gewysig deur paragraaf (a) van subitem (1) deur die volgende paragraaf te vervang:

"(a) *Aftreejaargeldversekerings*

(i) Eerstejaarskommissie van 3 persent $\times n \times P$ betaalbaar, onderworpe aan 'n maksimum van 75 persent van P

(ii) Hernuwingskommissie, betaalbaar na die eerste jaar van die polis, waarvan die waarde, verdiskonteer teen 15 persent per jaar tot die aanvang van die tweede jaar, nie 33 1/3 persent van die eerstejaarskommissie soos bepaal in (i) hierbo te bowe gaan nie "

4. Hierdie regulasies tree op 1 Januarie 1993 in werking.

No. R. 3413

24 December 1992

REGULATIONS MADE UNDER THE GOVERNMENT SERVICE PENSION ACT, 1973

AMENDMENT

The Minister of Finance has in terms of section 17 of the Government Service Pension Act, 1973 (Act No 57 of 1973), made the regulation set out in the Schedule.

No. R. 3413

24 Desember 1992

REGULASIES UITGEVAARDIG KRAGTENS DIE REGERINGSDIENSPENSIOENWET, 1973

WYSIGING

Die Minister van Finansies het kragtens artikel 17 van die Regeringsdienspensioenwet, 1973 (Wet No 57 van 1973), die regulasies vervat in die Bylae uitgevaardig

New labour bill published

A BILL intended to re-vamp labour relations in the public service and to set up a formal bargaining forum for state employees was published yesterday.

According to a memorandum on the Public Service Labour Relations Bill, the measure will establish a Public Service Bargaining Council consisting of a central chamber and subsidiary chambers at departmental level.

The bill was the result of talks with groups including Cosatu, but agreement had not yet been reached.

The labour relations system it proposes are restricted to Public Service Act personnel. —
Sapa

R10-billion boost for State pension fund

S/Times (BUS)

27/12/92

By CIARAN RYAN

THE value of government pension funds grew by more than R10-billion in the first three quarters of 1992, reflecting a sharp decline in the funds' actuarial shortfall

The value of the funds grew by R5,6-billion between June and September, R2-billion of which represents a cash injection by the state in August. This amount was set aside in the March Budget to help reduce the actuarial deficit, estimated at R40-billion earlier this year.

The actuarial deficit is the difference between estimated liabilities and the current book value of the funds' assets.

The removal in April of statutory limitations which required 75% of the funds to be invested in government stock and the balance in interest-bearing stock contributed to the improved investment performance.

The Public Investment Commissioners (PIC), which invests pension contributions on behalf of public servants, placed more than R3,5-billion or 6% of the funds, valued at R55,4-billion in September, in equities.

"The sharp increase in the value of the funds is mainly cash generated from securities in the book," says PIC secretary, Wessel Baden-

horst. "Since April we have had complete freedom to invest where we like and this has helped improve returns."

Reserve Bank figures show that the PIC increased its holdings of government stock by nearly R6-billion between June and September, despite the removal of statutory limitations on investment. The average rate of return on state pensions funds over the last 10 years was 11,7%, well below average stock market returns, because of the weighting in government stocks.

The value of the five government pension funds has more than doubled in four years, from R25-billion in 1988 (when the deficit was valued at R23-billion) to R55,4-billion in 1992, reflecting rapid growth in both the size of the civil service and public sector wage increases.

A major reason for the deficit is the fact that until earlier this year the PIC was confined to investing in fixed-interest bearing securities, with the result that investment returns lagged inflation. Other reasons for the shortfall include the system whereby civil servants could "buy back" pensions and the

tendency for government to raid the funds.

Since 1990, the government has appropriated R4-billion to fund the shortfall.

The five state pension funds cover 1,2-million members of whom only 152 000 are pensioners receiving benefits.

The funds are likely to be handed over to private fund managers in 1993 in an effort to further reduce the deficit.

The method of prefunding the state pension funds has been challenged by some actuaries. Several countries operate a "pay-as-you-go" method of funding pensions, where liabilities are met out of incoming revenue.

According to the auditor general's report, R2,9-billion invested with the PIC in 1991 was being administered by external portfolio managers in an effort to improve investment performance. The fee paid to the external portfolio managers was R3-million.

A further R10-billion is invested by the PIC representing unemployment insurance contributions, the Workman's Compensation Commissioner, the Guardian's Fund (on behalf of the Master of the Supreme Court) and funds held under the debt standstill agreement.



80 000

(250)

get jobs

ARG 29/12/92

warning

**The Argus
Correspondent**

JOHANNESBURG. — The Transvaal Provincial Administration has warned 80 000 employees of possible retrenchments.

They include doctors and nurses.

The TPA sent letters to employees in all departments telling them of staff reductions before March 31 next year.

Employees who wanted to apply for voluntary retirement were asked to do so before January 15.

In a statement the administration undertook "to make this whole process as painless and as little unsettling as possible".

It added: "Since staff expenditure represents a large portion of the public service budget, there is therefore no alternative but to comply with the cabinet's decision and to prune staff numbers."

40 000 to lose govt jobs — SAIRR

(250)

ET 30/12/92

By ANTHONY JOHNSON
Political Correspondent

UP to 40 000 civil servants could lose their jobs next year, according to the SA Institute for Race Relations (SAIRR).

In its future-checklist for 1993, the SAIRR said in a statement yesterday that events to be watched in the new year included the long-awaited parity of old age pensions between races as well as the elimination of statutory discrimination against women.

Other events flagged by the institute as worth watching in 1993 included whether:

- Central government took over some of the functions of the administrations of the non-independent homelands
- Forcibly removed communities, dissatisfied with the Advisory Commission on Land Allocation, re-occupied their land.

Tighter regulations

- Between 30 000 and 40 000 public servants were retrenched in line with the general rationalisation of the public service

On the economic front, the SAIRR suggested 1993 might see a return to tighter regulations in the issuing of taxi licences in an effort to reduce violence in the industry.

The new year could also see the commercialisation of state airports and air traffic and navigation services, as well as more centralised bargaining over retrenchments.

On the health and welfare front, the institute said the reported number of Aids cases would exceed 2 000 by the end of the year and there would be 70 000 new cases of tuberculosis.

- The Transvaal Provincial Administration has confirmed that 80 000 workers have been informed by letter of a cabinet decision to cut the civil service by five percent before March 31 next year.

PUBLIC SECTOR-GOVT.-GENERAL

1993

~~JANUARY~~ - MARCH

New UWC faculty to shape civil servants

St. Times (Cape Metro) 24/1/93

THE University of the Western Cape's School of Government is being launched this year with honours and master's programmes

The Bachelor of Administration Honours and Master of Administration degrees are to be one-year courses for full-time students and two years for part-time students

The M Admin core degree will comprise five semester courses and a mini-dissertation.

The stated goal of the school is "to redress the inequalities that have accumulated over decades as a result of inefficient, racially-based, undemocratic public administration in South Africa".

Says co-ordinator Mr Job Mokgoro: "While mindful of the basic skills and competencies, the school's approach emphasises an orientation based on a democratic ethos in post-apartheid South Africa"

The school is committed especially to producing trained civil servants among men, women, rural constituencies and community organisations

At present, 75 percent of the civil service's administrative and clerical staff are white

The co-ordinator of the School of Government's post-graduate programmes is Professor Gatian Lungu. The undergraduate programmes are overseen by Mr Johan Groenewald

The school will be housed initially in the Economic and Management Sciences building

LABOUR

FW pre-empted wage talks'

W/Mail 22/1-28/1/93.

250 (217) (254)

The state president laid down the law on government spending on Friday. But public servants aren't happy about his announcement on wage increases.

By **FERIAL HAFFAJEE**

PRESIDENT FW de Klerk subverted collective bargaining in the civil service by announcing, prior to wage negotiations, that government employees will get only five percent increases this year.

Many in the sector had hoped the practice of negotiating, not implementing, increases — as provided in draft legislation for the sector — would start this year.

"The state president and the minister of finance used their position to pre-empt collective bargaining relations," believes Luci Nyembe of the Centre for Applied Legal Studies.

De Klerk's one hour "lecture" to public service representatives in Pretoria last week "could have been made at a collective bargaining forum", she says.

And, according to sources at the meeting, the agenda did not allow for presentations from the staff but only for "questions from the floor".

At the meeting, attended by 11 employee organisations representing 800 000 civil servants, it was also announced that the government's retrenchment programme would be completed by March.

In the same breath, De Klerk threw out the sop that civil servants would not become the "victims" of a new political dispensation.

Proposals for a wage freeze for the public service had been mooted, but the government was committed to the wage offer of five percent it made last year, he said.

The state president was guided by a recent International Monetary Fund report on South Africa which said "The main focus of efforts to reduce the budget deficit must lie in the area of



FW de Klerk ... Any questions?

pruning public expenditure. Curbing public sector employment and pay increases would constitute an obvious line of attack."

He also alluded to Britain, where budget constraints will entail wage freezes for most government workers.

De Klerk is not ignorant of burgeoning labour consciousness in the sector. "The government really did try to react positively to earlier criticism that real negotiations were not possible when the total sum available is a *fait accompli*."

"It is a disappointment to me that I have to interrupt the process while the new approach to negotiations is still in its infancy," he said.

Nyembe believes the announcement "sets the tone for conflict in the sector for the next year".

But it is also likely that the government realises it holds the upper hand; last year's hospital strikes have left the sector's most militant union, the National Education, Health and Allied Workers' Union (Nehawu) in disarray.

Nehawu was weakened by the strikes and the dismissals which followed them and would be hesitant to call members out on strike again.

The more conservative employee organisations in the sector are also unlikely to undertake any form of industrial action. Last year, they pulled out of a planned wage stayaway at the last minute and since then the Public Service Caucus — the umbrella body in the sector — has not had any joint programmes.

The Medical Association of South Africa (Masa) this week issued a sharp statement on the wage proposals. "Medical care stands to be severely jeopardised by the government's offer of a five percent salary increase," said Masa representative Professor Ralph Kirsch.

He feared that "the small increase coupled with increased taxation, may result in further loss of staff".

Because doctors receive a non-pensionable allowance as part of their income, they will receive increases of between 3,7 and 4,2 percent.

Public Service Association (PSA) president Hans Olivier says his organisation is "not very excited" by the increases.

But he thinks members of the PSA are unlikely to come out on strike because the prevailing feeling among them is: "Thank heavens I still have a job".

De Klerk evidently feels the same; in his speech on Friday he said "How many private sector breadwinners would not give their right hands for the chance to bring their wives and children the good news that they would still have a salary cheque and the roof over their heads, even if they would have to tighten their belts a bit."

Business Report

ANC supports jobs of today's civil servants

CT 28/1/93 (250)

By AUDREY D'ANGELO
Business Editor

MORE than 70% of black ANC and Communist Party members want to protect the jobs of present Government employees and to do 61% of the PAC and 73% of Azoop.

This is one of the outcomes of a survey carried out for the Platform for Investment Forecast prepared by team from Saldru, book broking firm Frankel, Mc Pollak, Winderine, the Human Sciences Research Council and Ernst & Young.

The Platform for Investment report on the pattern of survey results suggest the fear that a future SA will be characterised by unmitigated conflict between the upper and middle class interests is exaggerated.

"In two different HSRQ surveys a range of 30 issues of potential conflict were fielded among all race.

"Conflict potential was identified on a policy or demand by a large proportion of blacks and a smaller amount of whites indicated they would 'hold their ground' or oppose and prevent it.

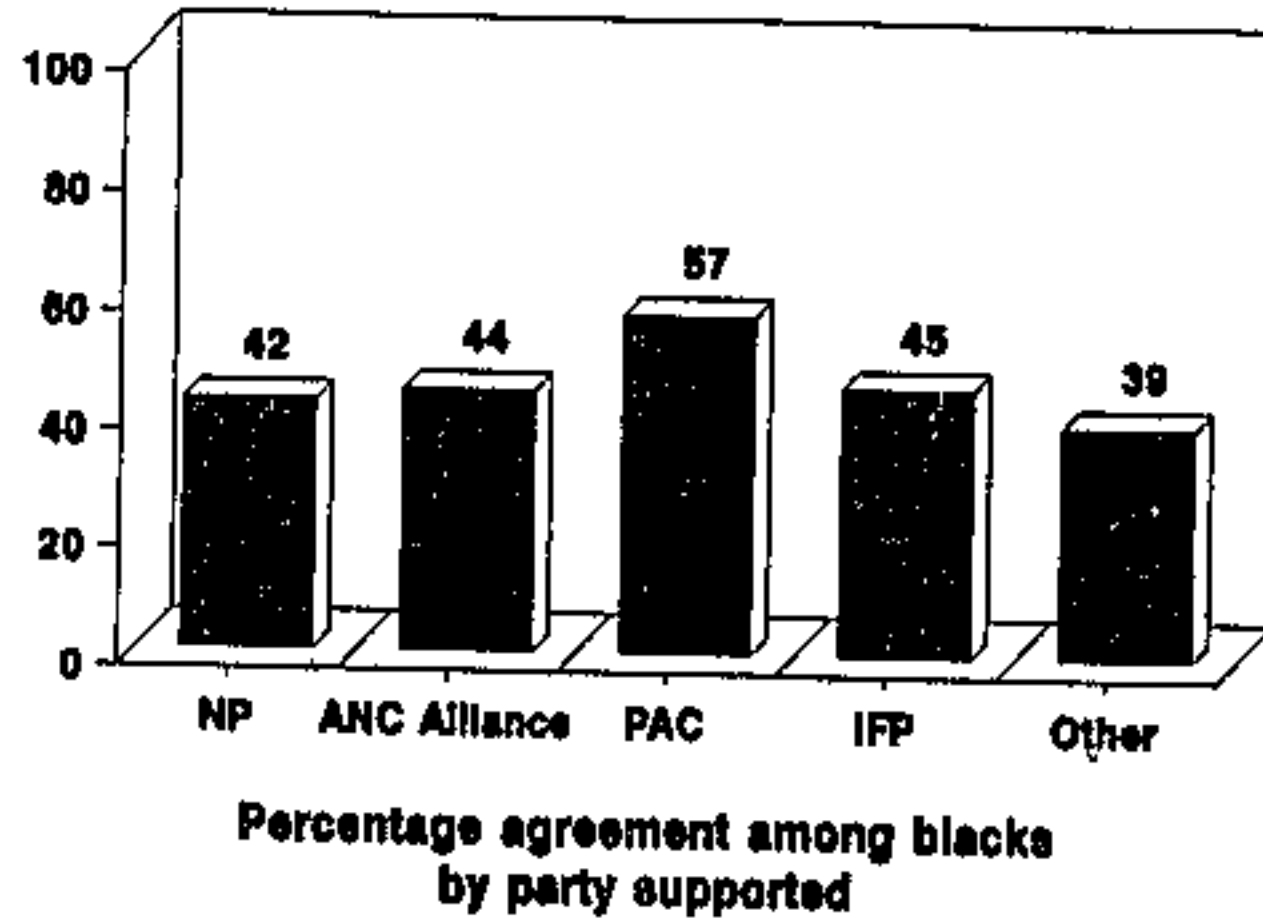
Out of the 22 issues in the survey results suggested that only a small amount of potential for conflict.

These were:
 • Whites in public service displaced to make way for blacks (61% demand by blacks, 76% resistance by whites)

• Blacks unable to reclaim original land (50% demand, 61% resistance)

• Whites taxed more heavily for welfare of blacks (70% demand, 62% resistance)

WEALTHIER PEOPLE SHOULD GET POORER SO THAT ALL CAN HAVE EQUAL INCOMES



• Companies appointing more blacks to achieve quotas (43% demand, 43% resistance)

• Black farm workers' displacement of farms (54% demand, 62% opposition)

• Many blacks being appointed to good jobs (61% demand, 51% opposition)

Even in the case of the two issues demanding the proposed benefits among blacks are far from over-enthusiastic the report says.

Jobs, welfare and land are the issues, but the results would suggest that opposing interest between blacks and whites could be reconciled.

Survey results indicate that only 10% of black ANC members, just 2% of PAC members want a future government which take control of companies and tell managers what to do, compared with 5% of black IFP members, 5% of Azoop members and 4% of black IFP members.

And most blacks surveyed do not expect conditions to be much better in 1994.

SA while most coloured respondents expect them to be the same and most Africans expect them to be slightly better.

All PAC member questioned said they thought a new government should protect all people, white and rich as well as black and poor.

This compares with 91% of IFP members of the ANC Alliance who think this, 94% of IFP members, 89% of IFP members and 97% of other blacks.

However, 5% of black ANC alliance members and 7% of PAC members think no other people should be forced to give up one third of their wealth or three years to help blacks, compared with 34% of black NP members and 21% of black IFP members.

More than 60% of black ANC Alliance members want higher taxes on companies and the wealthy to give more assistance to poorer blacks. This compares with 46% of black NP supporters, 79% of PAC supporters, 41% of black IFP supporters and 37% of other blacks.

The percentage of PAC members who think most problems of blacks are due to apartheid is smaller than that of other parties — only 79% of PAC members think this, compared with 92% of black NP members, 85% of black Azoop members, 90% of IFP members and 88% of other blacks.

And only 50% of PAC members think the main task of a new government will be "to ensure that people like me can live like most whites" compared with 85% of black NP members, 83% of ANC, 94% of IFP and 84% of other blacks.

Image of corrupt public service 'false'

PRETORIA — A perception of inefficiency, graft and dishonesty in the public service is unfounded, says the SA Institute for Public Administration.

In an editorial in its journal, chairman Ian Robson appealed for balanced and rational reporting and commentary on public administration.

The vast majority of public officials went about their duties in a responsible

GERALD REILLY

and ethical manner. However, the institute appealed to members to review control systems.

Robson said it was not only necessary to ensure adequate control measures, but to ensure they were being applied.

Sound administration demanded the maintenance of financial and other managerial control systems.

(250) A number of commissions and auditor-general reports had focused attention on the activities in certain public institutions. The media had been outspoken in its criticism and condemnation of instances of maladministration and corruption, he said

Robson said officials guilty of misconduct or unethical behaviour were unconditionally censured by the institute.

Govt salary bill 'rocketed' in 1992

PRETORIA — The 770 000 workers in state and provincial departments earned just more than R6bn in the third quarter of last year — R870m more than in the year-earlier quarter, Central Statistical Services (CSS) figures show.

Early retirement and abolishing posts led for the first time in years to a significant cut in numbers in general affairs and own affairs departments.

In the year to end September general affairs staff decreased by 4 715 to 369 768 and own affairs staff by 6 746 to 182 753.

However, this shrinkage was almost neutralised by an increase of 9 268 provincial department workers to a total of 228 781.

Homeland bureaucracies gained 25 993 staff, taking their numbers to 230 659.

~~264~~ GERALD REILLY ~~262~~

Their earnings were R342,059m higher, at R1,314bn in the quarter, than a year earlier.

Economists say the number employed by central government should decline significantly once own and general affairs departments merge.

The CSS attributed the 8,6% increase in homelands personnel mainly to employing staff on anti-drought projects.

The total employed in the public sector — including Transnet, the Post Office, universities, technikons and parastatals — rose 2 994 to 1 647 971. For the quarter they were paid R1 212,837bn, R1,643bn more than in the same quarter in 1991.

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19/11/91
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Pay offer turns public servants gloomy

B/DMY 19/1/93
250
PRETORIA — Discontent is rife among more than a million public servants after President F W de Klerk's announcement last week that salary increases in the new financial year would be limited to 5%.

Public Servants' Association (PSA) and Teachers Federal Council sources said real earnings and living standards of state workers would fall sharply.

Council chairman Allan Powell said the 5% offer was "unacceptable" as teachers had already made sacrifices. Enforced retrenchments had saved government millions of rands.

The sources said that after taking into account double-digit inflation

GERALD REILLY

and certain increases in indirect taxation, including VAT and the petrol tax, workers would still be up to 10% worse off in their buying power in the new financial year.

The council planned further "non-confrontational" talks with government on salaries, and the caucus of 12 public service organisations would have further negotiations with the Commission for Administration.

The actual cost to government of the 5% pay hike is estimated at R1,6bn, excluding the additional amount for teachers.

Central Statistical Service figures

say salaries for the 1-million workers would total about R32bn in the year to end July.

Sources said fears of an accelerated retrenchment programme had intensified after De Klerk's "dire" assessment of the economy last week.

Meanwhile, DP finance spokesman Ken Andrew said despite high taxation government's essential services were deteriorating. "Drastic action should be taken to improve government's efficiency, to eliminate corruption, to do away with continued apartheid duplication and to control expenditure in the TBVC states and the homelands."

● Comment: Page 6

New 'face' for country's diplomatic corps emerging

FRANS ESTERHUYSE

Weekend Argus Political Correspondent

A TRANSFORMATION of South African diplomacy is on the cards — and with a new face for the country's foreign service.

This is clear from top-level talks in Cape Town this week attended by delegations of the African National Congress, the Pan-Africanist Congress, the Department of Foreign Affairs, foreign diplomats and academic specialists.

Changes envisaged for South Africa's new-style diplomacy of the future include a fundamental restructuring of the existing Foreign Affairs Department, a new approach to foreign relations, and the inclusion of the ANC and PAC foreign affairs specialists in the country's diplomatic service.

The discussions were held at a high-powered workshop organised jointly by the Centre for Southern African Studies of the University of the Western Cape and Rhodes University's International Studies Unit. The main theme was "The changing world and professional diplomacy".

The workshop — at the University of Cape Town's Breakwater campus — was chaired by former United Nations Under Secretary-General Sir Brian Urquhart.

A major sponsor of the talks was the government of Norway. Others who helped fund the gathering include the governments of Denmark, India and the Netherlands and the Swedish International Development Agency, the Ford Foundation and the US Information Service.

Foreign delegates included senior diplomats from Norway, France, Denmark, the United States, Australia, India, Nigeria, Namibia and Ghana.

The ANC's delegation included Mr Thabo Mbeki, Mr Welile Nhlapo (head of the political section in the ANC secretary-general's office), Mr Sankie Nkondo, the ANC's chief representative in Bonn, Germany; and Mr Neo Mookangoa, former ANC chief representative in Ghana, France and the USA.

The Department of Foreign Affairs delegation was led by director-general Mr Rusty Evans, and included Mr Les Manley, former South African permanent representative in New York and Geneva, and acting head of the department's international economics directorate.

The PAC delegation included Mr Gorah Ebrahim, chief PAC representative in Dar es Salaam; Mr Sombu Majola, a branch executive member from Johannesburg, Mr Lucky Moeketsi, also of Johannesburg; and Mr Ezra Mtshontshi, consul-general for Transkei.

Professor Peter Vale, co-director of the Centre for Southern African Studies, told Weekend Argus the workshop was part of a process which sought, on the one hand, to help the South African public to understand the dynamics of change in the world and how South Africa would fit in.

IRVING'S Revenue Drive

ARC 16/11/93
250
120

Anti-insolvency measures rile public sector and opposition

PRETORIA. — The president's two-fisted blow — higher taxes and confirmation of no further salary improvements for public servants — has been met with a chorus of indignation from opposition spokesman and public service representatives.

Mr De Klerk yesterday told a meeting of public servants' groups and teachers' bodies tax increases were inevitable to prevent the country from sliding into insolvency.

Although Mr De Klerk did not specify which taxes would be increased, personal income tax as well as VAT would be affected, according to an informed source at the meeting.

However, Mr De Klerk said the tax status of pension gratuities would not be changed in the coming budget, thus cushioning the effect of higher taxes on public servants who have taken early retirement.

"We will, unfortunately, not be able to avoid a tax increase in one form or another.

"In taking this decision, the government will naturally take into account the fact that the economy still finds itself in a recession. Efforts will also be made to ensure that the growth sectors of the economy are af-

■ President De Klerk's announcement of tax hikes and no further increases for public servants in an effort to get the Budget deficit down has drawn angry criticism from many quarters.

Weekend Argus Correspondent

affected as little as possible. "The approach, therefore, will be calculated and objective, but the ultimate result is inevitable: And the taxpayers will, unfortunately, have to contribute more to the treasury," Mr De Klerk said.

Painting a bleak picture of the economy, Mr De Klerk said the country would become insolvent unless State expenditure were further curbed and additional revenues secured.

Inflation had dropped to single-digit figures in the past three months — one of the few positive signs in the economy. Mr de Klerk said the net decrease in State expenditure by personnel reduction and other means had not been "anywhere near enough" to relieve the necessity of fiscal discipline.

Reaching to the speech, Democratic Party (DP) spokesman Mr Douglas Gibson said he was "amazed" at the announcement.

"What does he mean? Is VAT to be increased? If so, at the very least VAT on basic foodstuffs should be abolished.

"If the president is referring

to income tax he must be told South African taxpayers are now among the highest-taxed people in the world."

Conservative Party finance spokesman Mr Cas Uys said the higher taxes would lead to higher inflation, and the "ordinary man" would have to foot the bill for the government's inability to apply fiscal discipline.

The National Professional Teachers' Organisation of South Africa condemned the proposed tax increases, saying it would in real terms amount to a reduction in salaries which lower salaried teachers will be unable to cope with.

Mr Casper van Rensburg, deputy chairman of the Public Servants Association, said the association understood the difficult position the country was in and supported initiatives to improve the lagging economy.

However, he expressed concern that the public service was particularly hard hit for carrying the state's debt and felt the salary increases for the past years were inadequate.

Star 2/2/93

FW 'acting in bad faith' ~~FW~~

Public servants' organisations have accused President de Klerk of causing a breakdown in pay negotiations and called for independent arbitration on salary demands. The Public Service Caucus, an umbrella body representing 11 employee organisations, has suspended pay talks and expects the Government to respond within the next two weeks to its call for arbitration. (250)

Goodall says govt can now save taxpayers millions

GERALD REILLY

(250)

PRETORIA — Government's intention to phase out own affairs administrations and abolish the President's Council has the potential to save taxpayers tens of millions of rands a year, says DP finance spokesman Brian Goodall.

He stressed this would happen only if staff involved in duplicated and overlapping functions were not squeezed into other overstuffed state departments.

Some could be shifted to provincial administrations to staff the expanded provincial executive committees. And there were some functions which would have to continue even after the demise of own affairs, he said.

But there was still vast scope, Goodall said, for big administrative cost savings if government was serious about rationalisation and "went the whole way".

With the disappearance of own affairs, the need for the four Indian Ministers and a deputy Minister and the five coloured Ministers, a deputy Minister and four Ministerial representatives, would fall away.

Each Minister had a personal staff of between six and 10, including private secretaries, assistant secretaries, an administrative secretary and a liaison officer.

Coloured and Indian Ministers got the same pay deal as white Ministers. This consisted of a basic R155 000 a year, with a non-taxable, reimbursive allowance of R42 948. Deputy Ministers got R112 989 and a reimbursive allowance of R33 775. *B/D/My 2/2/93*

Goodall said the six Ministerial representatives in the House of Assembly would also go. Each had a basic staff of a private secretary and a secretary.

The President's Council had 60 members who were paid a basic R78 000 a year.

AHI salary call 'ludicrous'

BID my 3/2/93

GERALD REILLY

PRETORIA — The AHI's call for public servants to forgo their "meagre" 5% increase this year was "ludicrous and presumptuous", Public Servants' Association GM Hans Olivier said yesterday.

AHI president George Huysamer made the appeal this week.

Olivier said public service salary increases had always lagged significantly behind those in the private sector. In 1988 government workers got no general increase, in 1989 15%, in 1990 10% and in 1991 an average 8%. Last year the general increase was 9.2%.

It was clear that the gap between private sector worker earnings and those of public servants was wide and that government workers were becoming progressively poorer, he said.

"Why must public servants be the only buffer against inflation and be at the mercy of the economic state of

the country?"

(250) (circled) (scribbled)

The AHI's appeal for a freeze might sound patriotic, but it was an insult to public servants at a time when thousands were losing their jobs and others feared for the security of their pensions, he said.

It was noteworthy the AHI had not made a similar appeal to private sector employees when consultants were forecasting average salary hikes in the private sector this year of between 10% and 12%, he said.

The AHI's concern about income tax was strange when company tax was unlikely to be raised in the Budget. It would once again be the individual who would bear the brunt of government efforts to increase national income through direct and indirect taxation, Olivier said.

● Comment: Page 6

B 10/97 2/2/93

R500m for salaries

INCORPORATION of the six homelands into SA would make possible a saving of about R2bn a year, including a R500m saving in salaries, Econometrix said. Due to an error in Business Day yesterday, the impression was given that the R500m would be a monthly saving.

~~250~~ (250)

ANC: Retirements may bankrupt SA

By ANTHONY JOHNSON
Political Correspondent

THE ANC yesterday warned that the country could be "bankrupted" if a stampede of retiring civil servants opted to "take the money and run"

Responding to reports that civil servants retiring before the introduction of a new political dispensation could take billions of rands in golden handshakes and pensions payouts with them, ANC spokesperson Ms Gill Marcus said yesterday "We are not asking civil servants to go. We will need their skills and experience."

The ANC believed the departing civil servants should be paid reasonable pensions but was opposed to the payment of golden handshakes or tax-free gratuities

Although the ANC believed a new civil service would have to be rationalised and be subject to affirmative action, it did not mean the ANC wanted to threaten the jobs of current employees in the service or encourage them "to take their package and go."

Ms Marcus acknowledged that many

newcomers to a reconstituted civil service would need more training.

She pointed out that civil servants in the homelands could play an important role in a reconstituted public service

The Minister of Administration, Dr Org Marais, told a media briefing on Friday that it would be possible to train good civil servants "in six months" under a policy of affirmation action

He said he believed that the ANC would support the notion that the new dispensation would require "a motivated and efficient civil service"

Dr Marais said that the scope for cutting jobs under a new political order to make way for newcomers might be more limited than was generally anticipated

He said that while a number of government ministers and their senior officials might go, a move in the direction of a federal system of government could see the number of civil servants growing rather than shrinking

Private sector accounting methods proposed for govt

Blom 10/2/93

250

ADRIAN HADLAND

PRETORIA — Senior public servants are seeking to improve the efficiency and accountability of government departments by proposing the introduction of private sector financial accounting methods.

Government departments were not required to produce balance sheets — often leading to erroneous management decisions caused by a lack of relevant cost data, Office for Public Enterprises CE Jasper Nieuwoudt said yesterday.

"In a bureaucracy, because you do not know the price of things, you sometimes make the wrong decisions," Nieuwoudt said "You must make costs visible."

It was essential that sound business principles be applied to government departments, including the use of balance sheets and the provision of adequate management information to facilitate the process of decision-making, he added.

The same disciplines and principles

which were applied to businesses through the Companies Act should be made applicable to the public sector.

"Politicians must care for the public sector's shareholders, the taxpayers, in the same way that companies do for their own shareholders."

Nieuwoudt said discussions were under way among public servants aimed at developing a plan for the introduction of the use of balance sheets by government departments.

While it was still in its earliest stages, Nieuwoudt said the plan could have a significant impact on the efficiency of the public sector.

He said while no political obstacles were thought to exist, the "hugeness of the task" would be a factor in the plan's acceptability to the Cabinet.

B10-83 11/2/93

Committee holds back public sector Bill

CAPE TOWN— A major political crisis had been defused with government's referral of a controversial draft public sector labour law for further negotiation, Cosatu general-secretary Jay Naidoo said yesterday.

Cosatu had earlier warned of a "massive storm" brewing over what it called government's unilateral bulldozing of the Public Service Labour Relations Bill.

Standing committee on home affairs chairman Pat McKenzie said he had asked the committee to refer the

Bill for further talks between the Commission for Administration and interested public sector employee groupings in order for those parties to reach a compromise.

"I told Mr Naidoo I would do my utmost best to achieve consensus. I told him I would not pass the legislation through the committee today.

"The NP has had ample time to bulldoze this legislation. My job is to pass good legislation; not just to change it, but make sure it withstands the test of time." — Sapa.

HOUSE OF ASSEMBLY

QUESTIONS

†Indicates translated version

For written reply

General Affairs

250


Public Service: persons employed/salary intervals

8 Mr R M BURROWS asked the Minister for Administration and Tourism

(1) What was the total number of persons employed in each department and organizational component referred to in section 6(1) of the Public Service Act, 1984 (Act No 111 of 1984), as at 30 September 1992,

(2) (a) how many such persons were employed in each of the following eight salary intervals in each such department and organizational component, viz (i) more than R165 000, (ii) R120 001 to R165 000, (iii) R110 001 to R120 000, (iv) R87 001 to R110 000, (v) R74 001 to R87 000, (vi) R49 001 to R74 000, (vii) R38 001 to R49 000 and (viii) R29 001 to R38 000 and (b) to which (i) population group and (ii) gender did each of these persons belong?
 B16E

The MINISTER FOR ADMINISTRATION AND TOURISM

(1) See attached Annexure 1

(2) See attached Annexure 2

ANNEXURE 1

RSA Public Service Persons employed as on 30 September 1992

Department/Organizational Component	Total
Administration House of Assembly	108 802

Department/Organizational Component	Total
Administration House of Delegates	17 137
Administration House of Representatives	60 512
Agriculture	4 146
Constitutional Development Service	109
Correctional Services	23 314
Education and Training	80 756
Environment Affairs	1 033
Finance	10 489
Foreign Affairs	1 547
Home Affairs	4 981
Justice	8 785
Local Government and National Housing	330
Manpower	4 551
Mineral and Energy Affairs	983
National Education	521
National Health and Population Development	2 924
Office of the Auditor-General	949
Office of the Commission for Administration	481
Public Works	9 177
Regional and Land Affairs	2 528
South African Defence Force	72 854
South African Police	99 482
State Expenditure	1 096
State President's Office	111
Trade and Industry	926
Transport	2 745
Water Affairs	15 378
Provincial Administration of Natal	38 092
Provincial Administration of the Cape of Good Hope	63 178
Provincial Administration of the Orange Free State	22 648
Provincial Administration of the Transvaal	90 065
Central Economic Advisory Service	34
Office for Public Enterprises and Privatisation	29
SA Communication Service	574
TOTAL	751 267

(a) Distribution per salary interval as on 30 September 1992—Central Government and Provincial Administrations

ANNEXURE 2

HOUSE OF ASSEMBLY

Department/ Organizational component	(i) more than R165 000	(ii) R120 001 to R165 000	(iii) R110 001 to R120 000	(iv) R87 001 to R110 000	(v) R74 001 to R87 000	(vi) R49 001 to R74 000	(vii) R38 001 to R49 000	(viii) R29 001 to R38 000
Administration House of Assembly	3	28	0	1 657	3 620	23 173	21 442	10 695
Administration House of Delegates	1	5	0	214	428	4 208	6 193	2 269
Administration House of Representatives	1	8	0	731	1 279	6 625	12 769	16 275
Agriculture	1	7	0	78	134	416	206	193
Constitutional Development Service	1	5	0	11	4	22	5	7
Correctional Services	1	22	0	35	107	928	3 109	9 742
Education and Training	1	18	0	642	798	4 644	12 727	29 167
Environment Affairs	0	5	0	65	54	205	89	120
Finance	2	20	0	158	273	634	1 008	1 349
Foreign Affairs	1	26	1	52	180	290	220	278
Home Affairs	1	8	1	37	53	189	312	441
Justice	1	131	0	540	716	812	337	1 200
Local Government and National Housing	1	5	0	72	44	37	18	27
Manpower	1	8	0	41	92	343	408	501
Mineral and Energy Affairs	1	9	0	64	92	175	98	62
National Education	1	6	0	22	39	79	52	46
National Health and Population Development	1	11	0	75	120	424	385	269
Office of the Auditor-General	1	7	0	60	159	157	88	123
Office of the Commission for Administration	1	8	0	66	70	58	42	45
Public Works	1	11	0	77	106	705	438	683
Regional and Land Affairs	1	15	0	72	76	129	84	81
South African Defence Force	2	47	0	246	867	5 789	8 550	10 237
South African Police	1	68	0	190	441	5 487	4 886	15 482
State Expenditure	1	8	0	91	57	191	123	138
State President's Office	1	5	0	5	7	15	4	17
Trade and Industry	1	8	1	81	96	91	70	68
Transport	1	5	0	46	45	304	211	276
Water Affairs	1	11	0	122	172	567	395	629
Provincial Administration of Natal	1	13	1	222	511	1 117	3 100	3 120
Provincial Administration of the Cape of Good Hope	1	13	0	511	628	2 068	5 094	4 582
Provincial Administration of the Orange Free State	1	7	0	151	137	632	1 350	1 815
Provincial Administration of the Transvaal	1	22	0	605	1 037	2 519	6 103	7 330
Central Economic Advisory Service	1	2	0	5	2	7	1	5
Office for Public Enterprises and Privatisation	0	2	0	4	6	1	1	1

Department/ Organizational component	(i) more than R165 000	(ii) R120 001 to R165 000	(iii) R110 001 to R120 000	(iv) R87 001 to R110 000	(v) R74 001 to R87 000	(vi) R49 001 to R74 000	(vii) R38 001 to R49 000	(viii) R29 001 to R38 000
SA Communication Service	1	6	0	15	50	121	70	51
Total of Central Government and Provincial Administrations	37	580	4	7 063	12 500	63 162	89 988	117 324

(b) The required information per department/organizational component in respect of

(i) population group is no longer maintained, as a result of the repeal of the Population Registration Act, and

(ii) gender is not available due to the manner in which the relevant data base is compiled

Public Service: posts created/abolished

9 Mr R M BURROWS asked the Minister for Administration and Tourism

Whether any posts were created or abolished in the Public Service in 1992, if so, what number of posts in each department or organizational component? B17E

The MINISTER FOR ADMINISTRATION AND TOURISM

Yes See attached Annexure with information as supplied by the relevant departments/organizational components

Nett increase/decrease in posts at the following departments/organizational components

Department/Organizational components	Nett increase (+)/Decrease (-) 1 1 92 to 30 11 92
Administration House of Delegates	+386
Administration House of Representatives	+529
Administration House of Assembly	-15
Planning and Provincial Affairs	-10 382
Home Affairs	-378
Foreign Affairs	-118
Finance	+21
Trade and Industry	-246
Justice	+22
Office of the Commission for Administration	+263
Office of the Auditor-General	-805
Office for Public Enterprises and Privatisation	+158
State President's Office	-1
Agriculture	-2
Manpower	+1 521
Mineral and Energy Affairs	+352
National Health and Population Development	-1
National Education	+504
Environment Affairs	+7
Education and Training	-1
Development Aid	+5 391
Public Works	-6 419
Local Government and National Housing	-1 367
Central Economic Advisory Service	-100
Constitutional Development Service	0
State Expenditure	+12
Regional and Land Affairs	+1 170
South African Communication Service	+2 464

From GRETA STEYN
JOHANNESBURG —
Government's job freeze
appears to be thawing,
with a proliferation of
advertisements in the
Sunday papers for well-
paid public service posts

Govt's job freeze thaws

CT 15/2/93 (250)

About 60 civil service jobs, including in the homelands, have been advertised since just before Christmas. Last year Finance Minister Derek Keys indicated he wanted to cut public sector employment by 5%.

The vacancies provide clues to the skills needed in government, and financial skills seem a priority.

Lebowa is looking for a director to advise the finance minister. He would earn a salary of R102 918 plus an allowance of 15% of gross salary.

Venda also needs an adviser on economics and development, for a salary of R120 378 plus allowance QwaQwa

wants a director for the chief minister's office

The Department of Education and Training advertised for financial managers and teachers.

Most advertisements were for technical personnel.

A Commission for Administration spokesman said the necessity to render essential services made it a normal practice to fill key posts, even where expenditure and personnel had to be reduced.

Central Statistical Service figures show public sector employment rose by more than 32 300 in the year to September.

Govt's job freeze seems to be over

GRETA STEYN

250

GOVERNMENT's job freeze appears to be thawing, with a proliferation of advertisements in the Sunday papers for well-paid public service posts.

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PIC to cut private fund managers off

THE Public Investment Commissioner (PIC), which administers R51bn in various public sector pension funds, will not renew about R3bn in contracts it has with private fund managers. They expire next month.

Director Badie Badenhorst said at the weekend the contracts of six private institutional investment managers had expired in September and some had been extended to March 31.

The six — Investec Asset Management, Southern Life, Standard Merchant Bank, Old Mutual, Syfrets and Sanlam — had been appointed on a two- and three-year experimental basis to see if they could achieve better returns than the PIC.

It is believed only one improved on the PIC's performance.

Badenhorst said the six had not been appointed to boost government employees' returns to reduce the actuarial deficit.

"Both the 1988 and 1991 actuarial reports make special mention of the fact that the investment philosophy maintained by the commissioner has greatly contributed to a substantial reduction in the underfunded situation," he said.

The biggest public sector fund administered by the PIC is the government pension

TIM MARSLAND

fund at R33bn.

Analysts believe the fund has an actuarial deficit of about R30bn, but Badenhorst said in an earlier interview the fund was not in any difficulty because its investment strategies were designed to ensure sufficient cash flows according to needs. The deficit would apply only if the fund was wound up.

One fund manager said he had not yet been informed of the decision but was "not surprised". Another fund manager confirmed the move, but refused to comment.

A capital market analyst said the decision could have serious implications. It was a lot of business to take away from the competitive fund-managing industry, and could indicate a realignment of the PIC's investment strategy, he said.

He believed the PIC was performing well, but said it had been helped substantially by the strong performance of the capital market in recent months.

Because its portfolio was heavily weighted in bonds with maturities over 12 years, any significant weakening of the market could put it under pressure.

Department/Organizational components	Nett increase (+) / Decrease (-) 1 1 92 to 30 11 92
Transport	+786
Water Affairs and Forestry	+1 255
Provincial Administration of the Cape of Good Hope	-3 793
Provincial Administration of Natal	+2 498
Provincial Administration of the Orange Free State	+2 332
Provincial Administration of the Transvaal	+1 011
TOTAL	-2 946

Notes

- Statistics are at this stage only available for the period 1 January 1992 to 30 November 1992. The information as indicated, reflects the *nett result* of the total posts created or abolished in civil departments during the above-mentioned period. Information in respect of services departments is not readily available.
- The nett decrease in posts amounts to 0,53%.
- In certain cases the decrease/increase of posts reflects the transfer of a function from one institution to another.

Port Elizabeth/Uitenhage/Despatch: prisoners

35 Mr E W TRENT asked the Minister of Correctional Services

How many (a) sentenced and (b) unsentenced (i) White, (ii) Coloured, (iii) Black and (iv) Asian persons were held in each of the prisons in the Port Elizabeth/Uitenhage/Despatch metropolitan area as at 31 December 1992?

The MINISTER OF CORRECTIONAL SERVICES

(a) and (b) (i) (iii) and (iv)

Port Elizabeth male prison

	White	Coloured	Black	Asian
Sentenced	65	162	263	1
Unsentenced	6	18	11	—

Port Elizabeth female prison

	White	Coloured	Black	Asian
Sentenced	3	13	49	—
Unsentenced	—	12	25	—

St Albans maximum prison

	White	Coloured	Black	Asian
Sentenced	—	598	542	2
Unsentenced	—	—	—	—

St Albans medium A prison

	White	Coloured	Black	Asian
Sentenced	3	56	77	—
Unsentenced	22	199	605	2

St Albans medium B prison

	White	Coloured	Black	Asian
Sentenced	29	377	721	—
Unsentenced	—	—	—	—

HOUSE OF ASSEMBLY**QUESTIONS**

†Indicates translated version

For written reply.

General Affairs

Income tax: taxpayers/amount

7 Mr K M ANDREW asked the Minister of Finance

The MINISTER OF FINANCE

(a), (b) and (c) See attached schedule

Taxable Income Group	Number of Individuals	1991/92 Tax Year	
		% of Total	% of Total
Loss	105 537	11,44%	0,15%
0 - 5 000	27 700	3,00%	0,02%
5 000 - 10 000	33 766	3,66%	0,07%
10 000 - 15 000	40 256	4,36%	0,16%
15 000 - 20 000	42 455	4,60%	0,40%
20 000 - 25 000	41 885	4,54%	0,70%
25 000 - 30 000	39 323	4,26%	1,10%
30 000 - 35 000	36 211	3,92%	1,47%
35 000 - 40 000	35 657	3,86%	1,97%
40 000 - 45 000	37 985	4,12%	2,72%
45 000 - 50 000	47 343	5,13%	4,20%
50 000 - 60 000	136 670	14,81%	15,50%
60 000 - 70 000	102 669	11,13%	15,10%
70 000 - 80 000	66 323	7,19%	12,09%
80 000 - 90 000	41 314	4,48%	9,03%
90 000 - 100 000	25 486	2,76%	6,51%
100 000 - 150 000	44 518	4,82%	15,14%
150 000 - 200 000	9 447	1,02%	4,99%
200 000 - 250 000	3 678	0,40%	2,61%
250 000 - 300 000	1 676	0,18%	1,50%
300 000 - 350 000	923	0,10%	0,98%
350 000 - 400 000	557	0,06%	0,70%
400 000 - 450 000	323	0,04%	0,46%
450 000 - 500 000	245	0,03%	0,40%
500 000 +	753	0,08%	2,03%
Totals	922 700	100,00%	100,00%

Information in respect of 56,03% of the total registered taxpayers is reflected in this schedule

Statistics with regard to taxpayers who earn less than the applicable standard income tax on employees (SITE) limit, are not available and are thus not included in the above figures.

Stripping departments may lead to 'problems'

PRETORIA — Government must be wary of excessive staff stripping in state departments in case it ended up with too few public servants to ensure efficient administration, Public Servants' Association (PSA) GM Hans Olivier said yesterday.

He was reacting to an announcement earlier in the week that more than 14 000 public servants would be dismissed this financial year.

Olivier said that demands on the public service could only increase in the years ahead and skeletonising departmental staffs would lead to serious administrative problems.

The PSA believed the rate of dismissals and the policy of encouraging early retirements would slow significantly this year. There were certain departments where any further thinning out of staff could affect vital services.

Most departments were looking closely at personnel functions to identify areas of overlapping and duplication.

They had also been involved in the past few years in efforts to make more efficient use of staff and to sharpen productivity.

Governments had years ago promised a leaner and more productive public service "and we believe a significant move is now being made in this direction".

GERALD REILLY

Olivier warned against the "indiscriminate swamping" of the service with new personnel in terms of any affirmative action programme.

The vast majority of government workers had accepted as inevitable the reality that the service would have to become more representative of the whole population. If there was such a programme it should be applied in a balanced manner and with properly qualified people.

□ The organised teaching profession was expected to make a last-minute bid at a meeting last night with National Education Minister Piet Marais to have the "unsatisfactory" 5% pay hike raised.

Negotiations have been going on between the recognised teacher bodies and government on the division of the 5% but no agreement has so far been reached.

A Teachers' Federal Council source said yesterday the 5% "leaves little room to play with" and it was likely the 5%, with small adjustments, would be applied across the board.

A government source said for every 1% increase, about R160m would be added to the total salary bill for educators.

TPA, Nohawu sign accord

PRETORIA — The Transvaal Provincial Administration and the National Education, Health and Allied Workers' Union yesterday announced they had concluded a recognition agreement, effectively ending the acrimony resulting from the major hospital strike last year.

The parties said in a joint statement the agreement provided for:

- Freedom of association,
- A peace obligation whereby the parties committed themselves to industrial justice, peace and security. This included a commitment to maintaining equitable standards of work and behaviour; and
- A Nohawu committee to resolve problems — Sapa.

SAP forms joint forum with KwaZulu police

DURBAN — The SAP and KwaZulu Police have established a joint top management forum to address matters of common concern and interest in Natal, according to SAP regional community relations head Gen John Manuel.

Manuel said police chiefs last month formed a structure to address common policing issues.

This comes amid calls for joint SAP-KwaZulu police action.

KwaZulu police have been criticised for alleged biased policing and in some areas for alleged involvement in attacks.

Although top-level contact had been established,

Manuel said the issue of joint policing was "not within our power". Instead, the forum would enable "the one hand to know what the other hand is doing".

Meanwhile, Natal/KwaZulu regional dispute resolution committee co-chairman MC Pretorius said yesterday that problems in the policing of areas in northern Natal, particularly Empangeni's townships, were being attended to.

And an ANC official said leaders of its Esikhawini branch are scheduled to meet KwaZulu police this weekend to "complain about their failure to protect the community as well as their direct involvement in the conflict" — Sapa.

Robbery suspect 'strangled in custody'

ARC 19/12/93

The Argus Correspondent

JOHANNESBURG. — Robbery suspect Bethuel Maphumulo died as a result of "manual strangulation" while in police custody in Soweto, independent pathologist Dr Jonathan Gluckman has told an inquest at the Johannesburg Magistrate's Court.

He said it was unlikely that Mr Maphumulo, 31, had drowned as was claimed by police earlier in the inquest.

Mr Maphumulo died on December 13, 1990, after handing

himself over to the SAP's Soweto murder and robbery unit, which was investigating a robbery charge against him.

Dr Gluckman, who was present when State pathologist Dr Michelle Vorster conducted the post-mortem on Mr Maphumulo's body, said fractures on his neck and haemorrhages on his skin appeared to have been caused by "extensive, substantial force".

He said Mr Maphumulo's body had numerous abrasions and injuries, including marks on his neck and eight broken ribs.

On Wednesday, Dr Vorster told the inquest she had concluded Mr Maphumulo had died as a result of multiple injuries.

Earlier Soweto police captain Henry Beukes told the inquest that he was attacked by Mr Maphumulo near a pool after the suspect had escaped during interrogation. Captain Beukes said he had found Mr Maphumulo hiding near a swimming pool. During the ensuing struggle, they both fell into the pool, he said.

The inquest continues.

Public service staff shocked

(20) GERALD REILLY

PRETORIA — The caucus of the 12 public service staff associations, representing more than 700 000 workers, is shocked at this week's Cabinet decision not to permit arbitration in the dispute over government workers' 5% pay hike

A caucus source said unless there was a swift reversal of the decision there was a danger of industrial action by some associations. This action, the source said, could include working to rule and demonstrations *UAM 19/12/93*

The negotiations between government and the caucus were aimed at raising the 5% pay hike and at agreement on how it should be divided

However, caucus co-ordinator Anton Louwrens said negotiations were ended abruptly when President F W de Klerk told the caucus at a meeting last month that the 5% was the "full and final" offer.

Louwrens said the Cabinet decision would be conveyed to the 12 staff organisations "and depending on their responses, we will consider what further action might be necessary".

1 1942 1943

LABOUR BRIEFS (250)

workers were paid lower wages than similarly graded employees in the private sector. Labourers of the same grade earn R708 a month in the public service and R1 060 in the private sector. State employed teachers (Grade C3) earn R3 360 a month while those in private schools on the same grade earn R5 148. Nurses of a grade earn R1 800 in state hospitals and R3 360 in private clinics (250)

Public service shrinks (250)

■ THE public service was trimmed of 10 094 employees to 759 676 between June 1991 and June 1992, according to the Labour Research Service.

The organisation also found that public sector

W/maif 19/2-25/2/93

ANC slates 'money grasping'

Municipal Reporter

THE behaviour of the civil service, grasping for bigger and fatter pension packages, is contemptible, said Mr Lerumo Kalako, vice-chairman of the ANC's Western Cape region

He was responding to reports that two separate pension funds had recently changed their rules or procedures to enable some of their members to either "buy back" extra years of pensionable

service, or be credited with them for free under a long-service bonus scheme

It has been calculated that the Cape Joint Pension Fund will draw an extra R3 million a year from local authorities, who have to contribute the employers' shares of pension fund payments

The Municipal Councillors' Pension Fund has recently offered its members the option of "buying back" service that mem-

bers have actually completed, before they paid subscriptions. This could in theory cost the Cape Town City Council half a million rands

(250) (250)
"This scrabbling for money is clearly motivated by a desire to milk the public for every cent before a democratic government brings an end to the corruption of those who have traditionally benefitted from apartheid," the ANC said

CT 20/2/93

filtrated membership of approximately one million. During the sanctions debate of 1986 the organisation was largely responsible for ensuring that a ban on the importation of hunting trophies from South Africa to the United States of America was not included in the United States of America's federal sanctions legislation against South Africa. A substantial number of members of the Safari Club International have over recent years spent millions of rands in South Africa on hunting safaris. The Safari Club International has also built a museum in Tucson, Arizona, housing a South African exhibition which displays South Africa's wildlife, thereby promoting tourism to South Africa.

At the time when the contribution was made, it was the task of all South African missions abroad to counter trade sanctions. The contribution that was made by the then South African Ambassador in Washington, Dr P G J Koorndorff, to the Safari Club International, occurred in this context.

Government Service Pension Fund- investments

*12 Mr R M BURROWS asked the Minister of Finance ⁽²⁵⁰⁾

- (1) Whether there has been any change in the policy regarding the investment of accumulated funds of the Government Service Pension Fund, if so, (a) what change and (b) what effect has the change had in financial terms in regard to increased interest and/or dividends,
- (2) whether it is the intention to extend any investment policy to utilize most or all of the accumulated funds of other State pension funds, if not, why not, if so (a) in what manner and (b) over what period,
- (3) whether he will make a statement on the matter? B168E

The MINISTER OF FINANCE

- (1) No,
- (2) all the accumulated funds of other State pension funds are managed by the Public Investment Commissioners along similar lines as the funds of the GSPF,

HOUSE OF ASSEMBLY

- (3) No It should however be pointed out that the Commissioners have recently decided not to renew the management contracts for the six private sector portfolio managers who have been managing R3 billion of GSPF funds. The experiment, over the past three years, has proved to be a costly exercise with limited benefits, while the PIC have managed to turn in a better performance than most of the private sector managers. ⁽²⁵⁰⁾

Universities/technikons: subsidies

*13 Mr R M BURROWS asked the Minister of National Education ⁽²⁵⁰⁾

- (1) Whether any universities or technikons are to receive in respect of 1993 the full amount which they should receive under the formula-funding policy administered by his Department, if not, why not,
- (2) whether any of these universities or technikons are to receive less money from the State in real terms in 1993 than they did in 1992 in terms of the amounts determined by his Department, if so, which of these institutions,
- (3) whether he will make a statement on the matter? B169E

The MINISTER OF NATIONAL EDUCATION

- (1) Since the Minister of Finance has not submitted the Draft Budget Bill for the 1993-94 financial year to Parliament yet, the details are not available at this stage
- (2) Falls away
- (3) No

DET- distance education

*14 Mrs C H CHARLEWOOD asked the Minister of Education and Training ⁽²⁵⁰⁾

- (1) Whether, with reference to his reply to Question No 7 on 4 February 1992, the interdepartmental committee appointed to investigate aspects of distance education has brought up a report, if not, why not, if so,
- (2) whether he will make the report public, if not, why not, if so, when,

- (3) whether he will make a statement on the effectiveness of the various television programmes aimed at assisting Black pupils broadcast in 1992? B170E

The MINISTER OF EDUCATION AND TRAINING ⁽²⁵⁰⁾

- (1) Yes
- (2) No An initial version of the report was recently submitted to the Committee of Heads of Education Departments. The Committee, of which the Director-general of National Education is the chairman, is considering the report, as well as the question concerning the publication thereof
- (3) The project is at present being evaluated by an independent consultant. A final report in this respect is expected by March 1993, after which it will be decided whether a statement will be made

Smoking: legislation

*15 Mrs C H CHARLEWOOD asked the Minister of National Health ⁽²⁵⁰⁾

- (1) Whether she intends introducing legislation in respect of smoking during the current session of Parliament, if not, why not, if so, (a) when and (b) what will be the nature of this legislation,
- (2) whether she will make a statement on the matter? B171E

The MINISTER OF NATIONAL HEALTH

- (1) Yes,
 - (a) it has been put on the legislative agenda for the current session of Parliament and will be tabled as soon as possible and
 - (b) the Bill envisages the control of the use, sale and advertising of tobacco products
- It also empowers the Minister by regulation to—

- regulate the health warning and particulars regarding the hazardous constituents of a tobacco product which must appear on the packet and an advertisement thereof, and

- prescribe the claims which may not be made in the said advertisement
- Provision is also made for a prohibition on the sale of tobacco products to persons who are under the age of 16 years, ⁽²⁵⁰⁾

(2) no

Aids: orphans of victims

*16 Mr M J ELLIS asked the Minister of National Health ⁽²⁵⁰⁾

- Whether any provision is being made for assistance to orphans of Aids victims in (a) urban, (b) rural and (c) peri-urban areas, if not, why not, if so, what is the nature of this assistance? B172E

The MINISTER OF NATIONAL HEALTH

(a) Yes,

(b) yes and

- (c) yes, Children who are orphaned as a result of the HIV/AIDS phenomenon are handled the same as any other orphans within the existing welfare structure. If necessary the children are legally placed in substitute care

Rights of Child: UN/RSA

*17 Mr L FUCHS asked the Minister of Foreign Affairs ⁽²⁵⁰⁾

- (1) Whether, with reference to his reply to Question No 19 on 19 February 1992, the South African Government will now consider becoming a signatory to the United Nations Convention on the Rights of the Child, if not, why not,
- (2) whether he will make a statement on the matter? B173E

The MINISTER OF FOREIGN AFFAIRS

- (1) South Africa signed the UN Convention on the Rights of the Child of 1989 in New York on 29 January 1993

- (2) The Minister of Justice, Mr H J Coetsee, MP, issued a press statement on 29 January 1993 and the media reported on the matter

HOUSE OF ASSEMBLY

CONFERENCE

Public servants' pay rise

GERALD REILLY

PRETORIA. — About half the country's 750 000 public servants would qualify for an average notch increase of 2,5% on top of the 5% across-the-board pay rise, a public service staff associations caucus source said yesterday.

The source agreed with the Teachers' Federal Council claim last weekend that the actual increase boiled down to 3,75% calculated on the nine months to the year-end. The increases take effect from July 1. It is estimated that they will cost government about R1,5bn this year.

A State Expenditure Department spokesman was unable to say how much of the increases the notch rises would account for.

It was also pointed out that certain work categories would get less than the general increase because their special "remunerative allowances" would not be raised. These allowances are paid to categories where government is trying to attract personnel, for instance air traffic controllers, medical staff and legally qualified personnel. Because of this doctors' increases, for instance, had been reduced to 3,87%, it was claimed.

Meanwhile the public service caucus has had a flood of responses to government's rejection of a demand for arbitration on the 5% pay hike. The caucus is due to meet next month to decide what industrial action options are open to members of its 12 staff associations.

The Teachers' Federal Council is due to meet President F W de Klerk next month. The council said more than 9 000 teachers had been retrenched in one department in the past four years.

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251

Unrest to dictate call-up cutback

STAR 25/2/93

South Africa's unrest situation would dictate whether an envisaged cutback in the call-up of Citizen Force (CF) members from April 1 would materialise, South African Army spokesman Colonel John Rolt said yesterday.

However, he denied reports that the call-up for CF members doing follow-up camps (for those due to serve in unrest areas) would be halted from April 1.

Rolt also denied that drastic cuts were planned for the CF in general.

The envisaged cutback on the CF member call-up depended on the manpower needed to support the South African Police in combating unrest, he said.

"The South African Army envisages reducing the call-up of Citizen Force members from April 1.

"This will be subject to the unrest situation in the country," Rolt said.

The unrest situation would determine whether call-ups could be reduced to only those who had to undergo training or those who were needed for administrative purposes, he added. — Sapa.

Paid for homes row: Plan defended

Political Staff

CABINET ministers who were paid compensation for living in their own homes had not been enriched at the taxpayers expense, the government said

The allowances provided only enough money to buy houses of R260 000, while ministers were required to occupy residences valued at about R750 000 — "fit for their status," Director-General of Public Works Theo van Robbroeck said yesterday

The ministers had to make up the difference, he said, responding to a storm of criticism over the compensation scheme, through which more than R3 million was paid to ministers and deputies last year

He said the present scheme, begun in 1991, was designed to re-

duce costs to the state and had proved cheaper than putting up ministers in official residences

The scheme was based on recommendations by Professor Giel Loubser, then professor of auditing at the University of Pretoria, who the government had consulted

"In this process no enrichment takes place at the expense of the taxpayer."

The scheme had brought South Africa into line with other modern countries

In Britain, official residences were provided only for the Prime Minister, the Chancellor of the Exchequer and the Speaker

Mr Van Robbroeck said about R5 000 of the monthly allowance paid to a minister was to acquire

a residence "fit for his status"

After tax this was reduced to R3 613 A 100 percent bond at 16 percent interest over 20 years buys a house costing only R260 000, "which can hardly be described as of ministerial standard."

The minister had to make up the difference — without guarantee that he could stay in office for any time

"Comments in the media that the scheme enables office-bearers to repay their bonds within two years as a result of so-called benefits is a total misrepresentation

"I am aware of political office-bearers who have to pay an additional amount of between R2 000 and R5 000 a month to meet their bond obligations based on a 20-year period of redemption"

ARG 26/2/93

ANC reassures public servants

GERALD REILLY

PRETORIA — Public servants affected by an affirmative action programme would get a fair deal from the ANC, but extravagant retirement settlements would be eliminated, ANC spokesman Carl Niehaus said yesterday.

He was enlarging on a statement by the ANC's NEC last week that a major conference was planned in the next four months to design clear policies for restructuring government. This would include the judiciary and the public service.

He said the extent of retirement settlements would be negotiated with the various staff associations. "We have no intention of throwing people out of jobs without fair compensation."

The NEC also recommended a morato-

rium be placed on all public servants' gratuities except for contractual ones.

Niehaus said the civil service of a government of national unity would have to be more representative of the whole population. The restructuring of the service was being studied. (175) (250)

Costly duplication and overlapping of functions and services would be eliminated. The main aim, Niehaus said, would be to cut government costs, raise efficiency levels and allow in more qualified blacks.

In the process there would inevitably have to be early retirements. But he stressed there were no plans to "mass fire" white government workers.

ANC reassures civil servants

Political Staff (250)

CP 4/3/93
NO public servant committed to professional standards and seeking to serve the state and all the people need fear for his job, ANC MP for Sandton Mr David Dalling said in Pretoria.

It would not try to maintain a docile, politically pliant bureaucracy, Mr Dalling said.

The ANC would insist that a proper system of accounting be installed so that lax and inefficient control over expenditure could be eliminated.

Public sector's pension/provident funds: investment

*7 Mr B B GOODALL asked the Minister of Finance

- (1) What percentage of the funds available for investment in the public sector's pension and provident funds is being handled by the private sector,
- (2) whether there has been any change in the position regarding the investment guidelines for such funds since his reply to Question No 3 on 25 March 1992?

B335E

The MINISTER OF FINANCE

- (1) 8,12%
- (2) No

Mossgas project: cost

*8 Mr R R HULLEY asked the Minister of Mineral and Energy Affairs

- (1) (a) What is the latest estimate for the final total cost of the Mossgas project and (b) in respect of what date is this estimate furnished,
- (2) whether he will make a statement on the matter?

B336E

The MINISTER OF MINERAL AND ENERGY AFFAIRS

- (1) (a) Total Project Cost—R10,7 billion Peak Funding—R11,1 billion, which excludes interest of approximately R950 million on foreign loans, payable by CEF
- (b) January 1993
- (2) No, a statement will only be made once the report of the Auditor-General on the economic viability of Mossgas has become available

Sasol: tariff protection

*9 Mr R R HULLEY asked the Minister of Mineral and Energy Affairs

- (a) What, expressed in cents per litre, is the current rate of tariff protection extended to Sasol and (b) what was the total value of the protection tariff to Sasol during the 1990-91 and 1991-92 financial years, respectively?

B337E

The MINISTER OF MINERAL AND ENERGY AFFAIRS

Due to the restrictions imposed by the Petroleum Products Act, 1977, it is not possible to provide detailed information through which Sasol's production can be calculated. However, to assist the hon member, I can reveal that the only products in respect of which Sasol enjoys protection are

- petrol
- illuminating paraffin
- alcohol
- diesel, and
- liquid petroleum gas

In reply to the hon member's question, I submit the following

- (a) The average tariff protection enjoyed by Sasol during the 1992 calendar year amounted to 3,1 c/l spread over all liquid fuel products sold in the RSA.
- (b) R222,5 million and R537,5 million respectively for the 1990-91 and 1991-92 financial years

Bank robberies

*10 Mr A J LEON asked the Minister of Law and Order

- (a) How many bank robberies occurred in the Republic of South Africa in 1992 and (b) what was the total value of the money and valuables stolen in such robberies?

B341E

The MINISTER OF LAW AND ORDER

- (a) 241
- (b) R12 687 031,02

Hoedspruit area: automation of farm lines

*11 Mr P G SOAL asked the Minister of Posts and Telecommunications

- Whether, with reference to the reply to Question No 5 on 18 March 1992, it is still the intention to complete the automation of the farm lines in the Hoedspruit area during the second half of 1993, if not, (a) why not and (b) when is the project expected to be completed?

B343E

The MINISTER OF POSTS AND TELECOMMUNICATIONS

No

- (a) and (b) The project has been expedited and is now expected to be completed during the first half of 1993

Will amended by Supreme Court: bequest to children

*12 Adv J J S PRINSLOO asked the Minister of Justice †

- (1) Whether two judges of the Cape of Good Hope Division of the Supreme Court, whose names have been furnished to the Minister's Department for the purpose of his reply, ordered in a recent judgment that a provision in a will be amended so as not to limit the bequest contained therein to White children only, if so, what are the relevant details;
- (2) whether he intends taking any steps in this regard; if not, why not, if so, what steps;
- (3) whether he will make a statement on the matter?

B320E

The MINISTER OF JUSTICE

- (1) Yes The following information was obtained from the judgment in the application of *The Trustee of The Marsh Memorial Homes—Re The late William Marsh Will Trust*, which judgment was delivered on 5 February 1993

The late William Marsh *inter alia* made provision in his will for the establishment of a trust, which had to be applied to "founding and maintaining a home for destitute white children, upon the same principles as those of Dr Stephenson's Home in London"

The Court pointed out that over the passing years, through socio-economic changes, the number of white children eligible for entrance to the Marsh Memorial Homes had apparently decreased. There were, however, a number of children of different pigmentation in destitute circumstances, for whom the Marsh Memorial Homes would provide a sanc-

tuary, but could not do so because of the provisions of the will. In view of the needs of destitute coloured and black children, the trustee of the Trust applied to the Court in terms of the Trust Property Control Act, 1988 (Act 57 of 1988), *inter alia*, for the alteration of the will by deleting the word "white" in the relevant paragraph

The court held that in order to succeed with the application the applicant (trustee) had to satisfy the Court that—

(a) the late William Marsh neither contemplated nor foresaw that a time would come when his charitable act in providing for a home for destitute children would be frustrated by a dearth of persons eligible to benefit therefrom as a result of a qualification imposed by him when he signed his will

(b) the provision in question is in conflict with public interest

The Court granted the application on the statutory ground relied on and held that the particular provision in the will has brought about consequences which the late William Marsh neither contemplated nor foresaw and that—

it was clearly his intention to model the institution he had in mind on one in London to which he referred as "Dr Stephenson's Home". This institution is now known as the National Children's Home, it admits (and apparently always admitted) children of all races. It is today not possible for the Marsh Memorial Homes to function fully and properly upon the same principles as those of the National Children's Home, which it was the intention when the late William Marsh had in mind when signing his will. He certainly never foresaw that his expressed desire to provide here what Dr Stephenson had established in London would, a century later, be frustrated and become incapable of fulfilment because of a limitation on eligibility based on restriction which did not inhibit the good doctor who gave his name to a home in London for destitute children. It was to the care of destitute children that Dr Stephenson devoted his Home, it was

All parties give nod to bid to cut corruption

Political Staff

TOUGHER new legislation to investigate and discipline corrupt public servants was accepted by all parties in parliament yesterday.

Administration Minister Org Marais introduced the Public Services Amendment Bill — which triples fines for official misconduct and beefs up investigative powers — in the wake of a wave of corruption scandals.

Under the Bill, officials found guilty at a departmental hearing or who plead guilty will be fined up to R6 000, transferred, have their salary cut, be discharged or forced to resign.

Departmental investigations into corruption will be conducted like court hearings and the Ombudsman will be given the power to force a department head to order inquiries.

Dr Marais said the Bill reaffirmed the government's commitment to clean administration.

He denied opposition criticism that the government was not dealing adequately with corruption and said it had "openly and forcefully addressed maladministration and misconduct" through several investigations and by extensive preventive and corrective measures.

The Democratic Party, the Conservative Party and others supported the Bill though DP public service spokesman Roger Burrows said the Bill would apply only to the South African public service and not the 10 other administrations in the homelands.

The Bill: **ARG 10/3/93**

● Makes it compulsory — and not discretionary as now — for the head of a department to launch an investigation into misconduct on the recommendation of the Ombudsman.

● Gives the head of the department the responsibility and powers to deal with misconduct (where this responsibility is currently restricted to the minister). The department head will also decide on the punishment.

● Allows for the appointment of both an investigating officer and a presiding officer to hear cases of misconduct.

Dr Marais said at the moment only an investigating officer was appointed, who acted as a presiding officer.

This meant there was no investigating officer in practice, resulting in important evidence sometimes not being available.

● Gives the investigating officer powers to subpoena any person to appear at a hearing and to produce documents and other evidence.

If this person refuses to do so, he can be fined up to R2 000.

Mr Burrows said the DP would support the Bill, as it was a start. But it was not enough to clean up the whole public service.

Increases for civil servants teachers

Political Staff

THOUSANDS of civil servants and teachers will receive salary increases this year way above the five percent across-the-board increases to be granted to all civil servants by the government on July 1.

A spokesman for the Commission of Administration said about 40% of ordinary civil servants and about 60% of all teachers will also receive notch increases of between four and seven percent.

Only those civil servants and teachers at the top of their scale and those on fixed salaries will receive five percent increases.

These increases will be higher than the average paid in the private sector, which the Afrikaanse Handelsinstituut estimated at between six and eight percent.

Teachers on the top scale of R94 692 a year will receive increases of about R4 700.

These salaries exclude housing subsidies and retirement benefits, including gratuities.

Careers must not

be harmed'

AND official Carl Niehaus

8/10/87 12/31/93
said yesterday disciplinary action against students who heckled him at the University of Pretoria should not harm their academic careers. "The intolerant and undemocratic behaviour of some students during the meeting on national symbols that I addressed calls for carefully considered disciplinary action that will clearly convey the message that such behaviour cannot be tolerated," Niehaus said.

"However, I believe that the disciplinary committee should consider disciplinary action that will not stifle democratic debate on the campus, and will not cause harm to the academic careers of the individual students." The CP's Transvaal youth council, in turn, has hit back at criticism of right-wing students' conduct at the meeting.

CP youth council chairman A. Vorster said he did not know why students who had defended the country's symbols should be censured while no action had been taken against students involved in a brawl at a rugby match last month — Sapa

Keys gives nod to patents appointment

LLOYD COUTTS

TRADE and Industry Minister Derek Keys has supported the appointment of a censured advocate to the key government post of Registrar of Patents and Trade Marks.

Pretoria advocate Piet Kemp's membership of the Society of Advocates was terminated last year after he was found guilty of misconduct by the Pretoria Bar Council for overcharging a client — the SADF — during an action brought by three former members of the CCB.

Kemp and two other advocates were ordered to repay more than R109 000 to the Pretoria state attorney.

Keys's spokesman Lesley Lambert said yesterday: "Mr Keys has expressed his support for the Director-General of Trade and Industry in this matter."

Director-General Stef Naude said in a statement his department was "fully satisfied" with Kemp's competence and abilities for the post, and had taken every reasonable step to ensure the best available person was appointed to the post.

He said the appointment had been necessitated by the early retirement of Kemp's predecessor and the death of the deputy registrar.

"On the managerial side, a backlog and a sophisticated process of computerisation had to be dealt with. In addition, the registrar has judicial functions requiring a thorough knowledge of the law."

The post had been widely advertised and the selection committee

used and the selection committee had unanimously recommended Kemp for the appointment, Naude said.

He said that "Kemp properly disclosed to the selection committee his punishment by the Pretoria Bar Council and, broadly, the reasons for his punishment."

The department had depended on the best advice available on the professional action taken by the Bar Council, Naude said.

Judge Louis Harms, chairman of a statutory committee advising government on intellectual property law, Pretoria Bar Council chairman Adv Anton le Roux SC, and a senior member of the council Adv Piet van der Byl SC, had unanimously "advised favourably" on Kemp's appointment.

In February last year the Bar Council found Kemp and advocates Willem Burger SC, and Hennie Goozen guilty of misconduct.

The Society of Advocates said at the time the trio had received fees which could only be described as "totally excessive and shocking".

The three had represented the Minister of Defence, the SADF chief and Col Malcolm Kinghorn in applications brought by former members of the CCB in 1991.

The termination of Kemp's society membership was described as the strongest censure the Bar Council could deliver.

Right to strike a PSA priority

ADRIAN HADLAND (SO)

PRETORIA — Securing the right for public sector employees to strike or undergo arbitration during future disputes over wages or conditions was now a priority, Public Servants' Association (PSA) Hans Olivier said yesterday.

Organisations representing the public sector would have to work towards changing the whole system, Olivier said.

President F W de Klerk had made it quite clear that the 5% increase was a matter of take it or leave it. "Our priority now is to gain a number of remedies on a par with the private sector."

Olivier said the association was putting pressure on government to legislate the Public Service Act, currently under negotiation in a joint committee.

It would give public servants equivalent recourse to arbitration and industrial action as was applied to the private sector through the Labour Relations Act.

Representatives of SA's 182 000 teachers, meanwhile, were becoming increasingly militant over their wage increase offer.

Teachers' Federal Council chairman Allan Powell objected this week "in the strongest possible terms" to the manner in which the bargaining process had been obstructed by government.

The 3,75% salary adjustment suggested government was not serious about the importance of education in SA's restructuring process, Powell said.

WAG

Bitter sea boffins!

WILLEM STEENKAMP
Weekend Argus Reporter

SOUTH Africa's marine research programme is under threat with disgruntled personnel leaving in droves and the captain of at least one research vessel refusing to go to sea because of poor pay.

A senior officer at the Directorate of Sea Fisheries said the situation was desperate.

"We are facing a very serious crisis. Our employees are bitter and disgruntled about the fact that in some instances they earn as little as a third of what people in comparative positions in merchant shipping are earning.

"The captain of the Sardinops — one of our four large research vessels — this week bluntly refused to take his vessel to sea to do research because of pay problems," said the officer.

The ship's research programme for this week was cancelled and indications are next

■ A crisis faces South Africa's marine programme which could hamper the effectiveness of vital research.

week's voyage is also in jeopardy. At one stage employees threatened to resign en masse, but this was averted. However, captains and crews of other vessels may also refuse to go to sea.

The officer said: "Ironically, the experienced people we have lost because of poor pay have been replaced by people contracted from private shipping firms at (high) market-related salaries, while our own permanent staff receive the same poor pay as before. This simply makes no sense."

The officer pointed out that their salaries had not been adjusted since 1983.

"We received normal salary increases while other occupational groups in the public sector received adjustments to bring them on line with the private sector.

"Feelings are running tremendously high.

"Our people are disgruntled, bitter and demoralised. Until now we have stayed within the laws and regulations, but the situation is now getting out of hand," said the officer. "The effectiveness of our operation is seriously hampered."

Dr Louis Botha, chief of the Directorate of Sea Fisheries, said he was well aware of the problem.

"We are not only sympathetic to the position these people find themselves in, but, to put it plainly, we have bust a gut to try to improve the situation — but to no avail. "The final decision lies with the Commission of Administration."

Dr Botha said the problem with the captain of the Sardinops had been resolved through negotiations.

But he said other captains and crew might also refuse to go to sea because of their unhappiness.

Dr Colin Cameron, director-general of the Department of Environment Affairs, confirmed there were serious problems with the

department's fleet

"We are aware of the fact that crew and officers are unhappy about their salaries and we are currently negotiating with the commission to try to rectify the situation. However, the commission itself is limited by certain constraints."

Dr Cameron said although the effectiveness of the fleet and research programmes had been affected, it was not catastrophic.

"We are still able to carry out the work, but clearly not as effectively as previously."

Dr Cameron confirmed that the department had been forced to temporarily contract people from the private sector to do work previously done by the department's own experienced people.

A while ago the department also investigated the possibility of using officers and crew from the Navy to help run the ships.

"But there were some practical problems. For instance, the level of training and qualifications for a merchant ship differ from the Navy."

ARG 13/3/93
250

5/09/93

Public service action

THE Public Service League has warned members to prepare for a programme of action, following its rejection of government's 5% salary increase offer. The league said in Pretoria yesterday it could prove government could afford an increase of 12%.

REPORTS Business Day Reporters,
Sapa, Own Correspondent

250

Govt could save R5,5bn by cutting public sector costs, claims

CAPE TOWN — Government could save at least R5,5bn in the coming fiscal year through cost reductions in the public sector, DP finance spokesman Ken Andrew said yesterday.

Presenting the DP's proposals for the 1993/94 Budget at a parliamentary briefing, Andrew said there was enormous scope for greater government efficiency.

"In tight economic times, the private sector is obliged to reduce costs drastically and there is no reason why the public sector should not be obliged to do so as well," Andrew said

SDAY 16/3/93
The DP's shadow budget projected inflation at an average 11% in fiscal 1993/94. It proposed a 5% increase in staff costs — as already laid down by government — and an 11% rise in other expenses, thus keeping non-staff spending steady in real terms. Total government spending should therefore rise by R9,05bn from the 1992/93 total of R101,68bn, excluding drought aid.

Independent efficiency experts and the auditor-general's office should be involved in a general cost-reduction exercise to cut public sector expenses by 5%. Staff providing essential services, such as teachers,

doctors, nurses and police, should not be cut back but there had to be a significant reduction in overall staffing levels.

Large savings would result from the abolition of own affairs departments and administrations, and from rationalisation of services provided by central government and the various homelands.

About R1,7bn in additional savings would be generated by restricting defence expenditure to 2,5% of GDP.

"In the past, other departments have had

to make sacrifices when defence was a priority and we see no reason why this cannot now be reversed," Andrew said. A fifth of planned defence capital expenditure should be postponed to relieve pressure on the Budget deficit.

Savings in future relief aid could be generated by encouraging the agricultural sector to be provident in times of plenty. This would enable them to draw on their own reserves during lean years.

The current tax system discouraged the use of self-sufficiency to combat drought, and left the farming community vulner-

SIMON WILLSON

DP

Public sector

SDAY 16/3/93
education vote should not account for a bigger proportion of the Budget than 1992/93's 19%. But government had to ensure results were achieved and value for money obtained.

The DP called for equalisation of social pensions to include citizens in the TBVC states. Andrew said the means test for pensions eligibility had to be uniform. "At the moment the means test is more stringent for other races than for whites. If the means test is left on a racial basis, pensions will not be fully equalised."

An additional R2bn should be set aside for job creation programmes, focusing on literacy and skills training for young people. In addition, the amount of direct poverty and starvation relief to be channelled through non-government organisations should be increased to R500m and more closely monitored to check for abuse.

A fund of R300m should be set up to assist aspirant farmers in gaining access to land. Government already owned hundreds

From Page 1

of thousands of hectares of arable land through the SA Development Trust, and the finance would be needed only to help about 3 000 new farmers establish viable units.

Extra spending of R600m on the police was proposed on top of the increment to keep real spending on policing constant in real terms.

The DP said people aged over 65 should be allowed R10 000 in tax-exempt interest instead of the current R2 000, which would cost not more than R100m. It proposed the VAT zero rating of medicines, but did not cost the measure.

Commercialisation of appropriate enterprises should be rigorously pursued. Proceeds of privatisation should not be used for consumption expenditure nor for window-dressing current Budget deficits.

□ The Budget speech will be televised on TSS in a direct broadcast from Parliament from 2.15pm to 4pm tomorrow

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He proposed a "drought bond" scheme, to incorporate attractive tax advantages to encourage savings when the agriculture sector found itself with surplus income. Such funds would be dedicated to drought or disaster relief and, if withdrawn for other purposes, the tax advantages granted would be recouped from farmers.

The DP said a state lottery should be introduced immediately, as it could raise about R800m in the coming financial year.

On the spending side, the DP said the

□ To Page 2

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Food prices keep PPI low

FALLING food prices helped to keep the producer price index (PPI) for January at a low 7,4%, in spite of high increases for some products and for electricity and water.

Figures released by the Central Statistical Services (CSS) yesterday showed that the PPI rose by only 0,2% between December and January.

● PPI creeps up on higher energy costs — Page 9

Car thieves tie driver to tree

Staff Reporter

A KLEINVLEI man was robbed of his car and tied to a tree by three men with a pistol, in Mitchells Plain yesterday.

Police said the men hijacked Mr Anthony George's white Nissan bakkie, forcing him into the back and drove to the False Bay coast, where they tied him to a tree and sped off.

No arrests have been made as yet. The bakkie's registration number is CY 150568.

Deadlock: Strike by teachers looms

A NATIONAL teachers' strike of black and coloured teachers is looming following a deadlock in the salary talks between President F W de Klerk and the SA Democratic Teachers Union (Sadtu) yesterday.

Sadtu president Mr Shepherd Mdladlana told a press conference yesterday that the refusal of Mr De Klerk to budge on his 5% pay increase offer meant teachers would have to act.

Sadtu is demanding a 25% increase. Regional chairman Ms Vivienne Carelse confirmed last night that a strike ballot would be completed in two weeks.

If the vote is in favour, it is expected most of Sadtu's 60 000 members will strike.

Meanwhile, white teachers have also become increasingly militant about the 5% offer.

The SA Teachers' Association (Sata) has warned of abandoning responsible negotiations and resorting to



REPORTING BACK Secretary-general of Sadtu Mr Randall van den Heever (right) reports on Sadtu's talks with President F W de Klerk yesterday. With him is Mr Shepherd Mdladlana. Picture ANNE LAING

"other strategies" to resolve the dispute.

The giant Union of Teachers' Associations of SA (Utasa) also rejected the 5% increase, but would not say yesterday if it would consider striking.

The government and Sadtu reached

To page 5

'Trim govt and save

By ANTHONY JOHNSON Political Correspondent

REDUCTIONS to the burgeoning bureaucracy could result in Budget savings of at least R5,5 billion, the Democratic Party said yesterday.

Recent revelations on wastage and maladministration had confirmed there was scope for greater efficiency, DP finance spokesperson Mr Ken Anderson said.

Reductions in staffing levels were also necessary, but not in the essential services such as teachers and police.

The abolition of own affairs departments and the rationalisation of services "should result in savings of at least R5,5 billion", he said.

Other Budget proposals he outlined were:

- The equalisation of social pensions
- The government spend the same amount on education — about R20bn — but more wisely.
- A R300 million fund to assist new farmers
- An additional R600m for crime prevention.
- Job creation and programmes for the poor.
- An extra R500m for poverty/starvation relief.
- Zero-rating VAT on medical services.

● VAT hike: Motor sales 'still slow'

Budget to be televised

TOMORROW'S Budget speech, expected to contain increases in the fuel price and VAT, will be televised in a direct broadcast from Parliament.

The announcement of the new Budget by Finance Minister Mr Derek Keys will be broadcast on TSS from 2 15pm to 4pm.

Pik to meet UN head over Angola

JOHANNESBURG — Minister of Foreign Affairs, Mr Pik Botha will meet United Nations Secretary-General, Dr Boutros Boutros-Ghali in New York this week to discuss accusations that South Africa is supplying Unita with logistical support.

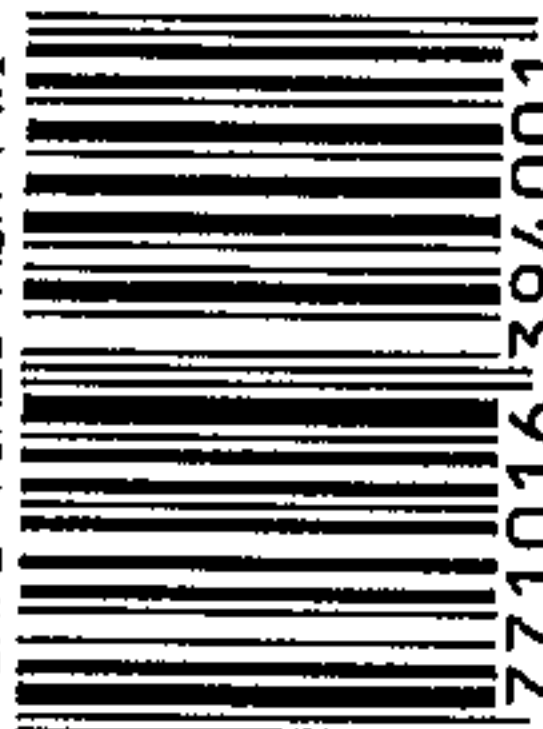
Mr Botha flies to America tonight. The charge against the South African government was made by Angolan President Jose Eduardo dos Santos in a letter to Dr Boutros-Ghali at the weekend. — Sapa

● Soyo dead my be local men — Page 5

BUSINESS BRIEF

Gold (Ldn) (close)	\$328,75
Gold (NY) (close)	\$329,25
Dollar	R3,1980/95
BD 100	5738,0
FT index (100)	2922,4
Dow Jones	3442,4
Nikkei	18086,1

CAPE TIMES MON-FRI



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Plane stowaway dies

JOHANNESBURG — The body of a 16-year-old youth was pulled from the wheel bay of a Malaysian Airline Boeing 747 after it landed at Jan Smuts Airport yesterday morning.

Police believe the boy climbed into the right rear wheel bay before flight MH201 took off from Kuala Lumpur, Malaysia.

The cause of death is to be determined by post mortem. But at minus 52° Celsius and at 12 000m, the boy almost certainly died of cold and oxygen starvation, aviation experts said.

The body was discovered when a foot was seen hanging from the wheel bay, a police spokesman said.

One of the youth's legs was crushed above the ankle, probably by the retracting undercarriage.

The incident follows one in which a man recently tried to stow away in a wheel bay of an Egypt Air flight, but fell to his death when the pilot lowered the undercarriage.

Malaysian Airline general manager for southern Africa Mr Helme Daud declined to comment. — Sapa

5pc pay rise for public servants confirmed

(250)

By Peter Fabricius and Michael Sparks

Finance Minister Derek Keyes has stood firm on the Government's promise not to increase public servants' pay by more than 5 percent this year. He confirmed the figure in his Budget speech to Parliament yesterday and said public service pensions would also rise by an overall 5 percent on July 1, 1993.

Keyes also set aside R300 million for possible retrenchments of public servants this year.

He said firm restraint in increasing public servants' pay could not be avoided because of the large contribution that rising employment costs had made to Government consumption spending.

However, Budget documents made clear that with the usual promotions of public servants, the total bill for their remuneration would increase by 11 percent.

A sum of R1 470 billion has been budgeted for the 5 percent pay rise, which will also cover the self-governing territories

The 5 percent increase in civil pensions would apply to all pensioners who had retired on or before July 1 1992.

● The pay rise budgeted for public servants coupled with the increase in VAT and the price of petrol, meant they were getting poorer by the day, according to Public Servants' Association general manager Hans Olivier.

"Even though we were told that we would not be getting any more than 5 percent, we had hoped they would relent and give us a higher increase.

But the fact that both VAT and the petrol price are going up is going to have a very negative effect on civil servants," Olivier said.

With the price of petrol increasing nearly 10 percent and VAT increasing 40 percent while civil servants' pay was to rise by only 5 percent, it left them significantly worse off, he said.

The 5 percent increase in public pensions was also insufficient, he said, but added that it was in line with the general 5 percent salary increase.

Big jump in salaries, perks for MPs

CAPE TOWN — A 37% increase in the salaries, allowances and benefits of MPs — up R78,4m from R57,2m — includes an increase of R16m for the purchase of new cars for parliamentarians.

The increases in allowances and subsidies for MPs comes when the government has refused to consider any further increases for teachers and public servants.

A spokesman for the State Expenditure Department said yesterday 119 MPs

~~500~~ (250)
Political Staff ~~257~~

were eligible to buy new cars.

The total budget for Parliament in the 1993/4 financial year is R113,7m, an increase of R27,2m over last year.

Most of this increase — R21m — is for the salaries, allowances and other benefits of MPs.

The budget for the President's Council, to be abolished soon, has also been increased from R9,7m to R10,7m.

...the...
% rate or the new rate would be...
ctions concluded between yes-...
/ rate was announced, and April

...d yesterday by Inland Revenue...
annes Hattingh.
AT legislation, VAT becomes...
of supply, which is the date the...
payment made — whichever is

the legislation would be de-...
t a supply of goods or services...
ting rate where the goods were...
ices performed before April 7.
ase even though the time of...
ally fall on or after April 7.
Property Services (Ampros)...
uld absorb the four percent...
n all residential land sales...
e end of June.

big blow' — Page 8

...Mrs Nontando Daki,
70, (left) and Mrs Khulukazi Baleka, 76

Picture BENNY GOOL

Partying costs go up

By ANTHONY JOHNSON
Political Correspondent

THE price of partying has gone up
Finance Minister Mr Derek Keys
yesterday slapped additional "sin"
taxes on a wide range of alcohol and
tobacco products. The adjustments
take immediate effect.

The minister said they would gener-
ate additional income for the state
coffers of R320 million in 1993/94

The increases include

- Beer 4,8c a litre or about 2c a 340ml can or dumpy (increased revenue of R112m)

- Spirits 37,7c a 750ml bottle (R50m).

- Cigarettes 2,45c per 10 and 5c per 50 grams of cigarette tobacco (R99m)

- Pipe tobacco and cigars 5c per kg (R400 000)

- Wine (fortified, unfortified and sparkling): 4c per 750ml bottle (R18,8m)

- Sorghum beer and beer powder: 1c a litre and 5c a kg (R6m)

- Cool drinks and mineral water 2c a litre (R34m)

- Alcohol firms react

Page 9
18/3/93

MPs get 37% increase

By BARRY STREEK
Political Staff

A 37% INCREASE in the salaries, allowances and benefits of MPs — up to R78,4m from R57,2m — includes an increase of R16m for new cars for parliamentarians

The increases in allowances and subsidies for MPs comes at a time when the government is refusing to budge on demands for additional increases in salaries for teachers and public servants — although MPs will receive the public sector five percent in-

crease
A spokesman for the Department of State Expenditure said yesterday 119 MPs became eligible to buy new cars this year. Last year only 15 MPs were entitled to buy cars under the car subsidy scheme.

The total budget for Parliament in the 1993/4 financial year is R113,7m — an increase of R27,2m over the last financial year. Most of this increase, R21m, is for the "salaries, allowances and other benefits"

The increases included an extra R2,5m for constituency allowances and R2,8m for salary improvements (the 5% increase) during the 1993/4 financial year.

In the last financial year, R55,2m was provided for the salaries, allowances and benefits for MPs and a further R2m provided under the Improvement of Conditions of Service vote

The budget for the President's Council, which is to be abolished soon, has also been increased from R9,7m to R10,7m

Pensioners happy over increases

Staff Reporters

ALL social pensioners will receive an increase of at least 7,5% from July 1, Finance Minister Mr Derek Keys announced in his budget

The increase will also apply to other social allowances and will cost the state R521,5 million

Black pensioners reacted happily yesterday to the increase. Among pensioners visited, some were singing, ululating and shouting at the top of their voices

Their increase, once parity is reached, is an effective R77 per month — or 26,2% in September, all pensioners will receive R370

Chairman for the Phumlam Organisation for the Aged, Mr Sonny Tyatyam, said both the increase and the parity were "great news" and were very welcome

18/3/93

Govt 'secreting money in pension funds'

By Peter Fabricius
Political Correspondent

CAPE TOWN — The Government has been mysteriously stashing away up to R15,8 billion a year into the public service pension funds, the Democratic Party claimed yesterday.

Yesterday's VAT increase from 10 percent to 14 percent in the Budget could have been instead a reduction to nine percent, had it not been for the extraordinary annual increases in employer contributions to the funds, DP pensions expert Brian Goodall told Parliament.

He demanded during an interpellation yesterday that the Government explain the extraordinary increases in its contributions to the pension funds — from R4 135 billion in 1989 to R15 815 billion in 1991.

His revelations have raised suspicions that the Government may have been secreting a huge fund to pay off public servants when a new government takes over.

However Deputy Finance Minister Theo Alant dismissed Goodall's calculations and in-

sisted that the Government's contributions to official pension funds had not increased in real terms since 1989.

He attributed the increases since then to inflation plus R3 billion which had been openly paid in on occasion to overcome the actuarial shortfall in the funds.

Research

Goodall said the R15 815 billion which the Government, as employer, funnelled into official pension funds in 1991 was almost equal to all the money it spent that year on capital investments such as schools, hospitals and roads.

He said when he has asked questions in Parliament during February last year, he had been told that the ratio of employer to employee contributions in the Government pension funds in 1991, varied from 1,5 to 2,75.

However his own research of SA Reserve Bank Quarterly figures showed the average ratio in 1991 was in fact 8,05 to one.

This was far higher than the average ratio in private pension

Star 18/3/93
funds of 1,6 to one.

Goodall said if the increase in employers contributions had been 23,18 percent in 1990 and 1991, then in 1991 the taxpaying public of South African would not have needed to have found R9 542 billion.

The 1991 contribution of R15 815 billion was nearly equal to the total investment of R16,9 billion in 1991 by the Public Authorities, general government and public corporations.

This represented all the money spent on roads, bridges, dams, electricity, water supplies, schools and hospitals.

Increased

There was a very real danger in channelling too much money into pension funds, instead of more productive sectors.

Goodall said that between 1984 and 1989 the Government's contributions as employer to the official pension funds increased from R1 458 billion to R4 135 billion.

This was a "very high" increase of 23,18 percent.

However in 1990, employers' contribution increased by 78 per-

cent to R7 347 billion.

"An enormous increase," he said.

Yet in 1991 employers contributions increased by 115 percent to R15 815 billion, nearly 11 times the level of 7 years ago.

This represented an annual increase of 40,57 percent from 1984, compared to the average in private pension funds of 13,06 percent per annum and 21,58 percent for long-term insurers.

"What we are witnessing is a massive transfer of wealth to the public sector via the official pension and provident funds.

"In 1984 these funds accounted for 20,22 percent of net contractual savings in South Africa. By 1991, this had more than doubled to 43,01 percent."

Goodall questioned the need to transfer so much money into the pension funds.

"After all these funds have between 1989 and 1991 shown a doemstic current income surplus of R36 965 billion.

"If this trend continues in SA, we will reach the stage that what we have are pension funds which happen to have a country run for them," he concluded.

Drive to cut state jobs almost done

250
GERALD REILLY

PRETORIA — The intensive retrenchment sweep in the public service, which involved a 5% cut in the total salary bills of state departments and thousands of workers, had almost been completed, Public Servants' Association GM Hans Olivier said yesterday. *BIDAM 19/3/93*

He said President F W de Klerk had assured the public service caucus, representing 12 staff organisations, that the retrenchment drive would slow markedly during the 1993/94 financial year.

The Commission for Administration was unable to say how many government workers had been laid off in the past 12 months, but Olivier said it amounted to "thousands".

He said Finance Minister Derek Keys's Budget announcement that R300m had been set aside for retrenchment packages was reasonable when the scale of retrenchments and associated gratuities and pensions were taken into account.

Meanwhile, the 5% pay hike for more than 1-million government workers will raise the total pay bill to a figure exceeding R30bn, nearly 25% of total estimated state expenditure in the new financial year of R114bn.

Economists said this highlighted the need to continue thinning staff in state departments and more than justified government's refusal to review the 5% pay hike in the face of strong protests.

Reports on Star 19/3/93 teachers' pay (250) ~~250~~ hikes refuted ~~250~~

The Teachers' Federal Council has rejected radio news reports that increments in teachers' salaries would amount to 12 percent and not 5 percent.

TFC chairman Allan Powell said yesterday it was misleading of the reports to suggest that when annual increments were added, all public servants would get a 12 percent increase.

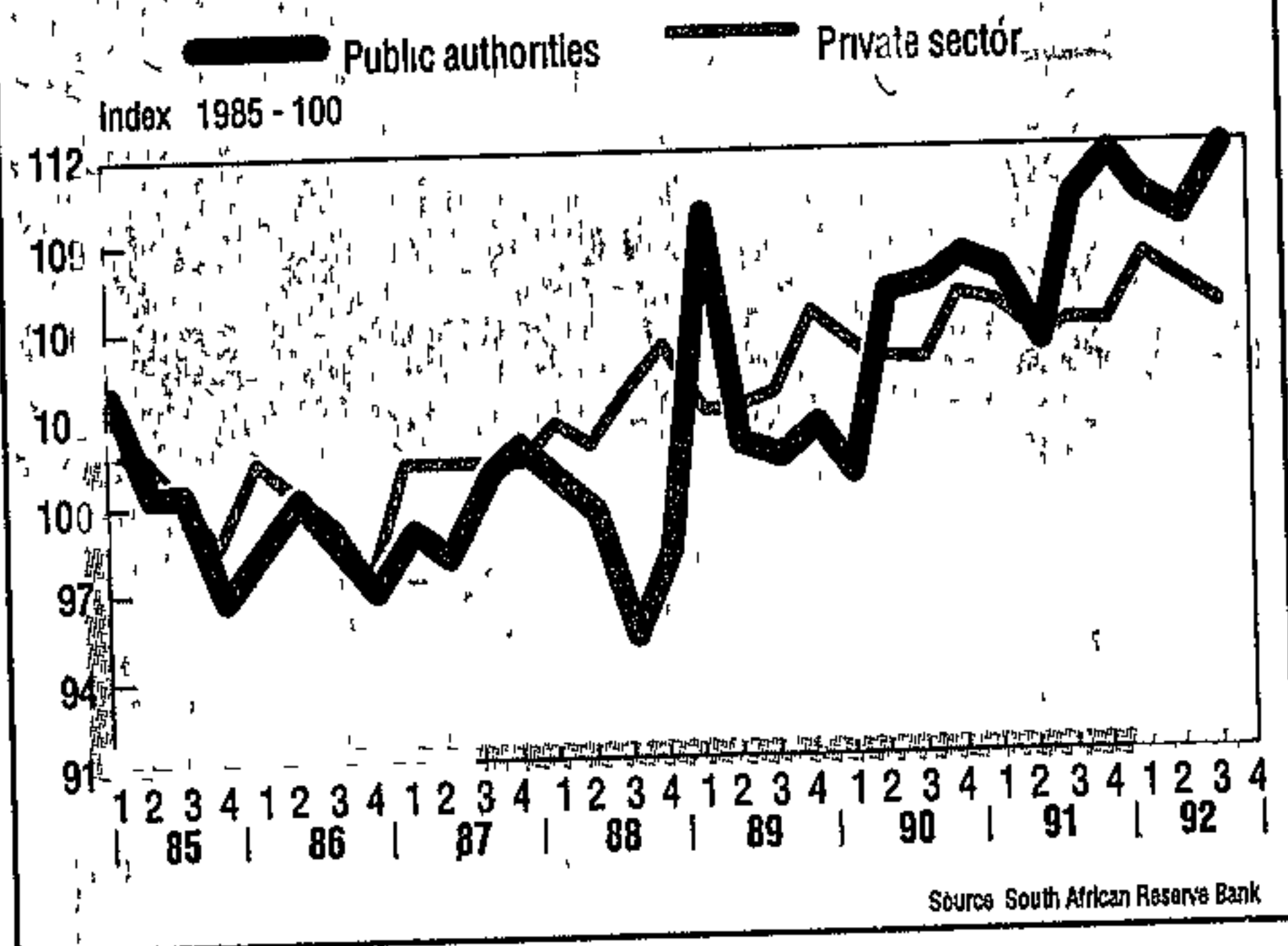
"The TFC gains the impression that, for unknown reasons, misleading information is being published to create the impression that teachers are in a far better position than is actually the case," Powell said.

He said the 5 percent increase from July 1 would boil down to 3.75 percent if spread over the 1993/4 financial year.

The Minister of Finance had made no reference to annual increments in his Budget speech and the question now arose where the radio station had obtained its information, he said.

About half of all teachers were already on the maximum notch and thus did not qualify for annual increments — Sapa.

Real remuneration per worker



**Civil servant
extras climb
to near 12 pc**

ARG 20/3/93 (250)

BRUCE CAMERON Business Staff

DISSATISFIED civil servants are to receive almost 12 per cent more in cash employment benefits this year at the expense of hard-hit taxpayers

But, in order to cut costs next year, the government appears to be following an indiscriminate, secretive policy of retrenchment without consideration of damage to essential services such as education

Civil servants, although many are threatening to strike over "low" increases, are in fact taking a greater slice this year. Budget figures reveal their share went from 35,9 per cent of the budget for last year to 37,3 per cent this year.

The additional cash benefits going to civil servants are not limited to the five per cent announced by President F W de Klerk. The final figure will be 11,8 per cent on top of last year's total pay package

Pay increases in the civil service during the years of the recession have been almost constantly above the rate of inflation and higher on average than those being paid in the private sector.

This year, the civil service will cost the taxpayer R36,4 billion. The cost could go higher if threatened industrial action forces the government to back down and across-the-board increases go higher than the announced five per cent.

The 11,8 per cent additional cash benefit going to civil servants is made up of:

- The five per cent across-the-board increase,
- Annual notch increases of three per cent, and,
- Additional contributions to the pension fund and a comparatively minimal R180 million for retrenchment packages.

The Commission for Administration claims it is unable to

give figures for the number of people retrenched in the past year or how many will be retrenched this year

In the Budget, the government announced it had ordered departments to cut current expenditure by R5 billion next year.

Expenditure officials said yesterday that, in order to achieve this, departments had no choice but to cut staff. Retrenchment packages would force up total costs in the short-term

Democratic Party finance spokesman Mr Ken Andrew criticised the government for the secrecy, pointing out that Finance Minister Mr Derek Keys had committed himself to "greater transparency".

Mr Andrew said Mr Keys had not revealed the full position of civil servant costs in his speech and there were also conflicting figures in budget documents.

"There is considerable and justified suspicion that figures are played around with to present the best possible picture from the government's point of view.

"Alternatively, it is done to confuse people.

"It is important that precise figures be given of the payroll and retrenchment costs and procedures."

Mr Andrew said it was essential a "bloated bureaucracy" be reduced — without undermining essential services

Mr Andrew's criticisms followed calls to increase the efficiency of civil servants and to halt corruption.

According to the Commission for Administration there were 751 267 people in the public service on September 30 last year — from casual labourers to educators, from nurses to police and "329 occupation classes".

MPs try to shed 'fat cat' image

250

~~250~~

ARC 20/3/93

MARTIN CHALLENGOR
Weekend Argus Political Staff

NATIONAL Party bosses are under pressure from MPs to peg salaries and perks to shake off fat-cat images.

Many people were annoyed by reports this week of extra money going to MPs

The reports stemmed from a Budget item under the heading "Salaries, allowances and other benefits of office of office-bearers and other Members of Parliament".

The total increased from R55 154 000 in the 1992/93 financial year to R78 445 000 for the 1993/94 financial year. While MPs were publicly flayed, opposition MPs and even some National Party MPs

looked to the chief whip of parliament, Mr Alex van Breda, and NP chief whip Mr Kippies Niemann to come to their defence and explain the figures. However, they kept quiet.

The R23-million increase included money for the 9,9 per cent salary increase MPs got last July. This matched the pay increase for civil servants. MPs now earn R118 000 a year.

Part of the money went to finance an increase in MPs' allowances for their constituency offices, which also went through last year.

A pension increase for former MPs was included.

The biggest slice of the increase — R11 900 000 — was for the MPs' motor vehicle loan subsidy scheme. The subsidy entails a new car for MPs every four years.

MPs get allowances of R2 833 a month to run their cars but have to pay parliament back for the purchase of the vehicles if they leave office before four years are up.

Yesterday MPs from all parties said there was no possibility of MPs getting more than a five per cent pay rise on July 1 when the civil servants get their expected five per cent.

Some MPs do not even want that. The Solidarity Party has tabled a motion for MPs' salaries to be pegged

Mr Kassavan Padayachy said his resolution calling on the president to freeze increases in salaries and allowances for MPs in the current year "should be seen as an act of sympathetic solidarity with taxpayers".

UNIVERSITIES	Medicine/ Surgery	Dentistry	Nursing	Pharmacy	Other	TOTAL
University of Pretoria			6	1	1	8
University of the Witwatersrand	183	30	68	19	97	397
University of Stellenbosch	0	0	0	0	0	0
TOTAL	1 335	242	351	26	366	2 320

Study bursaries awarded by Department

142 Mr J M BEYERS asked the Minister of Education and Training:

(1) Whether his Department awards study bursaries to pupils at schools under its control, if not, why not, if so, (a) on what conditions (i) before and (ii) after 1 October 1991, (b) how many pupils have been awarded bursaries since that date, (c) what is the average size of these bursaries and (d) what was the total amount spent on bursaries by his Department since that date up to the latest specified date for which figures are available,

(2) whether any of these pupils have failed to fulfil their bursary obligations since the above-mentioned date, if so, (a) how many to date and (b) for what reasons, in each case,

(3) whether any of this outstanding bursary debt has been recovered, if so, what was the total amount so recovered,

(4) whether his Department envisages taking any corrective steps in order to overcome this problem, if not, why not, if so, what steps,

(5) whether his Department is at present acting in terms of a new arrangement in respect of the award of such bursaries, if so, (a) since what date, (b) what are the details of this arrangement and (c) what is the cost involved to date?

B322E

The MINISTER OF EDUCATION AND TRAINING

No Free education is provided

(1) (a) to (d), (2), (3), (4) and (5) fall away

HOUSE OF ASSEMBLY

The MINISTER OF HOME AFFAIRS

(i)* December 1991 16,1 11,3 10,3 5,9
September 1992 15,5 11,2 10,5 5,7
(ii)** December 1991 14,6 7,2 5,6 9,1
September 1992 14,4 7,0 5,6 9,3

* Represents Central government
Provincial administrations

** Represents Civil services of the self-governing territories

Local authorities
Parastatal institutions
Universities and technikons
Agricultural marketing boards
Public corporations (Transnet Ltd included as from June 1990 and Telkom SA Ltd and South African Post Office Ltd included as from December 1991)

Note

(1) The number of gainfully employed persons is estimated on the basis of the mid-year estimates of the economically active population and the ratios of unemployed and self-employed persons according to the 1991 Population Census

(2) The information is furnished as at 31 December 1991 and 30 September 1992. The results of the survey for the quarter ending 31 December 1992 are not yet available

CS educators' improved conditions of service

155 Mr R M BURROWS asked the Minister of National Education:

(1) Whether improved conditions of service for college/school educators (CS educators) have been or will be granted during the 1992-93 financial year, if so, (a) what are the improved conditions and (b) from what date have they or will they come into effect,

(2) whether any improvements were recently made to the salary scales for CS educators, if so, (a) what improvements and (b) when?

The MINISTER OF NATIONAL EDUCATION

(1) Yes (a) A general salary increase of 9,9% was granted Salary disparities

Moratorium on building of new hospitals

156 Mr M J ELLIS asked the Minister of National Health

(1) Whether the moratorium on the building of new hospitals referred to in her reply to Question No 180 on 27 April 1992 is still in force, if so, (a) why and (b) in respect of what categories of hospitals,

(2) whether the moratorium has been applied strictly since 6 December 1989, if not, (a) why not and (b) what were the particular circumstances of each case in which it was not so applied,

(3) whether the moratorium is to be lifted this year, if not, why not, if so, which new hospital projects are to be given priority?

B368E

The MINISTER OF NATIONAL HEALTH

(1) Yes,

(a) the prevailing adverse economic climate which, inter alia, has an impact on the financing of health services, compelled the Government to curb the erection of new hospitals. It is the recurrent cost implications of these facilities in particular which place serious pressure upon the health budget and

(b) community hospitals regional hospitals academic hospitals,

(2) no,

(a) As a result of the unique health issues in the Durban area, the Cabinet approved the construction of a community hospital in Phoenix and an academic hospital in Cato Manor and

(b) Phoenix Hospital

Durban is one of the most rapidly

HOUSE OF ASSEMBLY

250
23/3/93
**Fall in public
service staffs**

Political Correspondent

THE number of white employees in the central government and provincial administrations in September last year was 15,5% of the national worker total — down from 16,1% for December 1991, the Minister of Home Affairs, Mr Gene Louw, said yesterday.

The figure for blacks had fallen from 5,9 to 5,7%, for coloureds from 11,3 to 11,2%, but for Indians it had risen from 10,3 to 10,5%.

Mr Louw was replying to a written question from Mr Hennie Bester (DP Green Point).

ruary 1993 and instructed pupils to leave their classrooms daily at 11 00. These actions were presented as protest against the payment of examination fees by Std 10 candidates and to force the Government to do away with these fees.

As a result of these actions no significant education took place at primary and secondary schools in Soweto for the period 15 February 1993 to 26 February 1993

- (3) No
(4) No

Road Traffic Act: amendment

*11 Mr L FUCHS asked the Minister of Justice

- (1) Whether his Department was consulted by the Department of Transport in respect of the proposed insertion of a new subsection (5) in section 122 of the Road Traffic Act, 1989 (Act No 29 of 1989), if so, what (a) are the details of this consultation and (b) was his or his Department's response,

- (2) whether he will make a statement on the matter? B420E

The MINISTER OF JUSTICE

- (1) Yes
- (a) On 29 April 1992 and 13 July 1992 my Department formally commented on the Bill. On the latter date comments obtained from the various Attorneys-General were also brought to the attention of the Department of Transport. In addition hereto officials from my Department and representatives of the Attorneys-General of Transvaal and the Cape attended a demonstration of the apparatus concerned on 8 September 1992 in Pretoria. Various discussions followed and on 9 February 1993 the Attorneys-General of Transvaal and of the Cape personally attended a demonstration of the apparatus in Cape Town.
- (b) Although the principle in respect of the establishment of a more efficient method to expedite the process by which drunken drivers are being brought before our courts of law, is

supported, practical problems were foreseen with the application of the provisions concerned and they were brought to the attention of the Department of Transport

- (2) Yes. After discussions between myself and the Minister of Transport, the latter indicated during the Second Reading debate of the Bill that the provision concerned would not be put into operation before the Department of Justice had submitted proposals to obviate the practical problems which are foreseen. It is expected that the Attorneys-General will soon give a co-ordinated opinion on possible solutions.

Transnet: employment policy

*12 Mr J CHIOLÉ asked the Minister of Public Enterprises

- (1) How many (a) Whites and (b) Non-Whites were taken into employment by Transnet during the period 1 April 1992 to 15 March 1993,

- (2) whether, since 1 January 1990, any policy guidelines in respect of the employment of applicants containing a reference to the race of an applicant have been in existence or have been furnished to any employment offices, if so, what are the relevant details,

- (3) whether he will make a statement on the matter? B484E

The MINISTER FOR PUBLIC ENTERPRISES

The Managing Director of Transnet Limited replied as follows to the hon member's question

- (1) (a) 271 } (15 April 1992 to 15 February 1993)
(b) 385 }

- (2) Yes. Since August 1991, Transnet has been following a recruitment policy whereby business units have to obtain the approval of its Management Board for the employment of White applicants.
- (3) Yes. Transnet Limited is a public company with a Board of Directors. As such they manage their own human resources affairs. It is one of Transnet Limited's

business goals to become an equal opportunity company. To reach this goal it is imperative that the recruitment of White people be addressed. From January to July 1991, eight times more Whites than Non-Whites were recruited by the Company. This led to the implementation of the above-mentioned policy to inhibit the historical benefit enjoyed by Whites in terms of recruitment.

As can be seen from the statistics supplied in part (1) of the reply, this goal is being successfully addressed by Transnet's Management.

SAP/SADF: criminal conduct of members

*13 Mr C W EGLIN asked the Minister of Justice

Whether the criteria applied or discretions exercised by the Attorneys-General in deciding whether to prosecute members of the South African Police or Defence Force for alleged criminal conduct are the same as those applicable to the general public, if not, (a) why not and (b) in what respects do the criteria applied and discretions exercised in respect of the Police and the Defence Force differ from those applicable to the general public? B489E

The MINISTER OF JUSTICE

Attorneys-General have for decades followed the guide-lines laid down in *Beckenstrater v Rottcher and Theunissen, 1955 (1) SA 129 (AD)*, when deciding to prosecute or not. According to this authority the criterion is whether the prosecuting authority has a reasonable and probable cause for prosecuting, to wit that he has such information at his disposal as would lead to a reasonable man to conclude that the accused is probably guilty of the offence as charged.

Attorneys-General apply this criterion fearlessly and independently in all cases that come before them for decision, and, what is more, this criterion would and should apply to members of the South African Police and the Defence Force and the public alike. There is no evidence to the contrary.

Self-governing territories: territorial allowance

*14 Mr R M BURROWS asked the Minister of Administration and Tourism.

- (1) Whether he or the Commission for Administration has been approached to eliminate the so-called territorial allowance paid to seconded public service personnel in the self-governing territories, if so, (a) by whom was he or the Commission approached and (b) what was his or the Commission's response to this approach,

- (2) whether he or the Commission intends eliminating this allowance, if not, why not, if so, when,

- (3) whether this allowance is paid to any South African public service officials who were previously classified as Black and have been seconded to self-governing territories, if not, why not, if so, what are the relevant details,

- (4) whether he will make a statement on the matter? B491E

The MINISTER FOR ADMINISTRATION AND TOURISM

- (1) No; (a) and (b) Fall away,
(2) no, the possible abolition of the payment of the National State territorial allowance depends on constitutional developments,
(3) yes, the National State territorial allowance is payable to all South African public servants who are seconded to the self-governing territories,
(4) no

Public service: gender/race distinctions

*15 Mr R M BURROWS asked the Minister for Administration and Tourism

- (1) Whether any conditions of service, including remuneration packages, in the public service are racially or gender distinctive, if so, which conditions of service,
(2) whether only persons previously classified as White can be seconded to the service of self-governing territories, if so, why, if not, what is the present policy in respect of the secondment of people of colour,

- (3) whether he will make a statement on the matter? B494E

HOUSE OF REPRESENTATIVES

INTERPELLATION

The sign * indicates a translation. The sign †, used subsequently in the same interpellation, indicates the original language.

General Affairs

Temporary employees pension fund

*1 Mr C I NASSON asked the Minister for Administration and Tourism

(1) How many persons are contributing to the Temporary Employees Pension Fund, (20)

(2) whether he intends converting posts currently filled by temporary employees into permanent posts, if not, why not; if so, from what date? (20)

*The MINISTER FOR ADMINISTRATION AND TOURISM Mr Chairman, in response to the first question I am able to say that 300 000 persons are at present contributing to the Pension Fund for Temporary Employees

As far as the second question is concerned it must be pointed out that in the Public Service the permanent appointment of persons is a complex matter which cannot be approached simplistically. In order to evaluate the matter it is necessary in the first place, to understand the way in which the Public Service is constituted, in other words how posts are created and secondly, how appointments are made. The status of a person is therefore dependent on which position he holds and in which capacity he has been appointed.

In broad terms the Public Service is made up of the following persons

- (1) Persons who hold posts in the A or B division
- (2) Persons who hold non-classified posts
- (3) Additional persons appointed to the establishment

The type of post held by a person therefore has an effect on his status

Persons who have been appointed in the A or B division and who comply with certain prescribed

HOUSE OF REPRESENTATIVES

requirements may be appointed in a permanent capacity. Persons who hold non-classified posts may be appointed in a temporary capacity only. In addition persons who do not meet the prescribed requirements for permanent appointment in the A or B division may be appointed in a temporary capacity as well.

In general terms persons who hold posts in the A or B division and who meet the requirements for permanent appointment are known as officers, while persons who have been appointed in a temporary capacity are known as employees. The Government Service Pension Act, Act 57 of 1973, and the Temporary Employees Pension Fund Act, Act 75 of 1979, respectively, provide that an officer—

(a) shall become a member of the Government Service Pension Fund if he holds a post on the fixed establishment or is appointed in a permanent capacity; and

(b) is a member of the Temporary Employees Pension Fund if he is not compelled in terms of an Act to contribute to a pension or provident fund.

Appointment in a "permanent capacity" is not defined in the Government Service Pension Act. [Time expired]

*Mr C I NASSON Mr Chairman, the reply which the hon the Minister gave us here this afternoon, namely that 300 000 persons are still temporarily employed by the State, gives us an indication of the importance which we should attach to this debate. Moreover, most of those workers who have been employed temporarily are persons of colour. They are general workers, assistants and labourers who work in our hospitals, and in particular in our schools, as caretakers and cleaners.

During the past three years hospital workers in particular repeatedly staged boycott actions and held protest marches. One of their problems which is constantly being raised is the fact that so many general workers, assistants and labourers employed by the State remain temporary employees. They are still contributing to the Temporary Employees Pension Fund.

These Public Service workers would very much like to become permanent employees in the Public Service so that they may be subject to the same conditions of employment as those who

are permanently employed. Similarly they would also like to contribute to the Government Service Pension Fund, so that when they retire, or if they were perhaps forced to leave the service as a result of a rationalisation programme, they would at least be able to leave with full pension benefits.

At schools and hospitals in particular there are assistants, labourers and general workers who fall into the category of temporary employees. In a similar interpellation which took place on 3 March this year, the hon the Minister of National Health informed this House that the State's contribution to the Temporary Employees Pension Fund was 5% per member, while it was 8% per member in the case of permanent employees. It should therefore be clear to hon members that temporary employees are still being discriminated against. The hon the Minister for Administration and Tourism referred to 300 000 such workers.

The DP is extremely concerned about these people, especially in view of the fact that Government departments are expected to cut their staff expenditure by 5%. [Time expired]

Mr D M G CURRY Mr Chairman, now we come to the real government of South Africa, because this is the peer group. The hon the Minister has explained how one can become an official in a department. They place a barrier between people at the top and those at the bottom. They determine policy, salaries and status. In the Public Service it is said that one's status depends on the size of one's desk. This even applies to the mat under one's desk.

There is an old saying that there are good and bad people in the world and that the good do the classification. The same applies to the Public Service. There are 300 000 temporary workers and their status is determined by the Commission for Administration. When those who have not been in government in South Africa take over, we are going to change this, no matter who becomes the government of South Africa.

We cannot allow the poor to be dominated by those at the top. [Interjections] We shall be there to determine the policy according to which officials are promoted, are appointed permanently, receive pensions and are protected in their old age. We cannot allow things to continue as they are. I am not blaming the hon the

Minister who is taking part in this debate here today. When the hon the Minister was appointed to office, this was handed to him. The White power structure determined all of this over the years.

Even one's status was determined according to one's colour. I remember

*Mr N M ISAACS Mr Chairman, may I put a question to the hon member?

Mr D M G CURRY Mr Chairman, I do not have time to take any questions.

When we were in the CRC under the old Department of Coloured Affairs, we even had two budgets. There was one which defined the salaries for Coloureds.

An HON MEMBER: [Inaudible]

Mr D M G CURRY. No, we never even controlled the budgets. The budgets were controlled by the Minister of Coloured Affairs. [Interjections] [Time expired]

*Mr S SIMMONS Mr Chairman

The CHAIRMAN OF THE HOUSE Order! The hon members for Bonteheuwel and Bishop Lavis must contain themselves now. The hon member for Belhar may proceed with his speech.

*Mr S SIMMONS Mr Chairman, when one listens to the hon members for Bokkeveld and Pniel it is very clear that they do not understand the way in which the Public Service is constituted. [Interjections]

*The CHAIRMAN OF THE HOUSE Order! The hon member for Schauderville must please contain himself. The hon member for Belhar may proceed.

*Mr S SIMMONS Mr Chairman, the hon the Minister made it very clear that the Public Service was constituted by general A or B posts and the establishment. That is a fact. Some of the general A or B posts are linked to educational qualifications. If someone does not meet those educational qualifications, he is automatically appointed on a temporary basis and, because he has been appointed temporarily, he will be allowed to contribute to the Temporary Employees Pension Fund. [Interjections] [Time expired.]

HOUSE OF REPRESENTATIVES

*Mr C INASSON Mr Chairman, I should like to associate myself with the hon member for Pniel by saying that he was quite right I want to tell the hon member for Belhar that he is completely out of touch with reality, because we are talking about 300 000 people whose rights, pension benefits and status as public servants have been prejudiced [Interjections]

The DP is highly concerned about these people, especially in view of the fact that the Public Service must cut its staff expenditure by 5%. We are concerned that if rationalisation occurs and those workers should lose their jobs, their retirement package would be considerably less favourable than those employees who were employed on a permanent basis. What we should like to see is that when we enter the new South Africa, the conditions of employment of temporary employees would be the same as those of permanent employees and that their retirement benefits would also be the same. I am aware that until recently personnel associations and unions were holding talks with the Commission for Administration on this matter. However, no Press statement was issued afterwards. In the meantime these temporary employees in the Public Service are very concerned about their position, in view of the fact that at this stage rationalisation may well have a negative effect on their retirement benefits.

*The MINISTER FOR ADMINISTRATION AND TOURISM Mr Chairman, the whole issue centres mainly on two aspects, namely allowing persons with many years service to join the Government Service Pension Fund and secondly, the need to give persons who hold non-classified posts an opportunity to be employed on a permanent basis.

I promised the House several months ago that we would resolve the issue. As a result these two issues have been receiving attention for a considerable period of time in the Public Service negotiating forums. I think that this has been the case for one year. So far many options have been considered and the matter has been debated in detail. All indications are that we have reached a point where the matter can be finalised and an agreement reached in the negotiating forum.

As this matter is still being dealt with in the negotiating forum, hon members will under-

HOUSE OF REPRESENTATIVES

stand that I cannot act unilaterally and pre-empt the issue. Consequently I cannot give hon members any further particulars at this stage.

However, I can say that arrangements are being made for a meeting of the negotiating forum this coming Friday and I trust that this matter will be finalised on that occasion.

I should like to repeat that when negotiations are under way between the commission and the 12 associations the Minister may not interfere. We cannot prescribe to them. However, we see eye to eye and I think that we shall be able to wrap up the issue next Friday.

*Mr J D SWIGELAAR Mr Chairman, may I ask the hon the Minister a brief question? A problem arises when temporary workers are discharged in terms of section 16(1)(a) of the Public Service Act. Many of those people have been in the Public Service for 30 years. In such a case they would receive less than a person who is given an old-age pension. I want to ask whether consideration could not perhaps be given to the payment of a gratuity to these poor people.

*The MINISTER Mr Chairman, we have a problem in the case of people who leave the employ of the State within the next three months. I can add that that is one of the matters for discussion which will be dealt with next Friday.

Debate concluded.

QUESTIONS

†Indicates translated version.

For oral reply

General Affairs

Questions standing over from Wednesday, 17 March 1993

Cabinet Ministers: pension/gratuity

*1 Mr D LOCKEY asked the Minister of Finance:†

- (1) Whether Cabinet Ministers have to complete a minimum period of service in order to be eligible for the payment of a pension and a gratuity on the termination of their service, if so, (a) in terms of what statutory provisions and (b) what is this period of office;

(2) whether condonation has been granted for this period of office to be reduced to a minimum of five years in the case of certain Cabinet Ministers whose services are to be terminated with effect from 1 April 1993, if not, what is the position in this regard; if so, (a) who are the Ministers concerned and (b) what (i) would they have received in pension and gratuity prior to the abovementioned condonation, and (ii) will they receive in pension and gratuity after such condonation?

†The DEPUTY MINISTER OF FINANCE (Dr T G Alant)

(1) No minimum period of service in respect of Cabinet Ministers is required by the Act to qualify for a pension and gratuity Sections 9 and 11 (2) of the Members of Parliament and Political Office-bearers Pensions Scheme Act No 112 of 1984 have reference

(2) No

(a) (b) (i) and (ii) fall away

State President: pension/gratuity

*2 Mr D LOCKEY asked the Minister of Finance †

Whether he will furnish information on whether, since the commencement of the Republic of South Africa Constitution Act, 1983 (Act No 110 of 1983), pensions and gratuities have been paid to persons who, after retiring as Members of Parliament and Cabinet Ministers, were elected to the office of State President; if not, why not, if so, (a) in terms of what statutory provisions were pensions and gratuities thus paid and (b) what is the amount of the (i) gratuity and (ii) monthly pension received by the present incumbent of the above-mentioned office in respect of his previous service as a member of Parliament and Minister?

†The DEPUTY MINISTER OF FINANCE (Dr T G Alant):

Yes

- (a) Pensions and gratuities to Members of Parliament and Cabinet Ministers who retire from service are paid in terms of

sections 7, 8, 9, 11 and 12 of the Members of Parliament and Political Office-bearers Pension Scheme Act (Act No 112 of 1984). Any person who holds or held the office of State President is not entitled to any pension in terms of section 16 of this Act.

(b) The former State President was elected as such on 5 September 1984. Under section 7 (6) of the Republic of South Africa Constitution Act, 1983 (Act No 110 of 1983) he vacated the office of Prime Minister on the date on which he was elected as State President. He was inaugurated on 14 September 1984 as State President. He was acting State President for the period 5 September 1984 to 13 September 1984.

(i) On vacating the office of Prime Minister he became entitled to a gratuity under section 7 (i) (b) of the Members of Parliament and Political Office-bearers Pension Scheme Act (Act No 112 of 1984).

(ii) Under section 7 (i) (a) of Act 112 of 1984, a pension was paid to the former State President for the period 5 September 1984 up to and including 13 September 1984. Under section 16 of Act 112 of 1984 this pension ceased from the date (14 September 1984) on which he took office as State President.

On vacating the office of State President on 14 August 1989 he became entitled under section 13 of the Republic of South Africa Constitution Act, 1983 (Act No 110 of 1983) to a pension only, with effect from 15 August 1989.

The present State President was elected as such on 14 September 1989 and took office on 20 September 1989. Under section 7 (6) of the Republic of South Africa Constitution Act, 1983 (Act No 110 of 1984) he vacated the office of Minister on the date on which he was elected as State President.

(i) On vacating the office of Minister he became entitled to a gratuity, under sections 11 and 12 of the Members of Parliament and Political

HOUSE OF REPRESENTATIVES

Harwood THURSDAY, 25 MARCH 1993 *Harwood* FRIDAY, 26 MARCH 1993 *Harwood*

HOUSE OF DELEGATES

HOUSE OF ASSEMBLY

QUESTIONS

†Indicates translated version

For written reply

Own Affairs

Purchase of textbooks

13 Mr A RAJBANSI asked the Minister of Education and Culture

(a) What was the total amount spent by her Department on the purchase of textbooks in 1992, (b) from which bookshops were these textbooks purchased and (c) for what amount were textbooks purchased from each such bookshop? D71E

The MINISTER OF EDUCATION AND CULTURE

(a) R7 167 583,76

(b) and (c)

Perskor Educum Bookshop
(Natal Branch)

R3 793 679,83

Perskor Educum Bookshop
(TVL Branch)

R 452 406,52

Premier University Bookshop

R 741 107,27

Number of classrooms

14 Mr M RAJAB asked the Minister of Education and Culture

(a) What is the (i) total number of classrooms in (aa) primary and (bb) secondary schools administered by her Department and (ii) average number of classrooms for such (aa) primary and (bb) secondary schools and (b) in respect of what date is this information furnished? D84E

The MINISTER OF EDUCATION AND CULTURE

(a) (i) (aa) 5 331

(bb) 3 770

(ii) (aa) 20

(bb) 27

(b) 12 March 1993

State pension funds: contributions

124 Mr B B GOODALL asked the Minister of Finance

(a) What amount of money is there in each specified State pension fund, (b) what percentage of each pension contribution is made by the (i) individual and (ii) State and (c) in respect of what date is this information furnished? B294E

The MINISTER OF FINANCE

(a) Government Service Pension Fund R34 336 864 246

Associated Institutions Pension Fund R 5 806 081 085

Temporary Employees Pension Fund R 3 942 821 794

Associated Institutions Provident Fund R 11 292 281

Pension Fund for Persons in Authorities' Service R 4 620 784 862

Superannuation Fund for Persons in Authorities' Service R 222 201 476

26,68

32,89

33,33

40,00

32,89

43,48

73,32

67,11

66,67

60,00

67,11

56,52

(b) (i) Government Service Pension Fund

Associated Institutions Pension Fund

Temporary Employees Pension Fund

Associated Institutions Provident Fund

Pension Fund for Persons in Authorities' Service

Superannuation Fund for Persons in Authorities' Service

(ii) Government Service Pension Fund

Associated Institutions Pension Fund

Temporary Employees Pension Fund

Associated Institutions Provident Fund

Pension Fund for Persons in Authorities' Service

Superannuation Fund for Persons in Authorities' Service

(c) 31 March 1992

State pension schemes: number of/assets held

25 Mr B B GOODALL asked the Minister of Finance

(a) How many State pension schemes were there as at the latest specified date for which information is available, (b) what are their names and (c) what was the (i) State's contribution in respect of, and (ii) total value of the assets held by, each of these schemes as at that date? B295E

The MINISTER OF FINANCE

(a) Three as at 31 December 1992

(b) Members of Parliament and Political Office-bearers Pension Scheme

Members of Statutory Bodies Pension Scheme

Military Pension Scheme.

(c) As benefits payable by the schemes are financed from the State Revenue Fund, no employer contributions are made by the State. The amounts mentioned hereafter, therefore, represent the total expenditure of the benefits paid out of revenue for the 1991/92 financial year

(i) Pension Scheme for Members of Parliament and Political Office-bearers R77 251 339

Pension Scheme for Members of Statutory Bodies R 625 035

Military Pension Scheme R68 674 374

(ii) Nil

Own Affairs changes slated

Weekend Argus Reporter

250
A PROTEST meeting hosted by the Public Service League (PSL) was attended by 1 500 members of the House of Representatives to reject the government's "unilateral restructuring and the manner in which the Own Affairs departments are being dealt with".

ANLT 27/3/93
At yesterday's meeting the PSL called on the Ministers' Council and the Commission for Administration (CFA) to consult staff on future job security and service conditions of officials whose services would be incor-

porated into other General Affairs Departments and Provincial Administrations

The PSL also said the CFA and Ministers' Council had been prescriptive in their attitudes and that no negotiations had been conducted

At the meeting the following resolutions were accepted:

■ A committee would be formed to meet the director general to obtain clarity on rationalisation

■ A more united front would be formed to address the issue on a national basis

Public sector in SA too large — envoy

Staff Reporter

(250)

GOVERNMENT investment had consumed a massive share of the country's investment resources over the past 20 years, but had been only one-third as productive as the private sector, Mr Bill Ford, deputy director of the United States Agency for International Development, said at a Peninsula Technikon graduation ceremony at the weekend.

Mr Ford said South Africa was blessed with an abundance of physical resources but had several economic weaknesses which had constrained growth and had to be addressed if growth with equity was to be achieved.

Among these was a public sector that was too large: The National Party created jobs for Afrikaners by expanding national bureaucracies and parastatal corporations.

Another economic weakness was the capital-intensive nature of investment in the country which needed to be labour-intensive to create the many jobs needed.

CT 29/3/93

that the regulations are complied with. However, I believe we should accept that it is not always possible to exercise 100% control over these matters.

However, I should like to come to the defence of the important role played by the nongovernmental organisations and say that it would not be possible for the State, for example, to provide more than six million people with food if we did not make use of almost 1 600 nongovernmental organisations. We simply do not have the infrastructure.

*Mr J H MOMBORG Mr Chairman, I am glad that the hon the Minister is in the right position for this interpellation.

†I agree wholeheartedly with the hon member for Heilbron that State-aided organisations dealing with social upliftment should be controlled properly to ensure that the real people benefit, and not a few individuals who fill their own pockets. It is of the utmost importance that as much money as possible is channelled, for instance, to an awareness programme on Aids.

We are about to have our first free, nonracial, one person, one vote election. People will be liberated for the first time. It would be a tragedy if liberation finally came to the vast majority of our people, and they were too ill to enjoy their freedom. It is estimated that South Africa is four years ahead of the rest of Africa as far as the impact of Aids is concerned.

These are crucial, precious years to prevent a disaster of catastrophic magnitude hitting our community. Are we going to utilise this period of grace, or are we going to squander it? If we squander it, this Government and we ourselves will be guilty of gross negligence.

We are justifiably horrified when six kids die in the Tafelberg area. I hope that we will feel the same horror regarding the plight of the hundreds of orphans whose parents die of Aids. The hon the Minister should give the money to these organisations who do social upliftment work, but she should make sure that the money reaches the people and does not end up in the pockets of moneymakers.

*Adv C H PIENAAR Mr Chairman, we do appreciate the assistance measures such as feeding schemes for the labourers of the farming community, etc

seven programmes. However, the department took immediate steps and introduced the necessary measures to prevent these malpractices continuing. It is not possible to eliminate them completely when one is working with people.

However we should also express our appreciation to many nongovernmental bodies that render very useful services, and of whom we may justifiably be proud. Let me repeat that it would not be possible for the State, for example, to purchase the services that are rendered by thousands of volunteers out there, and that are subsidised by us. The subsidy we pay is not adequate remuneration for the work they do. It cannot come close to meeting the needs which exist out there, and for this reason it is vital that many of these bodies should generate funds from the private sector and should also rely on the support of the public. [Time expired]

Debate concluded

QUESTIONS

†Indicates translated version

For oral reply

General Affairs

Ministers: appointments/transfers

*1 Mr H D K VAN DER MERWE asked the State President †

Whether he will furnish statistics of how many (a) appointments and (b) transfers of Ministers and Deputy Ministers in respect of general affairs have taken place since he assumed his present office, if not, why not, if so, what are the relevant details? B562E

†The STATE PRESIDENT.

Yes. Excluding the occasion on which I appointed a new Cabinet and Deputy Ministers on assuming office, there have been 12 occasions on which I used my powers in terms of sections 24 and 27 of the Constitution to change the composition of the Cabinet and/or Deputy Ministers.

(a) Appointment of—
Ministers 17, and
Deputy Ministers 12

(b) Portfolio transfers in respect of—
Ministers 27, and
Deputy Ministers 8.

These statistics do not include mere name changes, the mere falling away of particular ministerial responsibilities or the addition of previously non-existent ministerial responsibilities, as those changes do not amount to transfers. They do, however, include the appointments which take effect only tomorrow.

†Mr H D K VAN DER MERWE Mr Chairman, arising from the hon the State President's reply, can he indicate to us whether this erratic reshuffling of the Cabinet contributes towards the present poor administration and maladministration that we are experiencing in the country? [Interjections.]

†The STATE PRESIDENT Mr Chairman, during the same term one of the Ministers died. Later the Speaker also died, which led to the appointment from the Cabinet of the present Speaker. During that time 11 Ministers also resigned. [Interjections.]

Restructuring occurs within every party [Interjections.] How many editors of the *Patriot* have there been in the past two years? [Interjections.] How many information officers have there been over the past two years? [Interjections.] The CP also undergoes reshuffling [Interjections.]

My own ministerial career proves that it is nothing new. In the first seven years of my service as Minister I had nine portfolios [Interjections.] Hon members did not complain then.

A portion of these statistics stems from innovative decisions by the Government. Never before in our history has a role such as that of Minister for Economic Co-ordination been allocated. That was innovative action which led to improved economic co-ordination and planning. These statistics include the abolition of a department in which many problems were experienced, an abolition which had also long been called for by hon members of the opposition parties. In our fight against corruption and bad management we had the courage to close that department and to create a completely new regional situation.

Therefore my reply to the hon member is no, these transfers, with the exception of the forced transfers brought about by circumstances be-

yond our control, such as, for instance, illness and death, were all of a constructive nature and led to better management

†Mr H D K VAN DER MERWE. Mr Chairman, further arising from the hon the State President's reply, I wish to ask whether the very fact that so many of his Cabinet members are retiring is not proof of the fact that the hon the State President cannot give them direction and guidance

†The STATE PRESIDENT Mr Chairman, I suggest that the hon member Mr H D K van der Merwe speaks to my colleagues to find out whether they are satisfied with my leadership. The acrimoniousness of the CP and the manner in which they concentrate on trying to disparage my leadership prove that they are very eager to have me out of the way [Interjections]

†Adv J J S PRINSLOO Mr Chairman, further arising from the hon the State President's replies, I would like to ask whether he can explain to us what functional improvement the transfer of the hon the Minister of Defence, who was appointed and then dismissed within less than a year, achieved in the Cabinet

†The STATE PRESIDENT Mr Chairman, the hon the Minister of Defence who is now retiring is doing so because he indicated that he has come to the end of a very long political career. If his service as Administrator is included, he is one of the longest serving members of this House

As Administrator he served the Cape with great distinction. He is one of the best loved Administrators that we have had [Interjections] His transfer to the Department of Defence was brought about by the retirement and illness of Dr G Viljoen. That necessitated the transfer of the new young hon Minister of Defence, Mr Roelf Meyer, to the Department of Constitutional Development

It happens that transfers have to be made as a result of circumstances beyond one's control. I am sorry that the hon the Minister of Defence could not serve in this office longer and that his retirement has caught up with him. He is a competent man.

I would like to pay tribute to each of the hon Ministers who are retiring today, as I also did in Cabinet today and at a farewell function. They served South Africa with great honour. Their

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contribution to the Cabinet was excellent and we thank them most sincerely [Interjections]

†The CHAIRMAN OF THE HOUSE. Order! Before we proceed with questions, I must point out to hon members that when an hon member avails himself of his right to put a question to an hon Minister and the hon the Minister takes the trouble to reply to that question, there are hon members who are interested in the reply. It is not an invitation for general comment from hon members.

Mrs De Klerk: visit to Atlantis

*2 Mr J J WALSH asked the State President

(1) What was the total cost to the State of his spouse's visit to Atlantis on or about 10 March 1993,

(2) whether he will make a statement on the matter? B581E

The STATE PRESIDENT.

(1) The direct cost to the State of the visit referred to in the question was limited to the cost of her transportation by motor car to and from Atlantis. The distance involved is approximately 104 km, giving an estimated petrol cost of R13,00 for the trip. One could also include the cost of car wear and tear, which according to current AA rates would give a total cost of R276,16

As the hon member is aware, the wife of the State President does not receive any kind of remuneration, despite the extensive official duties which she is expected to perform. Neither does she receive a clothing allowance, even though she is expected to maintain a high standard in her personal attire. As far as the indirect cost to the State is concerned, it was basically limited to the provision of security, which was necessitated by intimidatory threats by the ANC. Security in this regard was provided by the South African Police and is available to all public figures, political parties, sports organisations and the like whenever it is deemed necessary on the basis of a risk analysis. The security services were rendered by the South African Police in the ordinary course of their public duty, and did not give rise to any significant expen-

diture which would not have been incurred if the relevant visit had not taken place at all.

(2) Yes. All civilized countries provide adequate security to their Heads of State, their spouses and other public figures who might be the targets of radical political organisations or individuals. For those who are thus protected, it represents a cumbersome but unavoidable intrusion into their privacy. To blame them for the costs incurred would be a case of adding insult to injury.

Mr R M BURROWS Mr Chairman, arising from the reply of the hon the State President, could I ask him whether, as a matter of principle, the direct costs incurred by the State, whether by his spouse, himself, or any Cabinet Minister or Deputy Minister going to address a closed political party function, should not be re-funded directly by the political party involved? I ask that on a question of principle.

The STATE PRESIDENT. Mr Chairman, the transport of all members of Parliament is subsidised, and the direct cost involved in that is paid to them whatever they use that transport for, whether for the purposes of advancing the interests of their political party or whatever other duty, or even for their own private relaxation.

As opposed to that, there is a perks tax, which provides for the personal part of the official transport, which is thus provided by the State. In the case of the Executive, the same applies. I am in a somewhat different position, in that I do not pay tax. It might be news to the hon members, but my wife has to pay tax and regularly pays tax.

†Mr J H MOMBERG. Mr Chairman, further arising from the hon the State President's reply, I want to ask him whether or not the allegation made that policemen served the tea during that function is correct.

†The STATE PRESIDENT. Mr Chairman, I have to apologize to hon members because I did not reply to one of the questions. To the best of my knowledge it was not an official NP function. As far as the question of the hon member for Simon's Town is concerned, I was not there to see who did or did not serve the tea.

I doubt whether the future of this country in these serious times we live in is going to be influenced by either the R13 or the R276 or by who was kind enough to hand my wife a cup of tea [Interjections]

†The CHAIRMAN OF THE HOUSE. Order! The arguments among members must stop.

Ministers

*1 Mr L FUCHS—Justice [Withdrawn]

*2 Mr E W TRENT—National Intelligence Service † [Question standing over]

Cape Town/Somerset West: crime on N2

*3 Mr A GERBER asked the Minister of Law and Order †

(1) Whether any cases of serious crime against motorists on the N2 freeway between Cape Town and Somerset West were reported to the South African Police during the latest specified period of 12 months for which information is available, if so, (a) how many and (b) what kinds of crime,

(2) whether the Police have taken any steps to protect motorists on this freeway; if not, why not, if so, what steps,

(3) whether he will make a statement on the matter? B485E

†The DEPUTY MINISTER OF LAW AND ORDER

(1) Yes.

(a) 32 cases

(b) 28—malicious injury to property (threw stones at vehicle)

1—malicious injury to property (threw petrol bomb at vehicle)

1—malicious injury to property (threw tree-stump at vehicle)

1—malicious injury to property (threw iron pipe at vehicle)

1—malicious injury to property (threw brick at vehicle)

(2) Yes.

The road is patrolled on a 24-hour basis by a fully equipped vehicle.

(3) No.

Count D
HOUSE OF ASSEMBLY

Temporary teachers do not enjoy the kind of comfort and benefits others teachers do. For example, there is an accumulation of a shorter term in respect of long leave. They do not receive a bonus in the form of a 13th cheque, which teachers, like others, look forward to, if they have not served a full term of twelve months. As the term suggests, their service is of a temporary nature and they never know when the axe will fall. [Time expired.]

Mr H M NEERAHOO: Mr Speaker, I am pleased to note that the hon the Minister has made arrangements to appoint about 250 temporary teachers to permanent positions. The hon the Minister mentioned that permanent posts are not available to accommodate the balance of 700 temporary teachers I submit to the hon the Minister that these teachers are in posts at schools at present and that if there was no need for them to be there, they would not have been employed. I therefore say that these posts should be made permanent immediately. After all, these posts already exist.

I do not think it would be far-fetched for me to link the recent problems in our schools to the insecurity that is the lot of our teachers. Their loyalty and commitment can only be secured by giving them a stake in the teaching profession. I am also pleased to note that the hon the Minister has made arrangements to first make permanent posts available to those teachers who have made a sacrifice by being away from home. It is also encouraging to note. [Time expired.]

Mr A RAJBANSI: Mr Speaker, in addition to the benefits listed by the hon member for Reservoir Hills, teachers employed in a temporary capacity do not qualify for housing subsidies.

This year we are in a positive situation in that we do not have many teachers on the waiting list. In fact, there are certain areas in which we were unable to employ Indian teachers. In those areas we are employing teachers who are not Indian.

I want the hon the Minister to know that the real reason for all this was the negligence of an inconsiderate official, who I think is returning today or in 30 day's time. The former Minister is not at fault. I want the hon the Minister to Education and Culture to analyse the reasons.

Educators must be employed on a permanent basis. Ministers are employed on a temporary basis, as they depend on our will. Two are

HOUSE OF DELEGATES

addressed time and again and this has been the reason for us asking for extra money for education. [Time expired.]
Debate concluded.

QUESTIONS

†Indicates translated version

For oral reply.

Own Affairs.

Chairman of Ministers' Council

State President/public servants' salaries

*1 Mr K PADAYACHY asked the Chairman of the Ministers' Council: D1399

(1) Whether he will recommend to the State President that public servants' salaries be increased by more than the 5 per cent announced recently; if not, why not, if so, what percentage will he recommend;

(2) whether he will make a statement on the matter? D1399E

The CHAIRMAN OF THE MINISTERS' COUNCIL

(1) The Government has made it clear that due to the prevailing economic situation, any increase over and above the 5% announced, would not be possible at this stage. As members are aware staff associations have been negotiating with the Government on salaries and these discussions are continuing.

(2) No.

Mr A RAJBANSI: Mr Speaker, arising out of the hon the Chairman of the Ministers' Council's reply, I want to say that the question has not been answered. Notwithstanding what has been said, does the hon the Chairman of the Ministers' Council know that a member of his Ministers' Council made a plea in the general affairs debate last Friday especially for educators who earn on average R1 000 per month?

The point is that the hon the Chairman of the Ministers' Council, as the head of this Ministers' Council, should take a stand on compassionate grounds. Is he prepared to take a stand, or is he only prepared to follow "His Master's Voice"? This is the question. [Interjections.]

Paying of accounts for unemployed

*2 Mr K PADAYACHY asked the Chairman of the Ministers' Council

(1) Whether, with reference to an announcement allegedly made by the Chairman of the Ministers' Council of the House of Representatives on or about 12 March 1993 to the effect that all unemployed coloured persons throughout the country would have their water bills, rates and rents paid for them at the end of April, May and June, he intends to make a similar announcement in respect of unemployed Indian persons; if not, why not; if so, when;

(2) whether he will make a statement on the matter? D140E

The CHAIRMAN OF THE MINISTERS' COUNCIL

(1) The Minister of Health Services and Welfare has already directed his Department to investigate this matter. However, the Department of Health Services and Welfare, Administration House of Delegates have already been paying municipal charges and rents over the past years in respect of Indian persons in need in terms of Chapter D of the Memorandum on Social Relief 1975. For the 1992/1993 financial year, R4,6 million has been spent on Social Relief.

(2) No.

Mr A RAJBANSI: Mr Speaker, arising out of the hon the Chairman of the Ministers' Council's reply, I should like to know if he knows who initiated this particular scheme in the Administration House of Delegates.

The CHAIRMAN OF THE MINISTERS' COUNCIL: Mr Speaker, the answer is no.

Mr K PADAYACHY: Mr Speaker, further arising out of the hon the Chairman of the Ministers' Council's reply, is he aware that this is a special compensation over and above what is given by the Department of Welfare in the House of Representatives? Is he willing to

HOUSE OF DELEGATES

Civil servants fearful of democracy

By ANTHONY JOHNSON
Political Correspondent

A PHASING-OUT of a number of apartheid "own affairs" administrations this week has sparked a backlash among civil servants attached to the old order.

The first phase of the ending of race-based administrative control over local government, agriculture and health services is expected to take place tomorrow.

The ending of "own affairs" in housing, welfare, and works programmes are expected in the second half of this year.

Civil servants, angered and fearful about what the move to a non-racial bureaucracy holds, have dug in their heels and taken legal advice in a bid to block President F W de Klerk's reform initiative.

Most of them are in the House of Representatives' administration.

One senior bureaucrat said last night: "For years now they have been advocating their opposition to apartheid, but now they are fighting for its retention."

Another source said: "After being big fish in small pools, they are worried about becoming small fish in big pools."

Other civil servants were concerned about the lack of promotion prospects in provincial administrations or much larger "general affairs" bodies.

Civil servants in call for 'justice'

SHARON SOROUR
Labour Reporter

250
Aug 2/4/93
CIVIL servants did not object to apartheid "own affairs" administrations being phased out, but to the way the government was enforcing the change to "general affairs", says the Public Service League.

Reacting to reports that civil servants are attached to the old order and fearful of the move to non-racial bureaucracy, league general manager Mr Bernard Wentzel said the league did not object to "the handing over of control to general affairs departments", but the way in which it was being done

Mr Wentzel said the league rejected the apartheid structures and fully supported the phasing out of "own affairs",

but members had rights as workers and it was the duty of the league to protect them from exploitation by the government

"The struggle now is not against the retention of own affairs departments, but a struggle for justice and the protection of our members' rights as workers"

The league believed workers' rights would be prejudiced unless the departments to which its members were transferred were "administratively dissolved" and a new order negotiated to comply with the needs and demands of a new South Africa.

"The incorporation of the own affairs departments into the general affairs departments as such is not a solution to redress the imbalances cre-

ated by the apartheid system," Mr Wentzel said.

The league believed that restructuring in the public service would be a process of negotiation and consultation and the organisation could not understand President De Klerk's "haste" in implementing it.

The league had demanded that the implementation date be suspended

"An undertaking was given that the matter would be referred to the Ministers Council of the House of Representatives and that the Commission for Administration would be consulted on this matter."

League spokesman Mr Neville Petersen said a reply was expected today Mr Wentzel said a report-back meeting would be held to tell members of the outcome

State jobs on CPA payroll

Municipal Reporter

250

~~257~~

ABOUT 2 600 central government staff have become Cape Provincial Administration employees because of the demise of "own affairs" administrations. ~~258~~

Local government and health became "general affairs" yesterday and were given to the CPA.

The new staff, formerly paid by the Houses of Representatives and Assembly, were "heartily welcomed" and would be used in their present posts where possible, the provincial administration said

ARG 2/4/92

All former "own affairs" hospitals in the Cape, some of which had been run on an agency basis, and all oral hygiene services have been transferred to the CPA.

The hospitals include Lentegeur in Mitchell's Plain, Alexandra in Pinelands, Port Elizabeth Provincial Hospital, Volks, William Slater and Walvis Bay South hospitals

Transkei training for new SA

AN intensive programme to train Transkeian civil servants to fill administrative positions in a new South African government is under way, according to Transkei military council chairman Major-General Bantu Holomisa.

Gen Holomisa said these civil servants would aid national reconstruction and play a key role in monitoring civil servants "still tied to white

domination" who might oppose a new South African government.

Speaking at a Cape Town Chamber of Commerce conference, Gen Holomisa said some Transkeian civil servants had been sent to England and Canada to acquire technical and administrative expertise.

A structural adjustment programme in Transkei had improved financial controls, he said.

188/250

07 514/93

66 enrol for UWC's school of government

JOHN VILJOEN
Education Reporter

THE University of the Western Cape's fledgling School of Government has enrolled 22 masters and 44 honours students for its first courses

But this should grow into an important contribution to a democratic administration from previously marginalised communities, said rector and vice-chancellor Professor Jakes Gerwel

Several of the students doing the first courses presented by

the school are from local authorities. Others are from the House of Representatives, particularly the Department of Budgetary and Auxiliary Services

Professor Gerwel described the school as "one of the most intellectually exciting projects" at UWC and said it should be functioning fully by next year

The school was a way of harnessing "resistance energy" and translating it into a meaningful contribution towards reconstruction, he said.

It would educate and train people of high quality for a democratic government — encouraging managerial and ethical sensitiveness, competence, accountability, and social awareness

The school's graduates would be equipped for public service and government and would be people acceptable and accountable to the broad community they served.

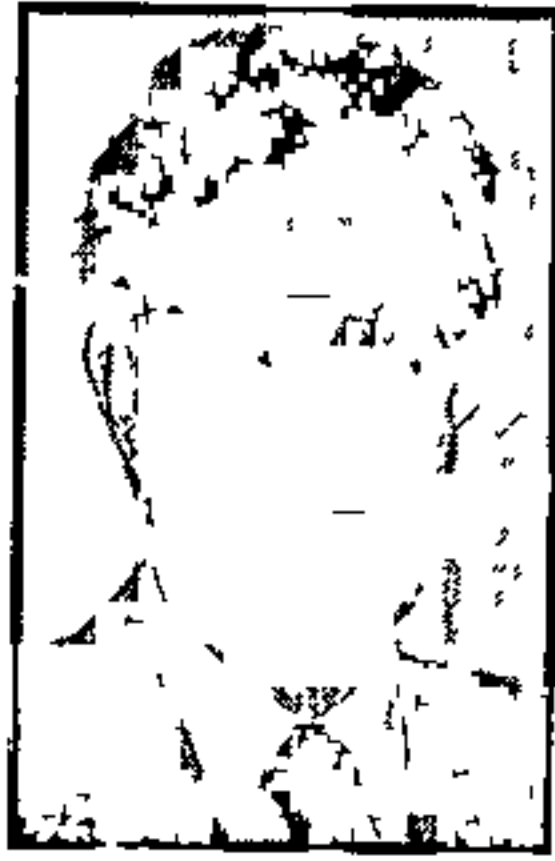
Preliminary funding from the European Community and the Kagiso Trust has gone

some way towards meeting the school's R8,5 million budgetary needs over the next five years.

Recent statistics show that 75 percent of administrative as well as clerical staff in the central service are white

The school should inject well-trained blacks, women and those drawn from rural constituencies and community organisations into the civil service

The UWC senate is discussing proposals to erect accommodation for the school.



Mr George Soros

'Moment of great hope' has arrived in S Africa

AR 8/4/93

SHARON SOROUR
Staff Reporter

264 (250)

BEFORE "Black Wednesday" last September, when George Soros netted R5 billion in the financial coup that plunged Britain into a currency crisis, the international financier and philanthropist spent most of his life as "an ordinary human being"

Now, after having yanked the rug from under the Bank of England, almost single-handedly bringing down sterling, he has become an instant media celebrity

The 62-year-old financier told the Cape Town Press Club "I have become something of a media personality as a result of 'Black Wednesday', but I have spent most of my life as an ordinary human being

"A few years ago I wanted to keep a low profile, but 'Black Wednesday' has helped greatly to promote my foundations"

And it is in his capacity as an international philanthropist and democrat, not a speculator, that he is in South Africa, specifically to launch a R50 million fund to promote democracy

The Open Society Foundation, which was launched in Cape Town this week, will get the money over three years and there may be more in the offing if all goes well. And he firmly believes it will

South Africa's "foundation" is one of a network of 18 worldwide, mostly in central and eastern European countries. He founded the Open Society Fund in 1979, the Soros Foundation in Hungary in 1984 and the Soros Foundation in the then Soviet Union in 1987

His foundations are designed to help build the infrastructure and institutions of an open society and to support a variety of educational, cultural and economic restructuring activities

They seek to provide educational opportunities for individuals, to encourage reform of the educational system and to support the revision of economic structure to encourage private enterprise and a market economy

"I set up an open society fund when I came to feel that I had made more money than was good for me. I really cared about the concept of an open society, having grown up in Hungary as a Jew in the 1930s and lived through the Nazi occupation

"I also had a taste of a communist regime and I might have wasted my life, like so many other people have, had I not taken leave of Hungary," said Mr Soros, who lives in London for some of the year and in New York for the remainder

His first philanthropic effort was in South Africa in 1981

"I set up scholarships for black students but withdrew in 1983 because I felt the situation was hopeless as very efficient machinery of oppression was in power." But he now believes South Africa's moment of "great hope and possibility" has arrived

The chairman of the new fund is Dr Frederik van Zyl Slabbert, policy director of Idasa, which will administer the fund

The board of the fund also includes Idasa's Dr Alex Boraine, Mr Tony

Heard, Mr Peter Sullivan, Ms Helen Zille and Dr Mamphela Ramphele

Mr Soros said he did not expect the board to act as "trustees", but they were in charge of the fund's money and were to "treat it as their own"

He added "The fund is a temporary thing. Instead of building up a foundation, the board should work to building up the society. I am very hopeful the foundation will make a contribution"

The foundation could look at pluralism and professionalism in the media, and the University of the Western Cape's school of government would be high on the list of beneficiaries

The fund would concentrate on the quality of black education

"I hope that the funds will be committed with due speed as a lot of things need to be accomplished. I have a certain perspective on what is going on in the country and it strikes me as being more hopeful than the situation in Russia"

Mr Soros believed South Africa had the transition process "under control" and as long as it did not run out of control, it had a chance of success

Speaking about the concept of an open society, Mr Soros said the greatest lesson to be learnt from events in Eastern Europe was that the collapse of an oppressive system did not automatically lead to the establishment of an open society where people were free

"It's more complex and sophisticated. Transition is not automatic unless there is constructive evolution, and it is more likely to fall into another tyranny or anarchy, which has been the case in the Soviet Union"

An open society did not come about by itself

One of the first questions put to him after he addressed the Press Club was whether he had any investment tips to share. "No," the unequivocal reply shot back, to the amusement of the audience

Known as one of the world's most successful investors, Mr Soros is president of Soros Fund Management and chief investment adviser to Quantum Fund NV, a \$2.5 billion international investment fund which is generally recognised as having had the best performance record in the world during its 23-year history

Described as a "hugely significant man", Mr Soros was born in Budapest in 1930, emigrated to England in 1947 and graduated from the London School of Economics in 1952. He moved to the United States four years later

He founded the Central European University in Budapest and Prague in 1990

The author of three books, *The Alchemy Of Finance*, *Opening Of The Soviet System* and *Underwriting Democracy*, Mr Soros has also received honorary doctorates from the University of Oxford, the Budapest University of Economics, Yale University and the New York School for Social Research

But to get back to the "Black Wednesday" currency buy-out, Mr Soros said he had spent more time talking about it and explaining it than actually doing it

"It was done in the normal course of business. It was very unusual but the risk was very limited"

Public servants in the dock

S/Times 11/4/93

A FAR-REACHING report and draft Bill, newly tabled in parliament, could liberate the public from decades of public service tyranny, secret decisions and lack of accountability.

The Bill follows three years of detailed international research by the South African Law Commission and proposes changes which could make this country's public service among the most open and accountable in the world

It would allow members of the public, affected by government administrative decisions, to challenge those decisions in the courts

Officials, challenged by a member of the public, would be obliged to supply reasons for their decisions. If they did not give reasons, the courts would presume the decisions unreasonable and therefore set them aside

At present, the courts may review only certain administrative decisions and on limited, mainly procedural, grounds. Officials do not have to supply reasons, and usually refuse to do so, even if asked.

Interests

Under the Law Commission's proposed Bill, the decisions of any organ of state could be challenged, from the State President down. Any minister, official, committee, council or any other body that makes a decision could be called to account by the public.

Members of the public "aggrieved" by a decision or whose interests were affected by it, could bring a legal challenge within 90 days of becoming aware of the decision.

They could ask for the relevant authority to give written reasons for the decision, or go straight to court without asking for reasons.

Under special circumstances a court might

Bill aims to end secret decisions by bureaucrats

By CARMEL RICKARD

extend this 90-day limit to a year if the judge involved believes those complaining about an administrative decision could not, reasonably, have been expected to bring a challenge within the three-month limit. If reasons were requested, the authority would have 90 days to reply.

The only official whose decisions would be exempt from court review would be the attorney-general who could not be questioned about a decision to prosecute since this decision would in any case be tested by a trial court.

However, by implication, an attorney-general who decided not to prosecute, could be asked for

reasons — a major development.

Under the Law Commission's proposals, a court could set aside a decision on a number of grounds, the most important of which would be that "no reasonable organ could have made the decision".

Decisions

In the past the courts would have had to find "gross unreasonableness" before they could set aside a decision.

Senior members of the legal profession have welcomed the Bill, saying they had felt for years that public servants should be obliged to give reasons for decisions.

They said the quality of decisions would be likely to improve significantly if the Bill became law. "Just knowing you might have to justify a decision to a court will concentrate the mind and ensure you take a well-reasoned decision."

However, the Bill could face serious opposition from two different directions.

Inside parliament members of the political elite have become used to ruling through a bureaucracy rarely called to account for its decisions. It will be difficult for bureaucrats to accept and support an end to nearly 50 years of such power.

One indication of the government's reluctance to accept judicial review is the fact that it has not accepted a clause guaranteeing the right to such a review which appears in the Law Commission's proposed bill of rights.

Outside parliament ANC lawyers have already said they oppose extending the power of judges to review administrative decisions.

They claim this could frustrate attempts by a new government to bring

about equality. They do not want an unelected judiciary to have the right to thwart decisions of an elected legislature.

This is currently one of the most debated legal issues in political circles. Opponents of judicial review fear judges, lacking sympathy for the ideals of a new regime, could make the country ungovernable by continually setting aside decisions with which they disagree.

Supporters of judicial review say the public has suffered from a closed and unaccountable bureaucracy for many years.

Chances

They would prefer to take their chances with judges, who must give reasons for any decisions they take, rather than suffer any longer an unaccountable public service hiding behind secrecy clauses.

Attorney Peter Leon, who gave evidence about the proposed Bill to the Law Commission on behalf of the Association of Law Societies said the draft was "an outstanding contribution to South African law".

National director of the Legal Resources Centre Geoff Budlender was more cautious. He approved the wording of the Bill which allowed a challenge to a decision 90 days after a member of the public "became aware of the decision" rather than 90 days after the decision was made.

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S/Times 11/4/93

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Assistants win permanent status

ERICA JANKOWITZ

MORE than 100,000 general assistants in the public sector have been granted permanent employee status for the first time and are now covered by the same conditions of employment as other public sector workers.

The Public Sector Caucus, consisting of 11 employee organisations, had been negotiating with the state on this issue for 18 months and finally won agreement on April 5, said spokesman Anton Louwrens.

The agreement proved that progress could be made by negotiating in good faith, he said.

As a result, general assistants — or

unskilled and semi-skilled workers — could no longer be discharged on 24 hours' notice, would enjoy rights to annual and sick leave and, as from July 1, would be covered by the Government Service Pension Fund.

Louwrens said some general assistants had been employed by the state for 30 years and yet were still regarded as temporary workers. "This was

unacceptable to the employee organisations and contributed to various labour disputes in the past," he said.

The next issue to be tackled would be maternity leave, Louwrens said.

STOP 7/14/92

250 354

B. O'NEILL
14/4/93

R19m on official trips

MEMBERS of the public service made 1 415 official visits overseas in 1992 at a cost to government of R19 223 045. President F W de Klerk told Parliament yesterday.

Public sector staff cuts may escalate

15/14/93 GERALD REILLY (250)

PRETORIA — Public sector staff shrinkage was expected to speed up in the first quarter of this year in terms of government's staff curtailment plan, the Public Servants' Association said yesterday.

However, figures released by Central Statistical Service yesterday showed that staff numbers were spiralling in the six homeland bureaucracies — an increase of 32 000 to 242 000 during 1992.

They also showed total employment in central government's general affairs departments and the provincial administrations increased by just over 2 000 to 599 402. For the last quarter of 1992 they were paid R4,322bn — an increase of R514m against October-December 1991.

However, workers in own affairs departments dropped by nearly 10 000 to 190 623, which indicated the winding down of these departments. They were paid R1,776bn — an increase of R216,171m compared with the last quarter of 1991.

The huge increase in the numbers employed by homeland bureaucracies was reflected in the salary bill for the last quarter last year, which ballooned by R256,5m to R1,293bn.

Government has pointed out it has no control over how many are employed by the homelands or what they are paid.

PSA GM Hans Olivier said the CSS numbers illustrated the early results of government's staff curtailment programme. The

To Page 2

Staff

programme would have accelerated in the first quarter of this year as large numbers had accepted early retirement from the close of the financial year at end-March.

Many others would wait until end-July to get the full benefits of the July pay hike in their retirement settlements.

Olivier said the fear of interference with pensions and gratuitous appointments in a new dispensation was not a significant factor for the early retirement numbers.

Based on the CSS figures and taking into account the 5% pay hike, the pay of workers in general and own affairs departments and the provincial administration will cost more than R26bn over a 12-month period.

In the entire public sector — including parastatals, universities and technikons, local governments, Transnet and the Post Office — the numbers employed increased by 2 360 to 1,672-million. They were paid R13,477bn in the October-December quarter — an increase of R1,6bn.

From Page 1

17% of labour in public sector

Political Staff

(250)

MORE than 17% of the almost 10 million people with jobs are employed in the public sector, the Minister of Home Affairs, Mr Danie Schutte, said yesterday.

Mr Schutte said 1 681 776 of the 9 878 299 employed people were in the public sector.

The rest, 8 196 523 people, were employed in the private sector.

CT 16/4/93

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(250)

Public sector's 17%
MORE than 17% of SA's 10-million people with jobs worked in the public sector, Home Affairs Minister Dame Schutte said yesterday. Schutte, replying to a question tabled in Parliament by MP Lester Fuchs (DP Hillbrow), said public servants amounted to 1 681 776 out of 9 878 299 employed people.

R50m fund to aid democracy

Political Staff

A R50-MILLION fund to promote democracy in South Africa was launched in Cape Town last night.

Billionaire philanthropist Mr George Soros also announced he would support the establishment of an independent school of government at the University of the Western Cape

The Open Society Foundation, which was to get \$15m (about R50m) over the next three years, would be responsible for allocating funds to promote "core values for an open society", Mr Soros said.

The chairman of the new fund is Dr Frederick Van Zyl Slabbert, the policy director of Idasa, which is to administer the fund.

Mr Soros is to have breakfast today with the chancellor of UWC, Archbishop Desmond Tutu, before meeting the vice-chancellor, Professor Jakes Gerwel, and other UWC officials.

The extent of Mr Soros's finan-

Benefactor backs UWC school of government

cial support for the school of government is likely to be announced today and it could be more than R1m a year

Mr Soros said in an interview last night that he was committed to seeing the establishment of an open society in South Africa as the country moved through the transition to democracy.

He had hoped to establish a similar fund in the early 1980s

but had come to the conclusion that the situation in South Africa was hopeless

"I am glad to have been proved wrong. I would like to help the process towards democracy be established," Mr Soros said

The new fund would focus on education, media and the training of civil servants to facilitate democratisation in an open society, he added.



PHILANTHROPIST ...
Mr George Soros

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shouted protests, police
said

JBO JBO

'Teeth' in the public service

250
AKG 24/4/83

SHARON SOROUR

Weekend Argus Reporter

PUBLIC service workers are set to increase their bargaining power today with the launch in Cape Town of the Congress of South African Public Service Organisations (Cosapso), representing more than 85 000

Seven public-sector organisations have joined forces to form Cosapso, including three from the TBVC states

Several others have indicated their willingness to join "after proper mandates have been given by their respective members"

The organisation aimed to promote unity among affiliated bodies by co-ordinating activities to establish a nonracial, just and democratic system for public service workers, said acting secretary Mr Bernard Wentzel.

One of Cosapso's main objectives was obtaining recognition from the government, he said

"We will not wait for a new South Africa to be forced upon us," Mr Wentzel said

The organisation would fight for representation on structures in the public service of a new South Africa, the National Economic Forum and the National Manpower Commission

Cosapso also hoped to negotiate the future of "own affairs" departments, the incorporation of the TBVC states into a new South Africa, salaries and service conditions of public service workers

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Civil servants get together

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CT 26/4/93

PUBLIC sector workers will have more bargaining power following the launch of a body of national unity, the Congress of South African Public Service Organisations (Cosapso), at a Sea Point hotel on Saturday.

Cosapso acting secretary Mr Bernard Wentzel said seven organisations had committed themselves to Cosapso and many others had indicated their willingness to join.

At this stage Cosapso had a collective membership of more than 80 000, he said. — Sapa

Star 29/4/93

Caucus, Govt in wage dispute

250

The Public Servant's Caucus yesterday announced it has declared a dispute with the Government following the failure by the State to budge from a decision over a five percent salary increase

The caucus's co-ordinator Anton Louwrens said it had received a letter from the Government saying the authorities would not be increasing the five percent pay hike. The letter was circulated to all 11 members of the caucus.

Louwrens said President de Klerk had stepped in and terminated the negotiation process.

The caucus had informed De Klerk that it regarded itself as being in dispute with the Government.

If the Government insisted on the five percent increase on basic salary only, those members receiving an occupational allowance would receive less than five percent

— Pretoria Bureau

between South African suppliers of inputs and exporters" . . . "The results indicate that GEIS plays a crucial role in stimulating exports, although its role in stimulating investment in export activities is questionable."

GEIS clearly stood no chance of making a dent on the investment climate of the last two years. The Department of Trade and Industry itself, has already had two important investigations done by an independent auditing firm, Deloitte & Touche, with regard to the GEIS. The first investigation was directed at the internal management of GEIS and the administrative efficiency of the guidelines according to which the scheme is run. It included certain proposals for improved control measures, and these have been implemented as from October 1992. The second investigation which Deloitte & Touche has just completed, focused on the efficiency of the scheme for the promotion of exports. The conclusion that Deloitte & Touche reached, was that the GEIS, despite certain shortcomings, is a vital export instrument.

Nonetheless, the Department of Trade and Industry will be obliged to phase out the GEIS if South Africa should accede to the Uruguay Round Agreement of the GATT. The agreement comes into force one year after it has become open for acceptance. Thereafter, developed countries are granted three years, and developing countries six years to phase out export incentives which go against the GATT stipulations. The serious uncertainties bedeviling Uruguay are well known.

Moreover, as the removal of the anti-export bias from the South African economy through tariff rationalisation proceeds, the GEIS will obviously be adapted and adjusted downwards. Central to the adjustments to the South African economy, is the role awarded to exports in the Normative Economic Model

which was recently announced. Some of the model's stated goals, which are regarded as essential for economic growth, are outlined below

- (a) That South Africa will have to become fully competitive in internationally tradeable goods and services
- (b) That South Africa's economic growth must be exported
- (c) That an increasing export bias, which will attract investment and pay for increasing imports of capital goods and intermediate inputs, must be pursued.
- (d) That inflation must be curtailed.
- (e) That closer links be forged with the large trading blocs.
- (f) That South Africa must increasingly move away from the export of primary products towards secondary and manufactured products.

In the short and medium term GEIS is important in achieving these goals. It is also important to realise that GEIS cannot be dealt with in isolation. Subsidies are never ideal. This one can be removed as the problem for which it compensates is taken out of the system. This is receiving the fullest attention of teams from the Department, the BTT and the IDC

- (3) A total of 51 cases of alleged fraud related to the GEIS are being investigated by the Office for Serious Economic Offences (15), the Commercial Branch of the South African Police (1) and my Department in co-operation with the State Attorney and the Commissioner of Customs and Excise (35). These numbers must be seen in perspective. Firstly, it is unlikely that fraud will be successfully proved in all these cases. Secondly, in every instance where a payment turns out to have been tainted, steps for recov-

ery are being taken with the co-operation of the state attorney. It can also be mentioned that a Departmental Committee has been formed with the express purpose to evaluate possible cases of fraud under the Scheme so that these can be handed over to the SA Police or the Office for Serious Economic Offences. Arrangements were made for the SA Police and the Office of the State Attorney to serve on this Departmental committee.

Apart from these investigations, my Department is continuously involved with external verification actions in terms of which 61 cases are currently receiving attention. These verification actions will probably bring further cases to light which will have to be pursued by the above-mentioned bodies. It can be mentioned in this regard that the staff component involved with the checking and verification of claims, is being complemented by means of a restructuring of certain sections of the staff component of the Department. Attention is also being given to the possibility of using the services of qualified national Servicemen to ensure the maximum number of claim verifications.

Under present circumstances it is virtually impossible to obtain funds for any increase in staff

spectively, and (u) what were the amounts involved, (c) (i) what procedural changes have been implemented regarding the checking, consideration and approval of pay-outs under this scheme since the first fraud case in respect of the scheme came to light and (u) when did the latter case come to light, (d) how many staff members of his Department were involved in the handling of GEIS applications as at the latest specified date for which information is available and (e) who were the beneficiaries of pay-outs under this scheme in each of the financial years referred to in paragraph (1) (a) (i);

- (2) whether additional staff members had to be appointed to handle investigations into and payments in respect of GEIS applications, if not, why not, if so, (a) how many and (b) when,
- (3) whether officials of any other Government Departments have to co-sign cheque pay-outs; if not, why not, if so, what are the relevant details,
- (4) whether any staff members of his Department have been implicated to date in the approximately 36 investigations into cases of alleged fraud, if so,
- (5) whether any legal or administrative steps have been taken or are to be taken against such staff members, if not, why not, if so, what steps? B538E

GEIS: applications/staff

252 Mr L FUCHS asked the Minister of Trade and Industry

- (1) (a) (i) How many applications under the General Export Incentive Scheme (GEIS) were (aa) received and (bb) approved in each of the financial years in which this scheme has been operative and (u) what was the amount involved in each of these years, (b) (i) how many of the above applications were in respect of exports in Categories 1, 2, 3 and 4, re-

The MINISTER OF TRADE AND INDUSTRY:

- (1) (a) (i) (aa) 1990-1991 1 541 applications were received
- 1991-1992 4 967 applications were received
- 1992-1993 4 798 applications were received (up to 26/3/93)

- (bb) 1990-1991. 669 applications were approved
- 1991-1992: 3 754 applications were approved
- 1992-1993 4 756 applications were approved (up to 26/3/93)

(u) (Promissory notes issued and cash pay-outs made)

- 1990-1991 R140 039 767
- 1991-1992: R1 342 110 575
- 1992-1993: R1 591 294 869 (up to 26/3/93)

(b) (i) Almost all applications extend over three qualifying categories. It is thus impossible to do a quantitative categorisation of claims at the time of receipt. The following statistics concerning categories are based upon the values of processed and paid claims for the 1990-1991 and 1991-1992 financial years.

Category 1 = 0%

2 = 13,2%

3 = 34,9%

4 = 51,9%

(u) Please refer to the reply to question (1) (a) (ii) above

(c) (i) The guidelines that apply to the GEIS have already been amended twice in the light of the experience gained through the handling of GEIS claims. The latest amendment, which made the procedures related to the submission of claims more stringent, was issued in September 1992 and came into effect on 1 October 1992. Action was therefore not only taken after the first fraud case in respect of

the scheme came to light but the rules of the scheme have been evaluated constantly to identify possible loopholes. The services of Deloitte & Touche were also acquired to review guidelines, administrative procedures and internal management and to make proposals in this regard. Many of the firm's proposals were incorporated into the latest guidelines. The guidelines are currently being reviewed from a legal-technical viewpoint in conjunction with the State Attorney to eliminate loopholes from a legal viewpoint. It is not practical to fully describe all the amendments to the procedures in this answer. A copy of the amended guidelines of 1 October 1992 is therefore being furnished to the hon member.

(ii) The first fraud case came to light in July 1991 and the person involved was sentenced in December 1991.

(d) 38 on 26 April 1993

(e) Given the fact that 9 179 claims by active participants in the scheme have been approved to date, full details regarding all the beneficiaries of pay-outs for each financial year will fill volumes. The information is, moreover, of a confidential nature

(2) Yes

(a) and (b) At the time of the implementation of the GEIS, 10 officials were responsible for the Scheme. Currently 38 officials are involved with the processing and internal verification of GEIS claims, of whom 18 officials from other Directorates and Subdirectorates in my Department are seconded to GEIS. This increase occurred gradually since the middle of 1991

Over and above the before-mentioned, 6 officials of the Directorate: Business Economics Investigations are being utilised on a full-time basis to attend to external verification actions. Arrangements are presently being made to increase this figure substantially.

Attention is also being given to the possibility of using the services of qualified National Servicemen to ensure the maximum number of claim verifications.

With regard to payments, the services of 3 officials from the Directorate: Financial Management are being used.

(3) No. In terms of section 1 (1) of the Financial Regulations issued under section 38 (1) of the Treasury Act (No 66 of 1975), the Director-General was appointed as the Accountable Officer of my Department. The Director-General is in charge of the funds allocated by Parliament to the Department by means of the annual budget.

Consequently no other person or official of other Departments can issue or sign

cheques/warranty vouchers. This is reserved for persons within the Department of Trade and Industry who have proper authorisation and who are authorised signatories.

The issuing, handling and signing of cheque payments/warrant vouchers are in all respects handled in accordance with the Financial Regulations and Treasury Instructions issued in terms of the Treasury Act (No 66 of 1975).

All approved expenditures are subject to auditing by the Auditor-General.

(4) No. Since the inception of the GEIS, three officials were involved in irregularities which were not related to GEIS fraud. In one instance warrant vouchers were stolen. In the other two cases officials were bribed to provide information regarding the names and addresses of GEIS claimants to consultants.

(5) In all three cases the staff involved left the service of my Department and charges were immediately laid with the SAP.

Employment cuts cost govt R3bn ²⁵⁰

~~ADRIAN HADLAND~~ ²⁵⁰

PRETORIA — The retrenchment or early retirement of almost 24 000 public service workers since last year had cost government about R3bn in pensions, leave gratuities and overheads, Public Servants' Association deputy GM Casper van Rensburg said yesterday ^{B/D/M 29/4 93}.

He said the need for a future government to create a more open public service by encouraging further voluntary retrenchments and early retirements would make it difficult to take advantage of the savings "I doubt the government will ever get its money back"

The job cuts followed Finance Minister Derek Keys's decision last year to reduce public service expenditure by 5% This was complemented by the 5% limit on annual public sector salary increases announced in the Budget

A Finance spokesman said the Minister had provided only broad guidelines for the expenditure cuts in September last year but individual departments had been responsible for implementing cost reduction strategies The 5% cut had also been aimed at improving productivity.

Van Rensburg said most of the public servants affected by the cuts had taken voluntary retrenchment.

Meanwhile, GERALD REILLY reports that the Medical Association of SA (Masa) has charged that essential medical care would be jeopardised by the "non-negotiable" 5% salary increase offer.

Masa chairman Prof Ralph Kirsch said yesterday the small salary hike coupled with the increased taxation would almost certainly result in a further loss of professional staff, aggravating the intolerable workload of health personnel

Approval of public service Bill 'likely to provoke clash'

Blom 3/5/92

PRETORIA — The passing of the Public Service Labour Relations Bill in Parliament was likely to lead to a major clash between government and public service workers over a 5% pay hike, senior public servants said last week.

250

When the Bill was passed — which would probably be during the current session — government workers for the first time would have "real muscle" in bargaining for pay and service improvements.

The Bill provided for negotiations up to arbitration. Some workers in "nonessential" services would have the right to strike in support of demands.

The Bill, which had passed a first reading in Parliament, was with a parliamentary committee which had been hearing representation on its content from interested parties, including Codesa.

Earlier last week the public service said it wanted the 5% increase to be extended to allowances.

GERALD REILLY

Caucus spokesman Anton Louwrens said President F W de Klerk's "bad faith" display in cutting short negotiations — which had been in progress for months — with the Commission for Administration remained a major grievance.

Last month De Klerk bluntly told the Teachers' Federal Council government would not budge on the 5% pay increase.

The TFC was pressing National Education Minister Piet Marais to agree to a new bargaining mechanism for teachers.

The Medical Association of SA had registered its dissatisfaction with the fact that the allowances of doctors in government service would remain frozen.

Their salary increases amounted to 3,7%.

This, Masa said, was totally unsatisfactory, especially in the light of the shortage of doctors in state and provincial hospitals.

New SABC board 'will be a starting point'

CAPE TOWN — The new SABC board would be only a starting point for the restructuring of the whole electronic media, Home Affairs Minister Danie Schutte said in Parliament yesterday.

Replying to debate on the Broadcasting Amendment Bill he said he believed SA needed not only a monitoring commission but also an independent licensing authority. *BLOM 5/5/93.*

He agreed with the suggestion by MP Peter Soal (DP, Johannesburg North) that there should be a monitoring function. To call it an independent media commission was a misnomer. It should be an electronic media commission.

Government had already made proposals for this in line with proposals made at Codesa II. These proposals should be taken to the multiparty conference and accepted as soon as possible.

Schutte also said more than 700 nominations had already been received for the new SABC board. Preparations for getting the board appointed had been carried out with tremendous success.

Given the pressure of time, it could not be expected that the procedure finally decided on would have the full support of every political party. The present solution represented the broad consensus of all the parties, Schutte said.

Meanwhile, the SABC board appointment panel is to hold a meeting today to hear submissions.

The session at the World Trade Centre in Kempton Park will hear verbal submissions and should be the last before the panel chooses the 21-member board.

Nine groups will make submissions today: the Campaign for Independent Broadcasting, the National Land Committee, the SABC management committee, Lawyers for Human Rights, broadcast interest groups, the Evangelical Fellowship of Congregational Churches of SA, Electronic Media and Education, the Black Sash and the SA Committee on Higher Education. — Sapa.

Cosatu public sector workers plan protests

COSATU affiliates in the public sector yesterday announced a programme of action to protest against government's planned rationalisation of the public service.

Marches, sit-ins and a possible strike will form the first stage in Cosatu's rolling mass action campaign for May.

The six unions represented have demanded an end to public sector spending cuts, an end to retrenchments and unilateral restructuring, a living wage, one Labour Relations Act for all workers, an interim dispute resolution mecha-

ERICA JANKOWITZ

nism and the right to freedom of association. Speaking on behalf of the unions, Post and Telecommunications Workers' Association president Kgabisi Mosonkutu said if demands were not met, a "tools down" across the public sector would be called as a last resort.

Elaborating on rolling mass action, Cosatu spokesman Bheki Nkosi said regions and affiliates were devising individual plans of action.

He said if no progress had been made by May 31 a general strike would be considered.

'Jobs for whites': Ranchod hits out at government

MICHAEL MORRIS, Political Correspondent

ONE of President De Klerk's newest ministers, Dr Bhadra Ranchod, has hit out at the government's mostly whites-only employment policy.

Dr Ranchod, Minister of the Budget and Auxiliary Services in the House of Delegates and former South African ambassador to the European Community in Brussels, said that in spite of a departmental report in 1986 highlighting the problems, there were still imbalances in the civil service favouring whites at the expense of Indian public servants.

(250) ARG 11/5/93
Speaking in debate on his department's budget, he proposed immediate affirmative action to correct this.

Staff morale was at its lowest and unfulfilled promises had led to a feeling of hopelessness.

"To rectify the effects of the past discriminatory practices which affected the careers and lives of Indian staff, definite steps will have to be taken to prove the administration's bona fides."

He said many white civil servants had indicated that they intended leaving the administration, and these posts would be filled by Indian candidates, many of whom were available.

Dr Ranchod said a 1986 report by the House of Delegates' Commission for Administration recommending an in-depth investigation into the difficulties facing Indian civil servants was "largely disregarded" by the predominantly white management in the administration at the time.

Indians were generally precluded from applying for posts in other government departments.

Dr Ranchod said: "Even more disconcerting is the fact that the majority of the posts in the management cadre were being filled by whites whenever vacancies arose.

"The post of chief director, four directors and five deputy directors that were filled by whites from outside the administration could easily have been filled by Indian candidates.

"From 1984 to 1992 there were about 67 posts that were effectively blocked by the promotion of whites from outside into this administration."

people away anyway. These people have to be accommodated.

Many of these people have been driving for 30 or 40 years, if not more. I am only talking about people who obtained their licences in South Africa. We have to accommodate these people somehow, otherwise we will always find ourselves with a lot of people on the roads who are not licensed. Eventually we will begin to find rebellious people going against traffic officers and the traffic regulations. This is what we must try to avoid.

We cannot merely sit back and say "no". Let us look at who these people were who obtained illegal licences. They were not the privileged people. They were not the people who always had everything they wanted close at hand and who could merely walk into a testing station and get a licence without even being tested properly. We are talking about people who were turned away in great numbers because of the colour of their skin, who were ill-treated by the traffic inspectors, and this is still being done on a regular basis today.

We cannot shy away from it. We cannot merely reply, "no", as openly as the hon the Minister did. There is no such thing as "no" where this is concerned. We have to accommodate these people. If we want to bring down the deaths on our roads, if we want to make the road safer for travelling on we have to address this problem. A "no" is not an answer. That is not a solution to the problem. We have to address the problem and address it correctly.

*Mr N M ISAACS Mr Chairman, recently we have found that a period of grace was granted to people who had unlicensed firearms and unlicensed television sets. Today we are saddled with a situation in which people have illegal vehicle licences. We could also call them false licences.

I now want to ask the hon the Minister whether it is not possible to ask these people to come forward if they have illegal or invalid licences. They must then hand in those licences in order to be allowed to undergo a test. What do we find today? Those licences sometimes come from abroad, or from the Transkei. A few weeks ago a senior representative of the Transkei was caught. That person was under the impression that that licence of his was valid. When they put

HOUSE OF REPRESENTATIVES

most of those people a driver's licence is a means of securing an income. They make a living from driving. Yet we are just going to stand here and say "No, everybody with illegal drivers' licences must simply be taken off the road and ticketed continually. The fine for this offence runs to a maximum of R24 000, and the offender may also face a certain period of imprisonment."

My question to the hon the Minister is: Did we empty the prisons in order to accommodate these people without licences? Is that what he wants to do? That is not the solution.

The solution lies in allowing these people to go for a minimal test. What I mean by a minimal test is that such a person should be taken out in a motor vehicle to drive through town, and that he should be tested by a decent inspector. I reiterate that it should be a decent inspector who tests him in order to allow such a person to become a legal driver so that he can drive on the roads without being harassed by traffic inspectors.

*The MINISTER OF TRANSPORT Mr Chairman, I just want to finish what I started saying.

No provision of any kind will be made to legalise such licences [Interjections]. My advice to persons falling into this category is to go through the normal testing procedure without delay and obtain a legal licence. If they do not do that, they are not only driving illegally, but any insurance they think they may have is probably invalid as well, with all the financial implications attached to that.

Last year, when we piloted this legislation through Parliament, we addressed a request to the plus minus 300 000 to 1 million people on our roads who have a false licence please to acquire legal licences. I arranged with the Institute of Traffic Officers to ensure that when a person arrives with a licence that has been falsified and he admits it and says he bought a licence or acquired it in some illegal way or other, they must accommodate him and allow him to undergo the necessary test.

As the hon member said, if a person has already been driving with a false licence for 20 or 30 years, he need not have any fears about passing any test, because then he has been driving for long enough. The main point is that I do not have the support of the Institute of Traffic Officers of South Africa to make any further

concession to any person who does not have a valid licence.

My reply to Mr J Douw, who asked me a question, is that there is no difference between a person who cannot handle a firearm and who walks down the street with it, and a person who cannot drive a motor vehicle and drives down the street in it. Both are a mortal danger to their fellow citizens.

Consequently I shall put this question again to the Institute of Traffic Officers when I speak to the institute. We see one another twice a year on a regular appointment basis. It will be early in August. I shall put it to them that they, as they undertook last year—will immediately help any person arriving there and admitting that he has a forged licence to obtain a legal licence for the sake of himself, for the sake of his insurance and for the sake of his fellow citizens who also use the road.

Debate concluded

QUESTIONS

†Indicates translated version.

For oral reply

General Affairs

State President

1992 Parliamentary session:
transportation/accommodation costs

*1 Mr M A HENDRICKSE asked the State President

- Hansard 12.5.93 (28A)
- (1) What, in respect of the 1992 Parliamentary session, was the total cost to each Government Department of the (a) (i) transportation of seasonal personnel, equipment and documentation between Pretoria and Cape Town and back and (ii) accommodation of seasonal personnel and Ministers in Cape Town during that session and (b) how many personnel were involved, in each case;

- (2) what was the cost of maintaining the accommodation of such personnel and Ministers while it was not in use in 1992,

HOUSE OF REPRESENTATIVES

(3) whether he will make a statement on the matter? ⁽²⁵⁰⁾ C57B

annexure Costs are in respect of both sessions of Parliament held during 1992

†The MINISTER OF EDUCATION AND TRAINING AND OF NATIONAL HOUSING (for the State President).

(2) According to the Department of Public Works the amount is R6 067 901

(3) No.

(Reply laid upon the Table with leave of House)

Department	(1) (a) (i) Cost of the Transportation of Personnel, Equipment and Documentation	(ii) Cost of Accommodation of Personnel and Ministers	(b) Number of Personnel Involved
Office of the State President	R 152 114	R 4 557	70
Parliament	—	—	—
Foreign Affairs	347 949	—	32
Constitutional Development Service	178 358	18 031	23
Water Affairs and Forestry	44 347	19 759	6
Administration: House of Assembly	142 714	98 000	52
Public Enterprises and Privatization	40 597	3 320	12
Justice	87 272	3 979	48
Finance	106 620	12 712	41
State Expenditure	95 700	5 800	16
Audit	24 250	—	4
Administration. House of Representatives	—	—	—
Administration House of Delegates	102 730	18 790	41
Correctional Services	66 281	21 559	46
Home Affairs	72 695	—	19
Education and Training	98 175	17 450	20
Mineral and Energy Affairs	25 094	—	13
Agriculture	72 635	1 606	13
National Health and Population Development	51 969	5 000	17
Police	267 514	—	68
Regional and Land Affairs	93 728	—	25
National Education	114 266	—	21
Environment Affairs	12 268	—	5
Commission for Administration	49 493	—	9
Transport	231 653	13 606	15
South African Defence Force	94 500	—	24
South African Communication Service	49 723	—	12
Local Government and National Housing	51 862	—	24
Public Works	45 180	* 9 614 082	9
Manpower	57 933	2 346	12
Trade and Industry	78 325	78 815	23

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Department	(1) (a) (i) Cost of the Transportation of Personnel, Equipment and Documentation	(ii) Cost of Accommodation of Personnel and Ministers	(b) Number of Personnel Involved
Central Economic Advisory Service	R —	R —	—
Natal Provincial Administration	—	—	—
Cape Provincial Administration	—	—	—
Transvaal Provincial Administration	—	—	—
Provincial Administration Orange Free-State	—	—	—
National Intelligence Service	15 662	21 545	3

* The expenditure represents rent, levies, municipal services, maintenance of buildings and gardens, cleaning services and the procurement and upkeep of furniture. Approximately 800 residential units are concerned

Ministers.

Use of SAAF aircraft by former Chairman of Ministers' Council

(c) (i) About 09 00

(ii) About 18 30

(d) R1 701,00

†Mr J R KUILER asked the Minister of Defence †

Whether the former Chairman of the Ministers' Council of the House of Representatives and other members of Parliament travelled to Prieska in an aircraft of the South African Air Force on or about 5 January 1991, if so, (a) why and (b) who were on in the flight, (c) at what time did the aircraft (i) leave for Prieska and (ii) arrive back from Prieska and (d) what was the cost involved in the flight?

†The MINISTER OF DEFENCE:

Yes.

(a) It was an authorized trip in terms of the rules that apply to Ministers and Deputy Ministers and which were applicable to the Rev H J Hendrickse at that time.

(b) Rev H J Hendrickse and his wife, Mr P A C Hendrickse, MP, Mr H P Ross, MP, and Mr D Lockett, MP. Mr J Scholtz, ministerial representative and his wife accompanied them on the return flight

HOUSE OF REPRESENTATIVES

†The MINISTER. Mr Chairman, at that stage, in terms of Treasury rules, the South African can . . .

†Mr H P ROSS Hotnots!

†The CHAIRMAN OF THE HOUSE: Order! No, there is no need to say that

†Mr H P ROSS. Mr Chairman, I speak for myself

†The CHAIRMAN OF THE HOUSE Order!

HOUSE OF REPRESENTATIVES

Star 14/5/93

24-carat day for JSE buyers

Finance Staff

Gold continued on its bull run overnight — briefly touching a 17-month high of \$370 in New York — as the first words of caution about the “unsustainable” surge in the price were sounded.

After touching the \$370 level, gold fell back slightly to a close of \$368.55. It eased further in Hong Kong this morning to open at \$366.55.

Nevertheless, it was a 24-carat day for investors in gold shares on the JSE yesterday as the market exploded in reaction to gold's surge, which was accompanied by a rise in the platinum price to a 10-month high.

Within 20 minutes of the opening bell yesterday, gold shares had rocketed by more than 10 percent on average and as the gold price remained buoyant the surge in values continued.

At the close, the gold index had soared by an astonishing 192 points to 1636 — more than 13 percent.

The euphoria spilt over into the industrial sector which added 44 points to 4449. The all-share index rose by 124 points to 3888.

“I can't remember when last I saw such hectic activity at the opening bell,” shouted stockbroker Tim Michel above the din.

Trading volumes rocketed

as institutions, private investors and foreigners placed huge buying orders for shares in short supply.

Gold's renewed surge since Wednesday was caused by heavy buying of gold by US-based fund investors, reigniting the fire started in the market by high-profile investors Sir James Goldsmith and George Soros three weeks ago.

Additional factors include fears of higher US inflation.

But there were words of warning, particularly from overseas analysts.

The Financial Times in London, quoting analysts and bullion dealers, described the market as “explosive”

and “having lost contact with reality”

Ted Arnold, analyst at Merrill Lynch, said: “It will all end in tears, although, in the short term, the weight of fund-buying can push gold prices up to virtually any level.”

Andy Smith, analyst at the Union Bank of Switzerland, said the rally was inspired by options activity while buying of physical gold was dropping steeply.

Gold has now risen by more than \$40 since it hit seven-year lows of \$326.50 just two months ago. The gold-share index has more than doubled after bottoming on November 10.

Star 14/5/93

AWB set to join Volksfront

By Norman Chandler
Pretoria Bureau

Reversing its earlier opposition to the Afrikaner Volksfront, the AWB says it will link up with the new organisation after all.

Eugene TerreBlanche, leader of the AWB, told a public meeting in Witbank last night the AB's decision had been made to “mobilise the volk . . . to resist the Government's capitulation”.

It was also announced at the meeting that the Mine-workers' Union and the Iron

and Steel Labour Union were joining the Volksfront.

TerreBlanche told about 2 000 supporters he expected the announcement of the AWB's decision to be a “great shock to both the Government and the African National Congress”.

The AWB boycotted the founding meeting of the Volksfront in Pretoria last Friday. The only representative attending was its Wenkommando leader, “Commandant-General” Servaas de Wet.

Sources in Pretoria said today TerreBlanche had been persuaded not to take action against De Wet.

Ten days ago, TerreBlanche said the Volksfront would splinter the right-wing movement.

A right-wing meeting at the Union Buildings, Pretoria, on May 29 will be addressed by TerreBlanche, General Constand Viljoen, the interim chairman of the Volksfront, and Dries Bruwer, president of the Transvaal Agricultural Union.

Star 14/5/93

No tax on PC pay packages

Members of the President's Council, which is to be abolished on June 30, would be compensated according to precedents set at the dissolution of the senate and provincial councils, President de Klerk said yesterday.

He said the amounts, which he did not specify, would be tax-free.

The packages would be paid out on June 30 and would not include the five percent salary increase envisaged for political officials from July 1. — Sapa

Star 14/6/93
**No tax on PC
pay packages**

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He said the amounts, which he did not specify, would be tax-free.

The packages would be paid out on June 30 and would not include the five percent salary increase envisaged for political officials from July 1. — Sapa. (250)

ting of his crime. The result of the inquest is being awaited.

- (3) A sentenced prisoner from the Nykstrom Prison died on 6 August 1992. The prisoner was sitting in the back of a pick-up on which cargo was transported. During the trip the prisoner fell from the pick-up and he was fatally injured. The result of the inquest has not yet been received.

- (4) A prisoner from the Fort Beaufort Prison was part of a team who was working in town at the Agricultural School on 8 December 1992. Apparently the prisoner fell from the pick-up on which he was transported and died the following day in Hospital. The outcome of the inquest has not yet been received.

- (5) Three sentenced prisoners from the Victor Verster Medium A Prison were part of a team of eight prisoners who were moving furniture of a retired member with a ten ton truck and trailer to Struis Bay on 30 November 1992. Apparently the truck's engine stalled and the truck left the road. Two prisoners died instantly while the third was certified dead on his arrival at the hospital. The result of the inquest is not yet available.

- (6) Three sentenced prisoners from the Modderbee Prison died on 4 June 1992. These prisoners were held at the Boksburg Magistrate's Court for further charges and as witnesses. The prisoners attempted to escape and were involved in a shooting incident. All three prisoners were shot dead. The result of the inquest is not yet available.

- (7) A sentenced prisoner from the Obiqua Prison was part of a team which was working on a river bank on 7 September 1992. A fellow prisoner's shovel fell into the river. Evidently against orders the deceased jumped into the river to retrieve the shovel and presumably drowned. The outcome of the inquest has not yet been received.

- (8) A sentenced prisoner from the Groenpunt Medium Prison escaped from prison on 5 November 1992. On 10 November 1992 his body was found in the river. His death was presumably

HOUSE OF ASSEMBLY

caused by drowning. The outcome of the inquest has not yet been received.

- (9) A sentenced prisoner from the Dwaarsrivier Prison died on 4 August 1992 while moving an irrigation pipe. The pipe accidentally touched an electrical wire which electrocuted the prisoner. The outcome of the inquest has not yet been received.

Schools without electricity

287. Mr R M BURROWS asked the Minister of Education and Training:

- (a) What (i) number and (ii) percentage of (aa) public, (bb) Government, (cc) community and (dd) State-aided schools falling under his Department does not have electricity at present and (b) in respect of what date is this information furnished? B670E

The MINISTER OF EDUCATION AND TRAINING:

- (aa) (dd) (a) (i) 1 208 5 011 (ii) 52% 87%

All Government and community schools have been converted into public schools. Therefore (bb) and (cc) fall away.

- (b) 3 March 1992

Note: The Department installs electricity at all new schools and schools that are being renovated, provided electricity supply is available on the boundary of the school site.

Retired/re-trenched public servants-re-employment

317 Mr B B GOODALL asked the Minister of Education and Training and of National Housing (Minister responsible for the Commission for Administration):

- (a) How many (i) re-trenched and (ii) retired public servants were re-employed during the latest specified period of 12 months for which information is available and (b) (i) in what capacities and (ii) by which Departments were they so re-employed? B732E

The MINISTER OF EDUCATION AND TRAINING AND OF NATIONAL HOUSING (Minister responsible for the Commission for Administration):

- (a) (i) 1 075 re-trenched and (ii) 367 retired

public servants were re-employed by departments and organisational components during the period 1 April 1992 to 31 March 1993 and

(b) (i) and (ii) see attached Annexure with information as furnished by the various departments and organisational components

ANNEXURE

Details of re-trenched and retired public servants who were re-employed by departments and organisational components during the period 1 April 1992 to 31 March 1993

Administration House of Representatives

Capacity	Number of re-trenched public servants	Number of retired public servants
Administration Clerk		1
Assistant Director		1
Total		2

Administration House of Assembly

Capacity	Number of re-trenched public servants	Number of retired public servants
Administration Clerk		2
Administrative Officer	1	1
General Assistant	30	
General Foreman		1
Assistant Director		1
Principal Architect		1
Principal Agricultural Adviser		1
Matron		2
CS Educator (Post level 1)	1 014	123
CS Educator (Post level 2)	4	
CS Educator (Post level 4)	1	
CS Educator (Post level 5)	1	
Operator		1
Security Officer	1	
Senior Administration Clerk	1	
Senior Engineer		2
Senior Agricultural Advisor		1
Senior Storekeeper		2
Senior State Accountant		1
Senior Works Inspector		1
Total	1 053	141

HOUSE OF ASSEMBLY

Count P

Department of National Health and Population Development

Capacity	Number of retrenched public servants	Number of retired public servants
Chief Administration Clerk		1
Senior Typist		1
Total		2

Department of National Education

Capacity	Number of retrenched public servants	Number of retired public servants
Security Officer	1	
Total	1	

Department of Environment Affairs

Capacity	Number of retrenched public servants	Number of retired public servants
Principal Meteorological Instrument Technician		1
Principal Meteorological Technician		1
Total		2

Department of Education and Training

Capacity	Number of retrenched public servants	Number of retired public servants
Deputy Chief Education Specialist (Post level 5)		2
Principal (Post level 3)		2
Principal (Post level 4)		4
CS Educator (Post level 1)		15
CS Educator (Post level 2)	1	1
CS Educator (Post level 3)		1
Education Specialist (Post level 5)		
Total	1	25

count
HOUSE OF ASSEMBLY

Department of Foreign Affairs

Capacity	Number of retrenched public servants	Number of retired public servants
Minister of Finance and Economic Affairs (Director-General grading) Ciskei (seconded)		1
Minister of Justice (Director-General grading) Ciskei (seconded)		1
Ambassador Brussels (Chief Director grading)		1
Ambassador Vienna (Chief Director grading)		1
Total		4

Department of Justice

Capacity	Number of retrenched public servants	Number of retired public servants
State Law Advisor		2
Total		2

Department of Agriculture

Capacity	Number of retrenched public servants	Number of retired public servants
Storekeeper		1
Livestock Inspector		1
State Veterinarian		1
Total		3

Department of Manpower

Capacity	Number of retrenched public servants	Number of retired public servants
Security Officer		1
Senior Administration Clerk	1	1
Typist		
Total	1	2

HOUSE OF ASSEMBLY

1587 *Hunsred* MONDAY, 17 MAY 1993 *Hunsred* 1588

250 *(250)* *(250)* *(250)*

Department of Public Works	Capacity	Number of retrenched public servants	Number of retired public servants
Administrative Officer			1
Total			1

Department of Regional and Land Affairs

Capacity	Number of retrenched public servants	Number of retired public servants
Deputy Director-General		1
Senior Planner		1
Total		2

Department of Transport

Capacity	Number of retrenched public servants	Number of retired public servants
Deputy Chief Engineer		1
Principal Industrial Technician		1
Airworthiness Inspector		1
Transport Inspector		1
Senior Administration Clerk		1
Total		5

Department of Water Affairs and Forestry

Capacity	Number of retrenched public servants	Number of retired public servants
General Assistant		2
Principal Forestry Scientist		2
Principal Engineer	6	2
Principal Industrial Technician		2
Chief Accounting Clerk		1
Chief Provisioning Administration Clerk		1
Senior Administration Clerk		1
Senior General Foreman		1
Senior Water Control Officer		2
Total	6	12

HOUSE OF ASSEMBLY

1589 *Hunsred* MONDAY, 17 MAY 1993 *Hunsred* 1590

250 *(250)* *(250)* *(250)*

Office of the State President	Capacity	Number of retrenched public servants	Number of retired public servants
Supervisor		1	
Total		1	

Natal Provincial Administration

Capacity	Number of retrenched public servants	Number of retired public servants
Pharmacist		2
Principal Medical Officer		3
Principal Specialist		2
Chief Medical Officer		1
Chief Specialist/Professor		1
Medical/Dental Advisor		1
Senior Pharmacist		2
Senior Physiotherapist		1
Senior Specialist		2
Professional Nurse		2
Total		17

Provincial Administration of the Orange Free State

Capacity	Number of retrenched public servants	Number of retired public servants
Administrative Officer		1
General Foreman		1
Artisan (A Group)		2
Artisan Foreman		1
Assistant Roads Foreman		2
Pharmacist		1
Bridge Builder		1
Principal Medical Officer		1
Chief Administration Clerk		2
Chief Professional Nurse		2
Chief Provisioning Clerk		1
Roads Operator		2
Roads Foreman		1
Senior Administrative Officer		1
Senior Administration Clerk		7
Senior General Foreman		1
Senior Medical Superintendent		3
Senior Porter		1

HOUSE OF ASSEMBLY

Cont'd
HOUSE OF ASSEMBLY

Capacity	Number of retrenched public servants	Number of retired public servants
Senior Specialist		3
Senior Dental Technician		1
Senior Professional Nurse		2
Senior Provisioning Administration Clerk		2
Specialist		6
Nursing Assistant		1
Professional Nurse		2
Total		48

250

Provincial Administration of Transvaal

Capacity	Number of retrenched public servants	Number of retired public servants
Administration Clerk		2
Administrative Officer		1
General Assistant	3	1
General Foreman		1
Pharmacist		7
Driver		1
Principal Medical Officer		1
Principal Industrial Technician		1
Medical Orthotist/Prosthetist		1
Chief Administration Clerk		1
Linen Supervisor		2
Medical Officer		1
Medical Superintendent		2
Industrial Technician		1
Operator		3
Roads Superintendent		1
Radiographer		1
Senior Administration Clerk		1
Senior Industrial Superintendent		2
Senior Industrial Technician		1
Senior Specialist		5
Senior State Accountant		1
Telecom Operator		1
Gardener		1
Food Service Supervisor		1
Total	3	40

HOUSE OF ASSEMBLY

Count
HOUSE OF ASSEMBLY

250

Constitutional Development Service

Capacity	Number of retrenched public servants	Number of retired public servants
Director		
Departmental Inspector	1	
	1	
Total	2	

250

South African Police

Capacity	Number of retrenched public servants	Number of retired public servants
Warrant Officer		16
Brigadier		3
Major-General		1
Captain		3
Colonel		6
Lieutenant		4
Lieutenant-Colonel		4
Major		1
Sergeant		5
Total		43

South African Defence Force

Capacity	Number of retrenched public servants	Number of retired public servants
Warrant Officer (Military Practitioner)		1
Administrative Officer		1
General Foreman	3	
Artisan (A group)	1	
Principal General Foreman	2	
Chief Musician		2
Taylor		1
Colonel (Military Practitioner)		1
Major (Military Practitioner)		4
Military University Educator		1
Medical Officer		1
Specialist		1
Senior Provisioning Administration Clerk		1
Total	6	14

Central Economic Advisory Service

Capacity	Number of retired public servants	
	retrenched	retired
State Accountant		1
Total		1

South African Communication Service

Capacity	Number of retired public servants	
	retrenched	retired
Principal Communication Officer	1	1
Industrial Technician		
Total	1	1

Schools: number of classrooms

323 Mr R M BURROWS asked the Minister of Education and Training

(a) What is the (i) total number of classrooms in (aa) primary and (bb) secondary schools administered by his Department and (ii) average number of classrooms in each case and (b) in respect of what date is this information furnished?

The MINISTER OF EDUCATION AND TRAINING

(a) (i) (aa) 43 509
(bb) 14 849

(u) (aa) 5,8
(bb) 23,2
(b) 3 March 1992

Notifiable diseases in each race group

331 Mr M J ELLIS asked the Minister for National Health and Welfare

How many cases of each notifiable disease were notified in respect of each race group in 1992?

The MINISTER FOR NATIONAL HEALTH AND WELFARE

Disease	Population Group					Total
	Unknown	Asian	Black	Coloured	White	
Brucellosis	1	1	6	7	24	39
Cholera	1	0	13	0	0	14
Congenital syphilis	83	0	423	288	1	795
Congo fever	0	0	7	0	2	9
Diphtheria	0	0	2	0	0	2
Food poisoning	2	7	21	51	1	82
Lead poisoning	0	0	1	0	1	2
Legionellosis	0	0	1	0	1	2
Leprosy	2	0	69	0	0	72
Malaria	42	2	2 540	5	188	2 777

HOUSE OF ASSEMBLY

Disease	Population Group					Total
	Unknown	Asian	Black	Coloured	White	
Measles	910	340	12 677	2 117	4 304	20 348
Meningococcal infection	9	3	258	291	32	593
Pesticidal poisoning	3	1	68	50	20	142
Rabies	0	0	15	2	10	27
Rheumatic fever	0	2	15	12	1	30
TB bones & joints	0	3	99	34	6	142
TB genito-urinary system	0	0	34	13	20	67
TB intestines	0	3	50	8	5	66
TB meninges, CNS	3	5	237	98	14	357
TB miliary	1	1	117	48	7	174
TB other organs	34	17	1 653	354	97	2 155
TB other respiratory	0	2	476	373	33	884
TB primary infection	1	1	1 892	2 705	31	4 630
TB pulmonary	247	506	47 608	19 054	782	68 197
Tetanus	1	1	74	2	4	82
Tetanus neonatorum	0	0	15	1	0	16
Trachoma	0	0	7	0	0	7
Typhoid fever	10	8	1 084	8	37	1 147
Viral hepatitis A	138	40	164	215	825	1 382
Viral hepatitis B	27	36	330	175	52	620
Viral hepatitis non-A, B	1	0	25	0	9	35
Viral hepatitis unspecified	0	5	212	56	38	311

HOUSE OF ASSEMBLY

ting of his crime. The result of the inquiry is being awaited.

- (3) A sentenced prisoner from the Nyaburungwe Prison died on 6 August 1992. The prisoner was sitting in the back of a pick-up on which cargo was transported. During the trip the prisoner fell from the pick-up and he was fatally injured. The result of the inquiry has not yet been received.

- (4) A prisoner from the Fort Beaufort Prison was part of a team who was working in town at the Agricultural School on 8 December 1992. Apparently the prisoner fell from the pick-up on which he was transported and died the following day in Hospital. The outcome of the inquiry has not yet been received.

- (5) Three sentenced prisoners from the Victor Verster Medium A Prison were part of a team of eight prisoners who were moving furniture of a retired member with a ten ton truck and trailer to Struis Bay on 30 November 1992. Apparently the truck's engine stalled and the truck left the road. Two prisoners died instantly while the third was certified dead on his arrival at the hospital. The result of the inquiry is not yet available.

- (6) Three sentenced prisoners from the Modderbee Prison died on 4 June 1992. These prisoners were held at the Boksburg Magistrate's Court for further charges and as witnesses. The prisoners attempted to escape and were involved in a shooting incident. All three prisoners were shot dead. The result of the inquiry is not yet available.

- (7) A sentenced prisoner from the Obiqua Prison was part of a team which was working on a river bank on 7 September 1992. A fellow prisoner's shovel fell into the river. Evidently against orders the deceased jumped into the river to retrieve the shovel and presumably drowned. The outcome of the inquiry has not yet been received.

- (8) A sentenced prisoner from the Groenpunt Medium Prison escaped from prison on 5 November 1992. On 10 November 1992 his body was found in the river. His death was presumably

HOUSE OF ASSEMBLY

The MINISTER OF EDUCATION AND TRAINING AND OF NATIONAL HOUSING (Minister responsible for the Commission for Administration)

- (a) (i) 1 075 retrenched and (ii) 367 retired

public servants were re-employed by departments and organisational components during the period 1 April 1992 to 31 March 1993 and

(b) (i) and (ii) see attached Annexure with information as furnished by the various departments and organisational components.

ANNEXURE

Details of retrenched and retired public servants who were re-employed by departments and organisational components during the period 1 April 1992 to 31 March 1993

Administration House of Representatives

Capacity	Number of retrenched public servants	Number of retired public servants
Administration Clerk		1
Assistant Director		1
Total		2

Administration: House of Assembly

Capacity	Number of retrenched public servants	Number of retired public servants
Administration Clerk		2
Administrative Officer	1	1
General Assistant	30	
General Foreman		1
Assistant Director		1
Principal Architect		1
Principal Agricultural Adviser		1
Matron		2
CS Educator (Post level 1)	1 014	123
CS Educator (Post level 2)	4	
CS Educator (Post level 4)	1	
CS Educator (Post level 5)	1	
Operator		1
Security Officer	1	
Senior Administration Clerk	1	
Senior Engineer		2
Senior Agricultural Adviser		1
Senior Storekeeper		2
Senior State Accountant		1
Senior Works Inspector		1
Total	1 053	141

Contd
HOUSE OF ASSEMBLY

caused by drowning. The outcome of the inquiry has not yet been received.

- (9) A sentenced prisoner from the Dwaarsrivier Prison died on 4 August 1992 while moving an irrigation pipe. The pipe accidentally touched an electrical wire which electrocuted the prisoner. The outcome of the inquiry has not yet been received.

Schools without electricity

287. Mr R M BURROWS asked the Minister of Education and Training

- (a) What (i) number and (ii) percentage of (aa) public, (bb) Government, (cc) community and (dd) State-aided schools falling under his Department does not have electricity at present and (b) in respect of what date is this information furnished? B670E

The MINISTER OF EDUCATION AND TRAINING

- (aa) (dd)
(a) (i) 1 208 5 011
(ii) 52% 87%

All Government and community schools have been converted into public schools. Therefore (bb) and (cc) fall away.

- (b) 3 March 1992

Note: The Department installs electricity at all new schools and schools that are being renovated, provided electricity supply is available on the boundary of the school site

Retired/retrenched public servants: re-employment (250)

317. Mr B B GOODALL asked the Minister of Education and Training and of National Housing (Minister responsible for the Commission for Administration)

- (a) How many (i) retrenched and (ii) retired public servants were re-employed during the latest specified period of 12 months for which information is available and (b) (i) in what capacities and (ii) by which Departments were they so re-employed? B732E

HOUSE OF ASSEMBLY

Labour law shake-up for public sector under spotlight tomorrow

ARC 17/5/73

250

□ Cosatu warns of opposition to Bill giving employers 'best of both worlds'

SHARON SOROUR and MICHAEL MORRIS Staff Reporters

CRITICAL talks are due tomorrow between Cosatu and an all-party parliamentary committee on amendments to labour legislation for public sector workers, including those in essential services such as hospitals. The Public Sector Labour Relations Bill could be passed during the present session of parliament if objections by Cosatu and the Medical Association of South Africa (Masa) are resolved.

Negotiations to have the public sector covered by labour legislation began about two years ago, and parliament's Joint Committee on Home Affairs has been grappling with the problem for about a year. Cosatu has warned that if the legislation goes through in its present form, it will campaign against it.

Cosatu's chief objection is that while the Bill limits the right to strike to certain categories of public servants, those excluded — workers in essential services — are being denied an alternative.

National Education, Health and Allied Workers' Union (Nehawu) general secretary Philip Dexter said Cosatu proposed final and binding arbitration be included in the Bill to ensure employers did not have "the best of both worlds".

Cosatu has always argued for one consolidated Labour Relations Act for all workers, even if it distinguishes between workers, he said.

Masa has been in favour of a separate special agreement with the State, outside the provisions of the Bill.

However, the chairman of the Joint Committee on Home Affairs, Patrick McKenzie, was confident last night the Bill would be passed this session.

He said the government was keen to tailor the legislation to meet the needs of all parties involved and that as a result the final Bill would differ markedly from the original. Many amendments have been proposed, and I am confident we will be able to reach a win-win agreement with Cosatu and the other key role-players.

Union threatens municipal strike

THOUSANDS of municipal and public sector workers are to be balloted for national strike action against "government restructuring" and wage pegging, the South African Municipal Workers Union (Samwu) said yesterday.

The 70,000-member union alleged that local authorities were collaborating with the government's restructuring and rationalisation plans, as well as (Mr) de Klerk's decision to peg wages. — Sapa

18/10/93

et

Star 1815195

Pay rise negotiable

The 5 percent civil servants' increase laid down by the State President was still open to negotiation, Budget Minister Gerald Morkel said in the House of Representatives. He said R95,157 million had been allocated to improved conditions of service for all State employees in the house. — San

Public servants re-employed (250)

A TOTAL of 1 075 retrenched and 367 retired public servants were re-employed by State departments and organisational components between April 1 1992 and March 31 1993, the Minister of Education and Training and of National Housing, Mr Sam de Beer, has said.

Mr De Beer was replying to a written question by Mr Brian Goodall (DP, Edenvale). Sapa.

5% rise 'open to negotiation' 250

THE five percent public servants' increase laid down by the State President is still open to negotiation, says Minister of the Budget Gerald Morkel.

Introducing debate on the House of Representatives administration vote, he said R95,157 million had been allocated for improved conditions of service.

The allocation provided for a five percent increase.

"This aspect is still the subject of negotiation between the Commission of Administration and the various personnel organisations and, should the amount allocated now prove to be insufficient, an increase will be requested in the additional budget," he said. — Sapa

uesday, May 19 1993

Homeland public sectors expand

BIDAY 19/5/93

CAPE TOWN — The number of public servants is dropping, although the decline is more than offset by an increase in the number of employees in the self-governing territories, the Commission for Administration has reported.

According to the commission's annual report tabled in Parliament yesterday, 6,5% of SA's economically active population was employed in the public service on 30 September last year.

The total number of public sector personnel stood at about 1,7-million. Of these, about 750 000 were employed by the public service and the rest were classified as "exchequer personnel".

The commission has jurisdiction over only 44,7% of the "exchequer personnel" which also includes those employed by the government services of the self-governing territories and parastatal institutions.

If these employees are included, then 14,5% of SA's economically active population was remunerated with public funds.

The report says during the period October 1991 to 30 September 1992 the number of people employed by central and provincial governments decreased by 12 000.

TIM COHEN

But the staff complement of the self-governing territories increased by 19 211, mainly as a result of an increase in the number of teachers.

The proportion of public servants within the economically active population decreased from 6,9% in 1991 to 6,5% last year.

This was because of a decrease in the number of public servants — down from 764 000 to 751 000 — and because of an increase in the size of the economically active population, which was estimated at 11,5-million.

ERICA JANKOWITZ reports that Cosatu and representatives of public service unions met yesterday to discuss the proposed Public Service Labour Relations Bill.

The unions insisted the Bill be passed during the current session of Parliament. Cosatu said the Bill would, however, have to be amended to bind both the unions and the public service to a process of compulsory arbitration in disputes as many categories of workers were defined as being in "essential services" and so precluded from striking.

Cosatu wants all workers to be covered by a single labour relations Act with the facility to differentiate between workers where necessary.

tion is proceeding. Grazing is being utilized in an orderly manner by cattle and sheep. The nearby situated Caskie Ben, in extent 921 ha, is managed jointly with the Spitskop area as winter grazing.

The remainder of the Vlekpoort Conservation Area, known as the Doornhoek farms, in extent 9 460 ha, recovered to such an extent that it is in a better condition than the adjoining private farms.

Farmers have already made urgent enquiries into the commercial utilization of the farms and the Department is also considering the disposal thereof.

(2) Yes

(a) Upper Vlekpoort Farmers' Association

(b) Portion D of the Doornhoek farms, in extent 2 060 ha, was made available earlier this year as emergency grazing to members of the Farmers' Association who have already reduced their stock numbers on their farms to $\frac{1}{3}$ of the carrying capacity. The lease is for 5 months ending on 31 August 1993. Stock numbers on a portion of the Doornhoek farms may not exceed 165 head of cattle at any time. Rent is payable in advance at R660 per month.

(3) No.

New questions

Police: new aircraft for airwing

*1 Mr P J GROENEWALD asked the Minister of Law and Order.†

(1) Whether the airwing of the South African Police has purchased or is to purchase new aircraft; if so, (a) how many, (b) what types of aircraft, (c) from what organizations and (d) at what cost;

(2) whether he will make a statement on the matter? B776E

†The MINISTER OF LAW AND ORDER.

(1) Yes

(a) Seven (7).

(b) and (c) I do not deem it to be in the

HOUSE OF ASSEMBLY

public interest to supply the required information.

(d) R20 892 636,30

(2) No.

†Mr P J GROENEWALD: Mr Chairman, arising out of the hon the Minister's reply, I want to ask whether the SA Air Force have been contacted to establish whether there are aircraft which can be used to perform a similar task

†The MINISTER: Yes, Mr Chairman, we are constantly in contact with the SA Air Force about aircraft which they cannot use. However, there is also another important consideration for us, and that is that the required aircraft must meet certain standards.

What is also important to us is the running costs of existing aircraft in the country. It can be extremely expensive to use old aircraft for this kind of work.

†Mr P J GROENEWALD: Mr Chairman, further arising out of the hon the Minister's reply, I want to know whether, as he says it is not in the national interest to provide the names of the suppliers, he is prepared to furnish the names to me personally in his office.

†The MINISTER: Mr Chairman, I will even talk to the hon member about it in the passage

Archival records of State Departments/SAP/SADF

*2. Mr R M BURROWS asked the Minister of National Education:

What is the policy in regard to access by members of the public and researchers, respectively, to the archival records of (a) State Departments in general and (b) the (i) Department of Foreign Affairs, (ii) South African Defence Force and (iii) South African Police in particular? B800E

†The MINISTER OF NATIONAL EDUCATION:

The access of members of the public and researchers to archives is governed by Section 9 of the Archives Act, 1962 (Act No. 6 of 1962). In terms of the Act secret records are, as a result of their sensitive nature, not archives and consequently do not fall under the provisions of the Act. The policy is that all interested parties be granted access to ar-

chives in depots as far as possible after the termination of the closed period. As a general principle, a closed period of approximately 30 years is maintained. On request the Minister of National Education can at his discretion and on conditions determined by him, grant access to archives in depots falling within the closed period.

(a) Access to archives of State Departments in general

Access to archives which are still in the custody of offices of origin is granted by the heads of the offices concerned and the Director of Archives does not prescribe to offices in this regard. The Director has, however, issued instructions about the manner in which archives to which the head of the office wishes to grant access should be dealt with in the interests of control and conservation.

(b) (i) and (iii) Access to archives of the Department of Foreign Affairs and the South African Police

The position of these Departments does not differ in any way from the above-mentioned, i.e. all archives are made available in terms of the Archives Act, 1962, and all documents which are classified as secret are controlled by the office concerned.

(ii) Access to archives of the South African Defence Force

The above-mentioned is also applicable to the South African Defence Force, but the Act further determines that access to archives relating to the South African Defence Force in the custody of the archives depot of the Defence Force shall not be authorized without the approval of the Minister acting in consultation with the Minister of Defence.

Mr R M BURROWS: Mr Chairman, arising out of the reply of the hon the Minister, does the Minister, under the Archives Act, ensure that the records which are secret are in fact preserved as records for South African society in the future?

The MINISTER: Mr Chairman, of course I do not personally work in the archives, but I am given the assurance by the Department that the position is that those documents are well pro-

ected for the public in the interests of the future

†Mr H D K VAN DER MERWE: Mr Chairman, arising out of the hon the Minister's reply, I should like to ask, seeing that the Government is now in the process of handing over the reins to the ANC, whether the hon the Minister can give us the assurance that public records in our archives will not be destroyed?

†The MINISTER: Mr Chairman, in the first place, I must make a correction by making it quite clear that it is in no way the intention of the Government to hand over government and power to one party exclusively. Secondly, provision is being made for archives to be properly preserved.

National Education: payment to sports administrator

*3. Mr L FUCHS asked the Minister for Sport

Whether any payments in respect of 1992 have been made to any sports administrator by the Department of National Education, if so, (a) what is the name of the administrator concerned, (b) what amount was paid to this person in respect of (i) salary and (ii) allowances and (c) by what component of the said Department were these payments made? B802E

The MINISTER FOR SPORT:

(1) Yes.

(a) During 1992 the Department did make direct payments in the form of honoraria to the following sports administrators and/or experts who officiated as functionaries at sports conferences.

92/03/12 Prof J L Botha

Honorarium R 50,00

92/08/06 Prof R van Rooyen

Honorarium R300,00

92/08/06 Prof R van Rooyen

Honorarium R300,00

92/08/06 Dr B Steyn

Honorarium R300,00

92/08/06 Dr B Steyn

Honorarium R300,00

92/08/26 Mrs D Luston

Honorarium R100,00

92/08/06 Mr G Potgieter

Honorarium R100,00

HOUSE OF ASSEMBLY

92/11/10 Dr P J van der Merwe
Honorarium R150,00
92/11/26 Mr C Rushmere
Honorarium R 60,00
92/11/26 Prof F J Buys
Honorarium R 60,00
92/12/04 Dr P J van der Merwe
Honorarium R150,00

- (b) (i) No direct payments as salaries were made to sports administrators by the Department of National Education
- (ii) The honoraria which were paid to the persons concerned have already been mentioned
- (c) The Directorate of Sport and Recreation Advancement of the Department of National Education made the payments

Mr L FUCHS: Mr Chairman, arising out of the reply of the hon the Minister, can he tell us whether his Department or any other Government department has paid any amounts of money to a member of the judiciary who was also a sports Administrator in 1992?

†The MINISTER. Mr Chairman, my Department deals with many sport administrators. We do not pay salaries to any administrator directly in relation to sport. If the hon member has any further information available in this connection, I would on a subsequent occasion like to give the reply in writing.

Mr L FUCHS: Mr Chairman, further arising out of the reply of the hon the Minister, I would like to know whether he can tell us whether any other Government department has paid a member of the judiciary any amounts of money [Interjections]

The MINISTER. Mr Chairman, I am not the Minister of the Budget or the Minister of Finance or the Minister of State Expenditure, and therefore I am not responsible for any other departments' expenditure [Interjections]

Mr L FUCHS: Mr Chairman, not really arising out of any reply, may I ask the hon the Minister whether he actually knows what the score was in the game between the parliamentary rugby team and the Russian Republic side last night?

†The MINISTER. Yes, Mr Chairman. I am very pleased to be able to announce that the re-

local regional services council as well as the Regional Development Advisory Committee. However the investigation is still in its initial stage and it is therefore too early to indicate whether or not Pollsmoor and/or its environs will in fact be extended.

I would like to give the hon member the assurance that any future development in this area will be done with circumspection after consultation with all relevant authorities

Meeting between NEC and State

*5 Mr R M BURROWS asked the Minister of National Education:

- (1) Whether he, any other Minister and/or any Departmental officials were involved in a meeting with representatives of the National Education Conference and the chairman of the National Peace Accord during the week of 3 to 7 May 1993, if so, (a) who was represented at, and (b) what was the outcome of, this meeting;
- (2) whether he made any representations to the Cabinet pursuant to the outcome of this meeting; if not, why not, if so, what was the purport of these representations,
- (3) whether he will make a statement on the matter? B806E

The MINISTER OF NATIONAL EDUCATION:

- (1) No. There was no meeting with representatives of the National Education Conference (NEC). At the request of the Chairman of the National Peace Committee, a discussion was held with representatives of the Peace Committee and of various organisations on 4 May 1993.

(a) The Ministers and Heads of Departments of National Education and of Education and Training, the Chairman of the National Peace Committee, representatives of the African National Congress (ANC), the National Education Co-ordinating Committee (NECC) and the Congress of South African Students (Cosas)

(b) The meeting did not have a specific outcome. A report was made to the

Cabinet as a result of a discussion on matters relating to examination fees

- (2) Yes. A full report on the meeting was submitted to the Cabinet. It was decided that all parties concerned should be consulted concerning the payment of examination fees
- (3) No. A statement will be issued after this process of consultation has been completed

Farm labourers' housing: subsidy scheme

*6. Mr A S BEYERS asked the Minister of Agriculture:

- (1) Whether a subsidy scheme in respect of farm labourers' housing was discontinued at the end of 1992, if not, what is the position in this regard; if so, why,
- (2) whether the Government has decided to reinstate this scheme; if not, why not; if so, when was the scheme reinstated or is it to be reinstated,
- (3) whether he or his Department received any representations in this regard from organized agriculture; if so, what was the purport of these representations;
- (4) whether he will make a statement on the matter? B808E

The DEPUTY MINISTER OF AGRICULTURE:

- (1) Yes. Great interest in the scheme caused the allocated funds for 1992-93 to be completely committed by the end of November 1992 and no new applications could subsequently be considered. This commitment shall, however, be met in full during the current financial year.

(2) The Department of Agriculture was compelled to rearrange the priorities in respect of the assistance measures which must be accommodated during the 1993-94 financial year. Continuation of the scheme is being kept in abeyance pending a final decision on assistance measures at present under consideration. The Department of Local Government and National Housing has also been approached to provide funds from the National Housing Fund for this purpose.

Star 19/5/92

Homelands buck staffing cut trend

Political Correspondent

CAPE TOWN — The reduction in South Africa's public service in the year to September 1992 was more than offset by the increase in those employed by self-governing territories.

The Commission for Administration's annual report, tabled in Parliament yesterday, said

the total staff employed by central Government and the provincial administrations had been reduced by 12 865 to 751 267, a drop of 1,68 percent.

(250) However, staff in the self-governing territories was swollen by 19 211 new appointments. This was a rise of 10,19 percent, bringing the total to 207 821. (2)

Cosatu, five unions back teachers' strike

By Paul Bell
and Phil Molefe

As prospects of averting Monday's planned nationwide strike by 80 000 teachers dimmed yesterday, the Congress of South African Trade Unions undertook to place its full weight behind the action, and five other unions representing another 120 000 public sector workers continued to mobilise in the wings.

That teachers will strike appeared almost certain yesterday when the South African Democratic Teachers' Union (Sadtu) announced its withdrawal from all meetings with the departments of National Education and of Education and Training, to

focus on its strike plan.

"The union will be prepared to negotiate only when tangible results can be achieved out of such negotiations. Sadtu is not interested in a talk-shop," said Sadtu assistant general-secretary Thulas Nxesi.

President de Klerk and

● Light at end of tunnel
— Page 9

ANC president Nelson Mandela discussed the crisis for 5½ hours last night and announced that they would continue talks today — probably in the Transvaal.

ANC sources were optimistic that the two leaders were moving towards an agreement.

Meanwhile, five other Cosatu-aligned public-sector unions were yesterday continuing with plans to mobilise another 120 000 workers.

All told, six unions — including teachers and other workers in education, health, the Post Office and Telkom, municipalities, the police and prisons — have announced plans for mass action aimed at forcing the Government to reconsider its 5 per cent wage freeze.

The unions also demand that the Government stop cutting jobs where these affect the delivery of services to communities, cease its "unilateral restructuring" of the public service, and grant to public sector workers the

● To Page 3

Cosatu, unions support strike

● From Page 1

same dispute procedures and strike rights accorded in the private sector.

Cosatu spokesman Neal Coleman told The Star the congress believed the Government had it within its power, financially and politically, to address the grievances of the teachers — and the other public-sector unions — and avert a strike.

National Education, Health and Allied Workers' Union spokesman Neal Thobejane confirmed after a meeting of public-sector union representatives in Johannesburg that the other five unions would "plug in" if Sadtu went on strike.

He said the public-sector wage increase was due to take effect on July 1, allowing time during June for the Government to act. This would be "the deci-

sive month".

Meanwhile, Post Office and Telecommunication Workers' Association general-secretary Mlungisi Hlongwane has indicated that Potwa, while still mobilising for action, is fairly well advanced in its planning.

Potwa members presented demands to Post Office officials in Johannesburg yesterday.

After their meeting, De Klerk and Mandela issued a brief statement saying talks would continue today and a statement would be issued afterwards.

ANC sources said the entire range of problems in education had been discussed.

The education crisis was at the top of the agenda at the Westbrook meeting.

● The Star's Lowveld Bureau reports from Bethal that a regional inspector of the Depart-

ment of Education and Training was held hostage on Tuesday morning by about 1200 pupils who demanded that he refund their exam fees.

Police said a Mr Koti was allowed to leave after about four hours after failing to get money from a bank and assuring the students that he would "work on the problem".

● Sapa reports that ANC Natal Midlands chairman Harry Gwala yesterday called on SA Students' Congress members to learn how to handle firearms, saying that if talks failed, the students should negotiate through the barrel of an AK-47.

● Parents at Grandmore Primary School in Phoenix, near Durban, occupied the school yesterday and barred teachers from school property unless they were prepared to teach.

Fewer SA public servants

THE number of public servants is dropping, although the decline is more than offset by an increase in the number of employees in the self-governing territories, the Commission for Administration has reported

According to the commission's annual report tabled in Parliament this week, 6,5% of South Africa's economically active pop-

ulation was employed in the public service on September 30 last year. The figure for 1991 was 6,9%. The drop was attributed to both an actual drop in the number of public servants as well as to an increase in the economically active population.

The commission only has jurisdiction over 44,7% of the "exchequer personnel", which also in-

cludes those employed by homeland governments and parastatal institutions. If these employees are included, then 14,5% of South Africa's economically active population were remunerated with public funds

The report says from October 1991 to September 1992 the number of government employees dropped by 12 865 people

(250) CT 21/5/93

Ray of hope on education front

W/mail 21/5-127/593

~~11/11/92~~ ~~321~~ ~~328~~ ~~330~~ 250

RESOLUTION of the education crisis hung in the balance yesterday as crucial eleventh-hour talks between President FW de Klerk and African National Congress president Nelson Mandela continued late into the day at a secret Transvaal venue

Hopes of averting Monday's planned nationwide strike by 80 000 teachers and the intensification of student mass action dimmed and brightened in turn amid a total news black-out on any progress made

Just how finely balanced was the outcome was made clear by Education and Training Minister Sam de Beer's resort, on the day the talks began, who applied for a supreme court interdict against the South African Democratic Teachers' Union to prevent teachers in black schools from striking

"It's a red rag to a bull," Sadtu general secretary Randall van den Heever said yesterday "Given the state of relations between teachers and the Department of Education and Training, teachers will defy it just because the DET has brought the action"

The application — for an order declaring the strike illegal, forbidding teachers in DET schools from striking and restraining Sadtu from encouraging them to do so — is to be heard in the Rand Supreme Court today and would be opposed by the union, Van den Heever said

Indications that Mandela's intervention to break the impasse and clear the way for talks between education authorities and teachers and students could succeed came yesterday morning.

A source close to the talks said Finance Minister Derek Keys had been called in — presumably to discuss the budgetary implications of accommodating teachers' demands to reopen negotiations on their five percent wage increase and the students' call for R48 matric exam fees to be suspended

Expectations that the government would also move on the key demand of a national education forum to address the immediate crisis and consider the long-term restructuring of education were bolstered by indications that a meeting between government, educational and political bodies, education providers and the private sector had been scheduled for today

Government concessions on education demands could draw off steam rising from public service unions — which have given the government until the end of the month to reopen negotiations on their demands before launching a full-scale programme of mass action.

As 80 000 teachers — backed by public sector workers — threaten to strike and students plan mass action, FW de Klerk and Nelson Mandela attempt to douse the fire under the boiling education pot.

By GAYE DAVIS

Announcing this week it would throw its weight behind the teachers' strike, the Congress of South African Trade Unions said it was continuing with plans to mobilise about 120 000 workers in five public sector unions to force the government to reopen negotiations on its five percent wage freeze and unilateral restructuring.

The unions — including health, post office and telecommunications, municipal, police and prisons workers — want the government to stop cutting back service providers' jobs and instead look to rationalising its own burgeoning bureaucracy. At the same time, they want public sector workers to be given the same dispute-handling procedures and right to strike enjoyed by private sector workers.

Unless the government indicates a willingness to talk around the issues, it will have little success in keeping the lid on workers' simmering dissatisfaction

Cosatu publicity officer Neil Coleman said. "All the issues can be negotiated. But by saying no to negotiations, the government leaves people with no option but to take action

"What's causing anger is that it is the providers of services, such as teachers, who are being cut back — and not the apartheid bureaucracy. This affects workers directly, but communities are even harder hit where health, education and other services are cut back.

"We're prepared to negotiate on restructuring — but it must be directed at the bureaucracy and not service providers."

Public sector union demands around wages reflect a concern with the same issues raised by teachers: about 30 percent of the country's teaching corps, some 91 000 teachers, earn less than R800 a month

The majority of Sadtu's membership comprise African teachers, many of whom would fall within this wage bracket.

In a caucus between Sadtu and Congress of South African Students this week, student leaders insisted they would continue their campaign in the



Waiting for marching orders ... Police in Johannesburg were on standby for a student protest that failed to materialise Photo: LUANNE CADD

event that their demands — but not teachers' — were met.

Some 2 300 teachers in schools run by the House of Representatives have already applied for early retirement, leaving education authorities with just 900 more posts to axe to meet their target of cutting back by 3 200 posts. But Sadtu's position was that it was opposed to retrenchments in principle, Van den Heever said. "The country needs teachers and newly qualified teachers need posts."

He accused De Beer of acting in bad

faith by using the courts to try to prevent teachers from striking. "Draft legislation for teachers, which includes teachers' right to strike, has been completed by a working group representing national education and teacher organisations," he said.

"The DET was part of those meetings and had accepted that teachers should have the right to strike," he said. "All the court action does is fuel the anger and frustration — the DET can't just try to keep a lid on a boiling pot, it must try to put out the fire under it."

Municipal workers may strike

250

CT 22/5/93

Municipal Reporter

THE South African Municipal Workers' Union (SAMWU) is preparing to conduct a national strike ballot for the first time ever as its members are unhappy with wage offers of about 5% throughout the country.

Yet the Cape Town City Council said yesterday that it had agreed with the two major unions representing its employees, SAAME and SAMWU, to refer their present wage-negotiations deadlock to private arbitration.

This claim was disputed by SAMWU last night. Mr Salie Manie, president of the Cape Town branch, said there must have been a misunderstanding because all the union had said was that in the event of going to arbitration, it would opt for private arbitration using the slower industrial court and conciliation board.

Mr Manie said there was no legal alternative available to the union other than going to arbitration, "because legislation restricts us from going on a legal strike".

Nonetheless, members had rejected arbitration this week, and supported the holding of a strike ballot.

The council said that as far as it was

Union
unhappy
with 5%
increase

concerned, going to arbitration was the most equitable and reasonable way of resolving differences.

Mr Manie said the council had offered its employees a 4% annual increase.

The council said that in the light of the "agreement" to go to arbitration, "it would be extremely regrettable should members of the public have to suffer the consequences and inconvenience of industrial action".

It hoped that SAMWU's support for the call to participate in rolling mass action and workplace demonstrations "is not aimed at the municipality and the ratepayers".

It is drawing up a list of suggested arbitrators and a set of proposed terms of reference for the arbitration which it will submit to both unions.

The council would also supply a list of the effects which salary increases would have on rates.

The council said it believed that any settlement package could not address the issue of wages alone, as other conditions of employment also had an impact on the cost of employment.

It was therefore "preparing" a detailed submission comparing its levels of remuneration and job security with those of other similar organisations for presentation to the arbitrators.

'No path open to us but war'

250
CT 22/5/93

By ANTHONY JOHNSON
Political Correspondent

THE government has opened the door to a fresh barrage of salary demands from the civil service after a climbdown by President F.W. de Klerk during this week's talks with ANC on the education crisis.

The deputy general manager of the 100 000-strong Public Servants' Association, Mr Cas van Rensburg, said that by buckling to mass-action pressure the government has shown that "the only way to deal with it is through war"

"The government has left us no other option but to follow the same path"

After 10 hours of talks with an ANC team led by Mr Nelson Mandela, the government acknowledged that the 5% increase announced for teachers was "inadequate" It also acknowledged that there were "special categories" in the teaching profession as well as the rest of the civil service that "merit special and sympathetic attention at the earliest possible moment"

The Minister of Education and Training, Mr Sam de Beer, told a media briefing yesterday that salary negotiations were "being activated" for civil servants at "the bottom end of the salary scale"

Govt in for barrage of pay claims

He said that increases, which could take effect later this year if the economy improved, would be applied "across the board" to workers in particular categories.

It is understood that workers likely to benefit from the government rethink will be not only teachers but will also nurses, members of the security services and other "essential services" and general assistants with a small take-home pay

The Democratic Party's spokesman on the public service, Mr Roger Burrows, said he estimated that 300 000 to 400 000 members of the public service earned less than R1 500 a month and who could fall into this "special category"

He said that every 1% increase for these workers would raise the state salary bill by R380 million.

A government spokesman told the media briefing yesterday that the increases, still to be negotiated, had been made possible by an ANC "acknowledgement" that these could be facilitated if the economy strengthened.

However, the ANC stopped short of agreeing to suspend mass action or to call for the lifting of all sanctions during the bargaining session

'Don't target Cape Town' — council plea

CLIVE SAWYER, Weekend Argus Municipal Reporter
ARG 22/5/73

THE city council has pleaded with the Municipal Workers' Union not to target Cape Town for industrial action as a wage dispute heads for private arbitration.

The council confirmed this week the two staff trade unions, Samwu and the SA Association of Municipal Employees, had agreed to refer a deadlock on wage increases to private arbitration.

This followed union rejection of a final council offer of a four percent wage hike.

The council said yesterday it was drawing up proposed terms of reference for the arbitration which it would submit to both unions, with a list of suggested arbitrators.

An analysis of the effect salary increases would have on rates would be supplied.

"Any settlement package cannot address the issue of wages alone. Other conditions of employment also impact on the cost of employment."

A comparison was being prepared comparing levels of council pay and job security with those of similar organisations

New labour Bill under scrutiny

**MICHAEL MORRIS
and SHARON SOROUR**
Weekend Argus Reporters

LEGISLATION extending labour rights to thousands of public servants — including those in essential services — is expected to be finalised early next week and could be passed by Parliament before mid-year.

Amendments are expected, but it is not yet clear whether they will satisfy the demands of Cosatu, one of the key objectors to clauses in the Public Servants Labour Relations Bill in its original form.

Disagreement centres on the definition of essential services, and limitations on their rights — particularly their right to strike.

Parliament's all-party committee on home affairs meets on Monday to decide on amendments and to approve the Bill for debate in Parliament.

Mr Phillip Dexter, general secretary of the Cosatu-affiliated National Education, Health and Allied Workers' Union (Nehawu), believed the present definition of essential services was not "fair".

"In our view, an essential service is any service which,

when interrupted, endangers the lives of ordinary people."

Mr Dexter said this meant, for example, that emergency operations at a hospital were regarded as essential, while other operations and medical services which were not "life-saving" were not essential.

"The same applies to other services, like air traffic control, which is not essential. It might be important for flights to take off on time, but it is not essential unless it threatens national safety."

Cosatu wanted a definition which clearly identified workers in essential services, but which "must also be flexible".

"Something which is essential today might not be essential in a while, and vice versa."

Cosatu is also concerned about the right of workers in essential services to arbitration.

Mr Dexter added that while talks held to clarify the issues were "promising ... we have no guarantees and this is what worries us".

Home affairs committee chairman Mr Patrick McKenzie said the parties represented in the committee were discussing their positions over the weekend prior to the committee's final meeting on the legislation on Monday.

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ensure that this document to which he referred cannot easily be forged. In the second place, it is procedure to make use of fingerprints

Any person can be bribed in any circumstances. No country in the world can prevent people from being bribed or forged from taking place. We can introduce measures, however, to prevent this. I referred again to the document itself and to the fact that the procedures in all respects required fingerprints and also that we had made the legislation much stricter earlier this year. We increased penalties, from a fine to two years imprisonment, and six months' imprisonment was increased to five years' imprisonment.

I submit that it is very easy to present vague allegations here. Hon members should present more positive proof and solutions. I submit that this Government introduces the sternest measures to strengthen our identity documents.

Debate concluded

QUESTIONS

†Indicates translated version.

For oral reply.

General Affairs.

SABC: footage of Mr Hani's death/funeral

*1. Mr J H W MENTZ asked the Minister of Home Affairs

(1) Whether the South African Broadcasting Corporation was requested by the Goldstone Commission recently to furnish full and unedited footage of video material in respect of the death and funeral of Mr Chris Hani, if so,

(2) whether this request was acceded to; if not, why not; if so, to what extent,

(3) whether he will make a statement on the matter? B810E

†The MINISTER OF HOME AFFAIRS

(1) Yes

(2) Yes, all available material was furnished to the Goldstone Commission. The SABC does not keep all unedited ver-

sions of material, because the video cassettes are used repeatedly. All available material on the Hani funeral was however furnished to the Goldstone Commission

(3) No

†Mr J H W MENTZ: Mr Speaker, arising out of the reply of the hon the Minister I wish to state that we have information that the footage of events inside and outside the stadium which was handed to the Goldstone Commission contains only positive aspects which portray the ANC in a positive manner and that the events surrounding the intimidation and the burning of people and animals were not supplied to the Goldstone Commission.

†The MINISTER: Mr Chairman, if the hon member can give that specific information to me, I shall pass it on and specifically request that it be attended to. I also want to say that at this stage I am not aware that the Goldstone Commission is not satisfied with the cassettes that were handed to them.

†Mr J H W MENTZ: Mr Speaker, further arising out of the hon the Minister's reply I wish to say that it is quite clear from his answer that that material no longer exists and that some of the material has been erased because of the reuse of the cassettes.

†The MINISTER: Mr Speaker, one simply cannot expect the SABC to keep the cassettes of everything they record forever.

Randburg City Council: Chairman of Management Committee

*2 Mr P H DE LA REY asked the Minister of Local Government †

(1) Whether a certain person, particulars of whom have been furnished to the Minister's Department for the purpose of his reply, was recently elected chairman of the Management Committee of the Randburg City Council; if so, (a) when and (b) what is the name of this person;

(2) whether, at the time of his election, the person qualified for election as chairman of this Management Committee, if so, in terms of what statutory and/or other provisions; if not, why not? B811E

†The MINISTER OF LOCAL GOVERNMENT.

†Mr Speaker, in opening, allow me to congratulate you on the fact that you are occupying the Chair on 26 May 1993, 45 years after 26 May 1948 [Interjections]

(1) (a) March 1993

(b) Councillor G C Cooney

(2) Yes—Chapter III of the Municipal Elections Ordinance, No 16 of 1970, Transvaal

Traffic officers: remuneration

*3 Adv C H PIENAAR asked the Minister of Education and Training and of National Housing (Minister responsible for the Commission for Administration) †

Whether, in the 1991-92 and 1992-93 financial years, the Commission for Administration took steps to improve the remuneration packages of provincial traffic officers; if not, why not; if so, what steps? B812E

†The MINISTER FOR NATIONAL HEALTH AND WELFARE (for the Minister of Education and Training and of National Housing (Minister responsible for the Commission for Administration)):

Yes. 1991-92 financial year. In addition to the incorporation of the 10% non-pensionable allowance, which had been payable to all Public Service Act personnel since 1 April 1990, into basic pensionable salary and the granting of a differentiated salary adjustment of 9,6% at the lowest level and 6,6% at the highest level, the following steps were taken

— A non-pensionable occupational allowance of R1 200 per annum was instituted for the four lowest post levels of provincial traffic officers

— The gradings of the remaining two post levels were upgraded by one post level each

1992-93 financial year. An average pensionable general salary adjustment of 9,2% was granted to all Public Service Act personnel

†Adv C H PIENAAR: Mr Chairman, this question has arisen every year for the past three years now and I have also put it at provincial debates

Arising out of the hon the Minister's reply, I should like to ask why the remuneration package of provincial traffic officers, who make up the front line of law enforcement, especially on the roads, is still so far behind that municipal traffic officers generally get better remuneration packages than provincial traffic officers

Although these adjustments mentioned by the hon the Minister have been made, they are still so far behind that provincial traffic officers are some of the worst-paid law enforcers in this country. I want to know why attention is not being given to this

If one asks the question on a provincial level, they refer one to the central level. When one asks it on a central level, they refer the matter back and say that it has been attended to. Why are these people's remuneration packages not brought onto the same level as, for example, the SA Police? [Interjections.] B813E

†The MINISTER: Mr Speaker, the hon member may table the question so that the relevant hon Minister can reply to it for him

Slagboom: accident involving school cadets

*4. Mr E W TRENT asked the Minister of Defence:

(1) Whether, with reference to an accident which occurred at Slagboom on or about 18 March 1993 and in which a number of pupils were killed and injured, school cadets attending cadet camps have the same status as do members of the public undergoing national service; if not, (a) why not and (b) how does their status differ,

(2) whether the South African Defence Force has paid or intends paying compensation in respect of each pupil killed or injured in the above-mentioned accident, if not, why not, if so, (a) what amount and (b) how is this amount calculated? B836E

†The DEPUTY MINISTER OF DEFENCE

Mr Speaker, before I answer the question, on behalf of the Government and the SA Defence Force I should like to express our sincere sympathy to the parents and family and friends of the three boys who passed away in this tragic accident.

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May 27 1993 7

Protesters jam Civic Centre

Staff Reporter

ANGRY city council workers jammed into the Civic Centre yesterday to hand in a list of demands, including one for more pay (250)

The workers formed part of a Congress of South African Trade Union (Cosatu) march through the city centre which was also protesting against the unilateral restructuring of government and municipalities

When about 3 000 Cosatu supporters entered the Civic Centre, members of the police International Stability Unit rushed to block them from entering the building and scuffles broke out.

Workers jeered at mayor Mr Frank van der Velde shouting, "we want our money" and "what kind of mayor are you who talks from behind the police"

City council workers have rejected a pay increase of four percent.

After negotiations between Mr Van der Velde and union officials it was agreed the police should leave

Radical plan to cut State debt, end pension crisis

SITimes (BussJ) 30/5/93

By CIARAN RYAN

THE Government should write off R39-billion of the R140-billion in public debt and save R6-billion a year by defunding the State pension funds, says Nedcor chief economist Edward Osborn.

He says efforts to secure full funding of the funds are undermining State finances and should be halted.

The contractual obligation of the State to public servants is adequate security for pensioners, says Mr Osborn in Nedbank's Guide to the Economy.

Instead of trying to reduce the R28,9-billion actuarial deficit on the Government Services Pension Fund (GSPF), the Government should acknowledge the debt to employees and collapse the fund into the State Revenue Account — the main account for receiving tax revenue and borrowings.

Pension benefits should be paid from the State Revenue Account.

Drain

This would save R3,2-billion annually in State contributions to the three main pension funds and R5-billion in interest. Employees would continue to contribute R1,2-billion a year, but to the Revenue Account. Benefits of R3,4-billion are paid out annually from revenue.

"There is no doubt that this would be seen as too radical for the moment," says Mr Osborn, "but it may well be forced on the country."

If implemented immediately, this would reduce the Budget deficit for 1993-94 to R20-billion and go some way to rescuing the economy from the public-debt trap.

The Government is trying to reduce the 49% GSPF funding shortfall — the difference between projected benefits to be paid to pensioners and the current value of the fund — by draining the Exchequer.

If present trends continue, says Mr Osborn, the ratio of public debt to gross domestic product will hit 64% by 2000. Interest on public debt will rise from 17,2% of GDP to 23,5%.

"Through ever higher interest claims on the Exchequer, the GSPF is absorbing an increasing proportion of

the State's expenditure.

"The process will continue inexorably as long as there remains the objective of striving for the Holy Grail of full financial viability of the fund."

The funds fell into deficit because of the extraordinary benefits payable to public servants, measured accord-

ing to the employee's pay on the last day of service and the ability to buy back service to the age of 16.

The funding level of the GSPF improved from 41% to 51% between 1988 and 1991 because of high employer contributions — 2,75 times employee contributions compared with 1,5 in the private sector — interest rates as high as 15,7% on long-dated stock and transfers of R4-bil-

lion by the State over the last three years, paid out of borrowed funds.

Certain stocks offering above-market yields appear to have been created to pump up the performance of the State pension funds.

A solution to the deficit problem would be to bring benefits paid to retired public servants in line with those of the private sector.

Focus on environmental issues

Buss. day 2/6/93

MARIANNE MERTEN

AT LEAST four conferences on integrated environmental management (IEM) have been planned over the next four months as SA companies become increasingly aware of the relevance of IEM principles in general business management.

Environmental lawyer Joe Campanella said IEM was "very relevant" in bringing about "moral suasion on big business" to adopt sustainable development practices which would not damage the environment.

Government's recently published white paper — Policy on a National Environmental Management System for SA — was also a "serious signal" indicating its intention to promulgate environmental laws, he said.

In a paper delivered at an IEM symposium earlier this year, Campanella said that in terms of international trade, SA

would have to adhere "to environmental standards set by importing countries for products exported by SA industry".

Developments in the EC since the 1987 Single European Act came into effect had already shown the EC's willingness to pass legislation in the interest of environmental protection, although it might interfere with purely economic interests, he said.

The Johannesburg-based conferences are: Environmental Impact Management Today on June 3; a National Environmental Management System for SA symposium on June 10; a three-day conference and workshops on environmental liability and auditing on July 19 and 21; and the Wastex and Water Africa '93 exhibition from September 20 to 24.

PSA puts squeeze on govt

Buss. day 2/6/93

GERALD REILLY

PRETORIA — The current 5% pay increase for the public sector and teachers was likely to be the last time government would "get away with it", Public Servants' Association (PSA) sources said last week.

Teachers' Federal Council chairman Allan Powell said a Bill incorporating all accepted international principles and criteria for the settlement of disputes between educators and government had reached an advanced stage.

It provided for the creation of a body along the lines of an education labour council which would fill in details and conditions governing dispute procedures.

PSA GM Hans Olivier said the Public Service Labour Relations Bill had had a first reading and he was optimistic it would become law before Parliament rose next month.

Once it was law there would no longer be unilateral decisions by government on

"non-negotiable" salary hikes, he said. Government would have to justify its stand in arbitration proceedings.

The current situation highlighted how totally powerless public sector workers were in labour disputes.

Government had admitted the 5% pay increase was inadequate and that there were special categories in the teaching profession and in the public service which merited sympathetic attention.

But Olivier pointed out that there was no intention of increasing the total amount budgeted for salary increases.

If some categories were given more than 5%, other categories would ipso facto get less than 5%.

But until the labour relations legislation went through Parliament there were no channels through which this could be effectively challenged.

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volving or amounting to an offence on the part of any person

(3), (4) and (5) Yes, on 15 January 1993. In this regard cognizance has to be taken of the provisions of sections 17 and 21 of the Inquests Act, 1959 (Act 58 of 1959), which enables an attorney-general to, after considering the record of the proceedings, request the re-opening of the inquest or to institute criminal proceedings if he is of the opinion that it should be done

No decision has been made as the Attorney-General is awaiting representations from the legal representatives of the deceased's mother.

Crime prevention unit at Chatsworth

*3. Mr A RAJBANSI asked the Minister of Law and Order.

- (1) Whether any arrests have been made by the crime prevention unit at Chatsworth since the so-called A Team unit was disbanded; if not, why not; if so, how many;
- (2) whether, since the disbandment of the above-mentioned unit, any Mandrax tablets have been seized in the area concerned; if so, how many? D280E

The MINISTER OF LAW AND ORDER:

- (1) Yes, 235.
- (2) Yes, 731.

Mr A RAJBANSI Mr Chairman, arising out of the hon the Minister's reply, is he prepared to give us comparative data in respect of the efficiency of the present restructured crime unit and the performance of the A Team?

The MINISTER: Mr Chairman, if that question is placed on the Question Paper, I will gladly do so. Permit me to say that considering what the hon member said at the World Trade Centre on Thursday evening, I wish he was as concerned about the deaths of people murdered by Apla as he is about this particular issue

Mr A RAJBANSI: Mr Chairman, on a point of order. That is an unrelated matter. If the hon the Minister has guts here, he should also have guts at the World Trade Centre.

HOUSE OF DELEGATES

case was also present and we took decisions on various matters

Firstly, we decided that a press statement would be prepared by the commissioner for publication. This statement will deal with requirements and restrictions in respect of the clearance of imported goods by returning residents. It is anticipated that a better knowledge of the do's and don'ts will go a long way towards removing misunderstandings between customs and the public. The public is also being made aware of the fact that officers are required to wear name plates, so that offenders may be identified. That is the first step

Secondly, the commissioner reissued an instruction that all officers who interact with the public should wear name tags in future. That is an important step

Thirdly, the commissioner and I will visit Durban. I am sorry that it will not be possible for me to spend a whole day there during this parliamentary session, since I have many duties regarding legislation. However, I shall be visiting Durban. During that time I intend to visit the airport for an *in loco* inspection, and I shall inform the hon member of my visit

Public Service: merit awards

*5 Mr M RAJAB asked the Minister of Education and Training (Minister responsible for the Commission for Administration) (250)

Whether the Commission for Administration administers a system of merit awards for all members of the public service; if not, why not, if so, what are the relevant details? D291E

The MINISTER OF EDUCATION AND TRAINING (Minister responsible for the Commission for Administration):

No. The various departments mentioned in the Public Service Act, 1984, themselves administer certain prescribed systems with regard to merit awards in the case of members of the Public Service

Own Affairs

Funds for housing: insurance company

*1 Mr M F CASSIM asked the Minister of Housing

(1) Whether his Department recently obtained funds for housing programmes through a certain insurance company, the name of which has been furnished to the Minister's Department for the purpose of his reply, below the market interest rate, if not, what is the position in this regard, if so, (a) when, (b) what is the name of the company in question, (c) what amount and (d) under what conditions,

(2) whether he will make a statement on the matter? D261E

The MINISTER OF HOUSING:

(1) No. As far as could be ascertained, the former Financial Consultant had exploratory discussions with an Insurance Company. However, it appears that no tangible results were derived therefrom

(a), (b) (c) and (d) fall away.

(2) No.

Mr M F CASSIM Mr Chairman, arising out of the hon the Minister's reply, is he aware that this particular insurance company has advertised its intention to make available vast sums of money for housing at an interest rate of 10%?

The MINISTER: Mr Chairman, for the information of the hon member Mr M F Cassim, such monies are not loaned by this Administration. Local authorities have to apply for such loans. Their applications have to be made in consultation with the administrator in charge of local authorities. In turn, the administrator concerned has to consult with Treasury to ascertain whether such loans can be serviced

Mr M F CASSIM Mr Chairman, further arising out of the hon the Minister's reply, why can the necessary machinery not be put in place to explore all the possibilities for obtaining this much needed funding for social upliftment in the country?

The MINISTER: Mr Chairman, I have stated on many occasions in this House that we must naturally explore every possible way of ensuring the upliftment of the underprivileged community, particularly with regard to housing, welfare, etcetera. Money is required

In any event, with the restructuring of the Administration, there has to be a new scenario

HOUSE OF DELEGATES

SAA likely to lose R200-m

By John Miller

South African Airways is expected to incur a loss of almost R200 million this financial year.

The news was broken to staff by chief executive Mike Myburgh in an internal broadcast last week, say reliable sources at the airline.

Last year the airline lost about R500 million, said Myburgh. The loss over the past four years has now topped some R1 billion.

Part of the staff motivation programme over

the next 18 months, according to Myburgh, will include the "gain share" concept.

He told his staff he was prepared to share up to 30 percent of any money made over the next year as long as it was less than the predicted R192 million loss.

This means the airline will have to borrow the money to pay the staff incentive.

Jan Blake, the managing director of Flitestar, said the taxpayer was footing the bill for SAA's losses.

Blake also doubted whether any local or international bank would lend the airline so much money.

"The interest alone on this amount would make it very unlikely that the airline would ever be viable."

SAA spokesman Zelda Roux said she could not comment on some of the figures as they still had to be audited.

But she confirmed that the "gain share" option was part of a project to return the airline to profitability.

Public servants' union planned

By Thabo Leshilo
Labour Reporter

Plans to launch a giant public servants' trade union aligned to the ANC-SACP-Cosatu alliance next year are at an advanced stage, Cosatu said at the weekend.

The new union would have at least 150 000 members, said Cosatu's Zwelinzima Vavi.

This would make it

Cosatu's fourth biggest union after the National Union of Mineworkers, National Union of Metalworkers of SA, and SA Clothing and Textile Workers' Union.

Vavi said the union would start as a merger between the 70 000-strong SA Municipal Workers' Union; National Education, Health and Allied Workers' Union, with 40 000 members; and Post and Telecom-

munication Workers' Association, with 23 413 members.

Mergers were also envisaged with other public servants' unions, including the SA Democratic Teachers' Union.

The new union would help workers bargain for better working conditions including the right to strike, said Vavi. The launch was set for May 28 and 29 next year.

C

†Mr S S OOSTHUIZEN: Mr Chairman, further arising out of the hon the State President's reply, it appeared that he had said the reason why the hon the Minister of Education and Culture had not attended the discussions, was that they were a waste of time. A matter as important as the education affecting the lives of our pupils as well as the parents. [Interjections]

†The CHAIRMAN OF COMMITTEES: Or-der! The hon member must please put his question.

†Mr S S OOSTHUIZEN. Mr Chairman, I went to ask the hon the State President whether, seen in the light of the remark just made by him, namely that even the hon the Chairman of the Ministers' Council has on occasion attended discussions.

†The CHAIRMAN OF COMMITTEES: Or-der! The hon member must please put the question.

†Mr S S OOSTHUIZEN: I want to ask what the hon the State President's standpoint is in regard to rationalization, because according to press reports the hon the State President said he would not bow to pressure and that rationalization would continue.

†The STATE PRESIDENT: Mr Chairman, first of all I just want to say that this is once again an example of how words are twisted. [Interjections]

†The CHAIRMAN OF COMMITTEES: Or-der! Did the hon member for Daljosphat refer to any of the hon members here as dogs?

†Mr C J G LEANDER: Mr Chairman, I did not refer to any specific person

†The CHAIRMAN OF COMMITTEES: Or-der! The hon member must please withdraw it.

†Mr C J G LEANDER Mr Chairman, I did not refer to any specific person

†The CHAIRMAN OF COMMITTEES: The hon member may not insinuate that hon members are dogs. He must please withdraw it.

†Mr C J G LEANDER Mr Chairman, I spoke in perspective. I did not insinuate anything

†The CHAIRMAN OF COMMITTEES The hon member must please withdraw it.

†Mr C J G LEANDER: I withdraw it, Mr Chairman

HOUSE OF REPRESENTATIVES

†The CHAIRMAN OF COMMITTEES: The hon the State President may proceed.

†The STATE PRESIDENT: It was a good example of how words are twisted.

I deliberated with Mr Mandela on education for nine hours. On other occasions in recent months I spent hours with other Ministers beforehand. To insinuate now that we think education is a waste of time, is an absolute distortion that I reject with contempt. When I am present I say that all these matters fall under the hon the Minister of Education and Culture. It is his line function. The matter of remuneration and the conditions of service in education fall under him. We therefore do not need five or six more people to sit there. We are perfectly competent and we spread our energies. This is what I mean by that.

My standpoint is that what is now being done in regard to the retrenchment of redundant teachers, is the correct method that is being applied. Essentially it is taking place on a voluntary basis now. I therefore think that we should give everybody a chance to get the benefit involved. It is being managed in such a way that it will in no way have a negative impact on the standards of education or on the interests of the child or of the teachers who are eager to carry on teaching.

Mr M A HENDRICKSE: Mr Chairman, further arising out of the hon the State President's reply, I want to ask him a further question.

†The CHAIRMAN OF COMMITTEES Is the hon the State President prepared to answer further questions?

†The STATE PRESIDENT: There is no other way. I like to debate matters

Mr M A HENDRICKSE Mr Chairman, the hon the State President said that there had been close consultation and co-operation between him and the hon the Minister of Education and Culture as well as the hon the Chairman of the Ministers' Council during the period under discussion. Now if that is the case, why was it then necessary for more than 20 of his own colleagues in the NP to go to see him about this issue behind the backs of his Ministers' Council?

The STATE PRESIDENT Mr Chairman, firstly I want to say that education concerns all the hon members on this side of the House. As

a result of deep concern my discussions went further than only with the hon the Ministers. The hon the Ministers also had discussions with those hon members who were deeply concerned and worried about certain aspects. As a result of healthy interaction within the NP, we came up with a better solution. [Interjections]

Business interrupted in accordance with Rule 180 (3) of the Standing Rules of Parliament.
Ministers'

Criminal charges against two persons

*1 Mr M A HENDRICKSE asked the Minister of Justice:

(1) Whether any criminal charges were laid against two persons, whose names have been furnished to the Minister's Department for the purpose of his reply, in February 1993, if so, (a) what are their names, (b) what charges were laid against them and (c) what alleged incidents gave rise to these charges;

(2) whether the said persons were prosecuted pursuant to these charges; if not, why not, if so, with what result,

(3) whether he will make a statement on the matter?

C121E

The MINISTER OF JUSTICE

(1) (a)-(c) Yes. The names are as supplied to me by the hon member. A slap with the flat of the hand and a prod with a dropper were alleged

(2) No, the Attorney-General, Cape Town, informed me that he is of the view that there is no prospect of a successful prosecution in these cases

(3) A statement is not necessary

INTERPELLATION

The sign * indicates a translation. The sign †, used subsequently in the same interpellation, indicates the original language

Own Affairs.

Phasing out of security services

*1 Mr S S OOSTHUIZEN asked the Minister of the Budget:

Whether his Department and/or the Ministers' Council of the House of Representatives has taken any decisions regarding the phasing-out of security services, if not, what is the position in this regard, if so, (a) when and (b) what was the nature of these decisions?

C126E INT

The MINISTER OF THE BUDGET Mr Chairman, it is encouraging to note that the hon member Mr S S Oosthuizen has managed to formulate the question correctly the second time. I am very happy to answer his question as follows. Yes, the Ministers' Council made a decision on 2 March 1993 to phase out the security services of the Administration House of Representatives by means of the following steps. There will be no appointment, recruitment and expansion of the establishment of security personnel, abolition of posts when vacancies occur, termination of service of security personnel in terms of section 16(2)(b) of the Public Service Act, Act 111 of 1984, and placement of officers in another post in the Administration or in another Government department

I would just like to add that at this stage the dismissal of personnel in service is not at stake. The phasing out of the service will take place gradually by means of natural erosion, that is voluntary resignation, death, abscondment, transfer to other posts and request for early retirement.

*Mr S S OOSTHUIZEN. Mr Chairman, the hon the Minister of the Budget has informed this House on two previous occasions that security services are going to be phased out without the personnel who render the service being affected in any way. What a lot of rubbish! I refer hon members to the decision taken by the Ministers' Council on 2 March. I also refer hon members to the steps according to which this phasing out is going to take place, namely the abolition of posts when vacancies arise and then, and this is very important, the dismissal of security personnel in terms of section 16(2)(b) of the Public Service Act of 1984.

HOUSE OF REPRESENTATIVES

Section 16 of that Act says everything, because it deals solely with the discharge of officers. I want to tell the hon the Minister what section 16(2)(b) says. It provides that every officer, other than a member of the services or of the National Intelligence Service, may be discharged from the Public Service owing to the abolition of his post or any reduction in or reorganisation or restructuring of departments or offices. According to this it is very clear that here we are dealing with the discharge of security personnel through the abolition of their posts.

This hon Minister is contradicting himself, because during his reply last Thursday in this House the hon the Minister expressed himself as follows: "Why is our Education Department the only one in this Government that spends R43 million on security personnel at our schools? Why must we do that?" In reply to this the hon the Chairman of the Ministers' Council said by way of an interjection, "Because of what they did." The hon the Minister reacted as follows, "Yes, because of the policies of the LPSA in the past." The LPSA can say with pride that it created job opportunities, in contrast to the unemployment which the Ministers' Council promotes by dismissing teachers and now security personnel as well. The hon the Minister said, *inter alia*, "We are only taking the security services away from schools."

The hon the Minister must please explain to this House how the services at schools are going to be taken away without it affecting the position of the personnel who render this service, because it is a fact that 71% of the security personnel employed countrywide render service to the institutions of the Department of Education and Culture. The hon the Minister is confusing everyone because he is confusing himself, which is clear from his speech during the discussion of his Vote on 17 May 1993. I quote what was said

For the first time in the history of this House I was able to report at the end of the financial year that the department did not exceed its budget

[Time expired]

*Mr C J G LEANDER: Mr Chairman, I am not surprised that the White Nationalists use this hon Minister to do their dirty work. Perhaps they made him take an IQ test earlier on. [Interjections] I am sorry, though, that he must

HOUSE OF REPRESENTATIVES

be the one to dismiss thousands of security officers in the service of the Administration House of Representatives

Today I expect a very honest reply from this hon Minister. He must know that if he continues with this instruction for dismissal, it will be on his conscience for the rest of his life. This hon Minister and his colleagues must know that it will be written in the annals that with his inhuman and dirty actions he was the person who left thousands of these people unemployed.

*The CHAIRMAN OF COMMITTEES Order! The expression "inhuman and dirty actions" is unparliamentary. The hon member must withdraw it.

*Mr C J G LEANDER: Mr Chairman, I withdraw it.

He must know that he will be responsible for the pain and suffering of those people which will be caused by starvation and impoverishment.

The hon the Minister must remember that it will be on his conscience, and that it will be recorded in the history of this country that he was the one who sent thousands of mothers and children to bed at night on a hungry stomach.

I also met a Mr Morkel in 1948. I also knew him, but that man was not spineless.

By the way, the hon the Minister wants to know how I obtained secret and confidential documents. There are so many men around him who do not even take this Ministers' Council seriously. Today I do want to tell him that he must launch an in-depth investigation among the members of his own Ministers' Council and there he will find out where I received the information.

Finally I want to tell that hon member who is making such a noise [Time expired]

*Mr S S OOSTHUIZEN: Mr Chairman, earlier I referred to the fact that this hon Minister is completely confused. I quote from his speech during the discussion of his Vote on 17 May 1993 where he said the following:

For the first time in the history of this House I was able to report at the end of the financial year that the department has not exceeded its budget. What is important, is that that was achieved without in the least reducing or

curtailing the services that we provide to the community. [250]

Here the hon the Minister said that no services would be reduced or curtailed, while now he is saying that security services are to be phased out. He said that while on page 34 of the Annual Report of the Administration House of Representatives we read that due to a general increase in vandalism, etc, there was a greater demand for these services.

The hon the Minister asked, "Why is our Education Department the only one in this Government which spends R43 million on security personnel at our schools? Why must we do that?" I want to challenge this hon Minister to repeat that question to the security personnel outside. These are people who have families whom they have to care for. In the light of the poor economic conditions, these people are also struggling to keep their heads above water. This hon Minister, however, receives enormous amounts of money due to the inconvenience which he has of living in his own house, and then he asks why money is required for job opportunities.

The MINISTER OF THE BUDGET: Mr Chairman, it is obvious that these people understand neither English nor Afrikaans. [Interjections] For the record I will repeat what I said on this matter.

Personnel in service are not affected by this decision. That means that people who are employed to carry out security duties are not affected by this decision. We actually said all of this before, but those hon members did not listen to me. What did I say? I said that the officers would be placed in other posts in the Administration or in another Government department. We are not taking anybody out of service. [Interjections]

Let us get back to the education personnel.

*I just want to tell hon members a few things. We are now speaking about security personnel at schools. In 1992 the number of burglaries at schools which have security guards, was 20. The damage amounted to R143 000, and the average damage per burglary was R7 000.

Where there were no security guards, there were only 12 burglaries. The damage suffered was only R79 000, and the losses amounted to R6 000. This was only at eight schools. The cost

of the services amounted to R173 000, and the losses amounted to R90 000.

I am now asking whether this is a service with which we should continue. We said that our security personnel would be given the opportunity to be included in other departments. Their way of life will change. They no longer have to work from 2 am to 6 am or from 6 pm to 10 pm. They can now lead a life which will suit their families. [Interjections.]

†The LPSA is very concerned about personnel, but what did they do last Wednesday this time? They voted against the Administration House of Representatives Vote, the Commission for Administration Vote and the Improvement of Conditions of Service Vote. [Interjections.] They are playing politics at the expense of our poor hardworking security personnel. [Interjections.] [Time expired]

Debate concluded

QUESTIONS

†Indicates translated version

For oral reply

Own Affairs

Chairman of the Ministers' Council

Discussions with State President on rationalization

*1 Mr S S OOSTHUIZEN asked the Chairman of the Ministers' Council †

- (1) Whether, in his capacity as Chairman of the Ministers' Council of the House of Representatives and/or as a member of a delegation, he has held discussions with the State President on the question of rationalization in the Department of Education and Culture of the House of Representatives, if not, why not, if so, what was the (i) purpose and (ii) outcome of these discussions,

- (2) whether he will make a statement on the matter?

C117E

HOUSE OF REPRESENTATIVES

hon the Minister aware that those requirements were abolished by at least the Isidingo Technical College near Daveyton last year? Is he prepared to have this investigated and to act if examination admission requirements were not met at that technical college?

†The MINISTER Mr Chairman, I was not aware of that I am prepared to have an investigation conducted into the matter I will establish what the facts are and in the light thereof decide on further action

Business interrupted in accordance with the Rule 180C (3) of the Standing Rules of Parliament

Matric examinations: fees

*3. Mr A GERBER asked the Minister of Education and Training †

(1) Whether the payment of examination fees by matric pupils under the control of his Department has been suspended in respect of 1993; if so, for what reasons,

(2) whether he or his Department has approached bodies in the private sector or has been approached by bodies with regard to the loss that will be suffered by the State as a result of the suspension of the payment of examination fees being made good by such bodies; if not, what is the position in this regard, if so, what are the relevant details,

(3) whether he or his Department has established whether tax concessions will be granted to bodies rendering such financial assistance; if not, why not, if so, what is the (a) nature and (b) extent of these concessions,

(4) whether he will make a statement on the matter? B902E

The MINISTER OF EDUCATION AND TRAINING

(1) Yes The suspension of examination fees for 1993 has proved to be the only solution to defuse an explosive situation without sacrificing the principle of a user charge for educational services. If no solution had been found, no further teaching would have taken place in many schools this year. In addition to wide consultation which has already taken

place, the principle of examination fees has been referred to the National Education Forum, which is yet to be constituted, for advice before any further decisions on this matter are taken.

(2) No Exploratory talks have been conducted on the recovery from private sources of the loss the State stands to suffer as a result of the suspension of examination fees for the Std 10 examination. The hon the State President's announcement on 26 May 1993 that the various departments of education would have to recover the additional costs involved from savings effected in their budgets does not exclude the further pursuit of possibilities of finding the money from private sources

(3) Yes. If donations are made by taxpayers in terms of section 18A of the Income Tax Act (Act No 58 of 1962), these would be tax-deductible.

(4) No

Public service: permanent posts

*4 Mr R M BURROWS asked the Minister of Education and Training (Minister responsible for the Commission for Administration)

Whether any steps are being taken to permit persons occupying posts contemplated in section 7 (1) (c) (i) of the Public Service Act, 1984 (Act No 111 of 1984), and complying with certain requirements, to be appointed in a permanent capacity with effect from 1 July 1993, if not, why not; if so, (a) what steps and (b) how many persons will be affected in this regard? B904E

The MINISTER OF EDUCATION AND TRAINING (Minister responsible for the Commission for Administration)

Yes,

(a) the steps taken imply that State departments must consider the fixed appointment of each person in their service with due consideration of specified requirements laid down by the Commission for Administration, and

(b) accurate figures regarding the number of persons involved are not available at present.

Government Service Pension Fund: temporary employees

*5 Mr R M BURROWS asked the Minister of Education and Training (Minister responsible for the Commission for Administration)

(1) Whether any steps are being taken to make it possible for certain persons who are currently members of the Temporary Employees Pension Fund to be admitted as members of the Government Service Pension Fund (GSPF), if not, why not, if so, (a) what steps and (b) how many persons is it envisaged will be so admitted to the GSPF,

(2) whether the admission of these persons as members of the GSPF will have any financial implications for the State, if so, what amount will be required for this purpose? B905E

The MINISTER OF EDUCATION AND TRAINING (Minister responsible for the Commission for Administration)

(1) Yes,

(a) steps are being taken for the promulgation of regulations by the Minister of Finance in terms of the Temporary Employees Pension Fund Act, 1979 and the Government Service Pension Act, 1973, so that—

(i) serving personnel who are members of the Temporary Employees Pension Fund (TEPF) will be transferred to the Government Service Pension Fund (GSPF) from 1 July 1993 with a reduction of 5% of their pensionable service, except if such members indicate in writing that they do not wish to become members of the GSPF, and

(ii) Public Service Act personnel who are members of the TEPF and who retire or are discharged with pension on or after 2 March 1993, but on or before 1 July 1993, and who have at least 10 years of pensionable service, may be transferred to the GSPF from the date of retirement or discharge.

provided that before such a transfer is effected, such members must elect in writing that they want to be transferred and in such cases also indicate in writing that they accept that their pensionable service will be reduced by 5%

(b) Approximately 250 000 members will be affected, but the eventual number will depend on the choice made by them

(2) Yes, but the amount cannot be calculated at this stage, because the actual financial implications for the State as employer can only be determined after it is known how many members have eventually elected to be transferred to the GSPF

Farmers: police protection

*6 Mr E K MOORCROFT asked the Minister of Law and Order.

(1) Whether any funds are to be made available by the State for the purpose of providing police protection for farmers, if not, why not; if so, (a) what amount, (b) when and (c) who will qualify for such aid,

(2) whether he will make a statement on the matter? B906E

The MINISTER OF LAW AND ORDER.

(1) No

Protection of farmers forms part of the policing function of the South African Police and expenses for this purpose are met from the Police Budget.

(2) No

Note

An amount of R50,97 million was approved by the Cabinet for protection of certain farms and smallholdings within South African territory against the budget of the South African Police

The amount will be utilized to pay subsidies to the owners of identified farms and owners who are 60 years of age and older of identified smallholdings for the protection of the property of the residents

14 days to count union's strike vote

ERICA JANKOWITZ

THE SA Municipal Workers' Union (Samwu), which began a national strike ballot of some 71 000 members in 300 municipalities on Monday, expects the process to be completed within two weeks.

Samwu spokesman Roger Ronnie said the ballot would not only test members' willingness to support a 30% wage demand, but would also challenge legislative restrictions on municipal workers' rights to strike.

State employees, including municipal workers, are prohibited from striking under the Labour Relations Act.

Ronnie said employers' wage offers ranged from a wage freeze to 5%. The present average minimum rate of pay was R529 a month compared with the union's proposed minimum of R650.

"We refuse to allow government to peg our wage increases," he said.

Samwu was also opposed to government's interference in municipal restructuring plans. "There has been a long history of contracting out of services by municipalities," Ronnie said.

Should members embark on a strike, the union would adopt a responsible attitude to essential services, added Ronnie. Emergency services would still be rendered. "However, we do not consider grass-cutting and refuse removal to fall into this category."

Meanwhile, about 900 members of Samwu were dismissed by the Springs Town Council yesterday.

The workers had gone on strike on June 2. The strike concerned the dismissal of four shop stewards who took part in one of several marches Samwu staged last year.

A council spokesman said workers had engaged in illegal action and had not complied with an ultimatum to return to work.

The union, condemning the council's "intransigent approach", called for the immediate reinstatement of its members.

A

Bill alters public servants' rights

CAPE TOWN — The new dispensation provided by the Public Service Labour Relations Bill would enable SA's 420 000 public servants to take part in conflict resolution procedures, the Minister responsible, Sam de Beer, told Parliament yesterday.

It was an exceptional piece of legislation which was the result of negotiations between state representatives and public service employee organisations, he said while introducing the Bill, Sapa reports.

"Behind us lie two years of intense negotiations, joint drafting and bilateral talks," he said.

The Bill aimed to democratise the civil service further, establish collective bargaining structures and estab-

lish mechanisms to settle disputes. It would improve the position of Public Service Act personnel and create job security, as well as introducing the test of fairness against which all disputes would be measured.

Gordon Thomas (NP Matroosfontein) said the Bill gave public servants access to the legal world, like the Industrial Court.

Jannie Momberg (Ind Simon's Town) said a new government would be urged to scrap the Bill. Cosatu had been unable to persuade the NP to extend protection to all workers.

Roger Burrows (DP Pinetown) said the DP wanted to amend the Bill. Service personnel, magistrates and teachers were excluded from the Bill, and the question arose why everyone

else had to be cajoled into a central bargaining chamber.

On this, Burrows and Louis Stofberg (CP Sasolburg) said medical practitioners should be granted a separate bargaining chamber.

Medical Association of SA Federal Council chairman Bernard Mandell said in a statement the Bill would leave state doctors without bargaining powers and dispute resolution rights, GERALD REILLY reports.

In a dispute involving finance the employee had to have the support of at least 50% of employees before having access to arbitration. Doctors were a minority among public servants and therefore their chances of obtaining the right to strike over issues affecting them were slight.

B/Say 11/6/93

(250)

(156)



Unions get set to strike hammer blow

Star 14/6/93

THE general secretaries of five Cosatu-aligned public sector unions are expected to finalise by the end of this month joint proposals for industrial action which they intend should culminate in a general strike from mid-July.

The five unions, representing at least 200 000 workers in education, health, municipal services, telecommunications and the Post Office, are attempting to force the Government to double its 5 percent wage offer, and revise its proposed Public Sector Labour Relations Bill by extending strike rights to public sector workers.

At a meeting in Johannesburg last week, the five unions assessed their individual states of readiness for industrial action, established a committee of the general secretaries to amalgamate the various proposals for action, and resolved that they would not permit the Government to side-track them into protracted negotiations with individual State departments.

Meanwhile, the participation of moderate staff associations in a decision by the Public Sector Caucus, representing all public sector workers paid by the State, to demand a meeting with the Government is interpreted by Cosatu-aligned representatives as a significant shift in public sector attitudes and an endorsement of the tougher stance adopted by the Cosatu unions.

The caucus, which includes union and staff association representatives from across the spectrum of opinion in the public sector, met earlier this month in the wake of the teachers' crisis.

It was initially critical of the South African Democratic Teachers' Union's independent action against the Government, which led to the round of crisis meetings that pre-empted the planned strike by 80 000 teachers. But the action was largely accepted as a vindication of the teachers' approach.

The five public sector unions' states of readiness for action are:

● The Post and Telecommunication Workers' Association has declared disputes with the Post Office and Telkom, but is in a 30-day cool-off period that prohibits it from balloting until

Labour Correspondent
PAUL BELL reports on the readiness of Cosatu-aligned trade unions to wield their muscle.

early next month. Telkom has announced its intention to terminate the interim recognition agreement with Potwa

The National Education, Health and Allied Workers' Union cannot ballot because it falls outside the Labour Relations Act, but will consult its members before taking a final decision at its central executive committee meeting on June 28.

Nehawu general secretary Phillip Dexter said the union leadership had been cautious about strike action after last year's debilitating strike, but pressure from the membership makes further strike action almost inevitable.

The South African Municipal Workers' Union is expected to complete balloting its 71 000 members next week on strike action. A final decision will be taken by its central committee. There are 165 000 municipal workers nationwide.

Sadtu has suspended its strike but will decide how to proceed at its congress starting on July 5. Already, significant points of difference with the education departments have emerged since talks resumed after the May strike crisis.

Rejected

The Department of Education and Training, for example, wants salary increases to be determined in the new National Education Forum, and the Department of National Education wants to focus increases on lower-paid teachers. Sadtu rejects both these positions.

And while the Department of National Education has agreed to stop further retrenchments and rationalisations, Sadtu wants those teachers who've already lost jobs to be reinstated.

Finally, the Union of Democratic University Staff Associations is said to be undecided over its relationship with Cosatu, and uncertain on the question of centralised bargaining. Its participation seemed last week to be in some doubt. □

Lack of funds leaves govt buildings neglected

B/Day 14/6/93

THE Public Works Department's Budget allocation has decreased from 2,9% in the 1985/86 financial year to 1,9% in 1992/93, while its spending — as measured against GDP — has dropped from 0,75% to 0,61%.

Its latest annual report says: "The decrease in the funds allocated has had specific negative side effects, the most regrettable of which is that existing assets cannot be properly maintained.

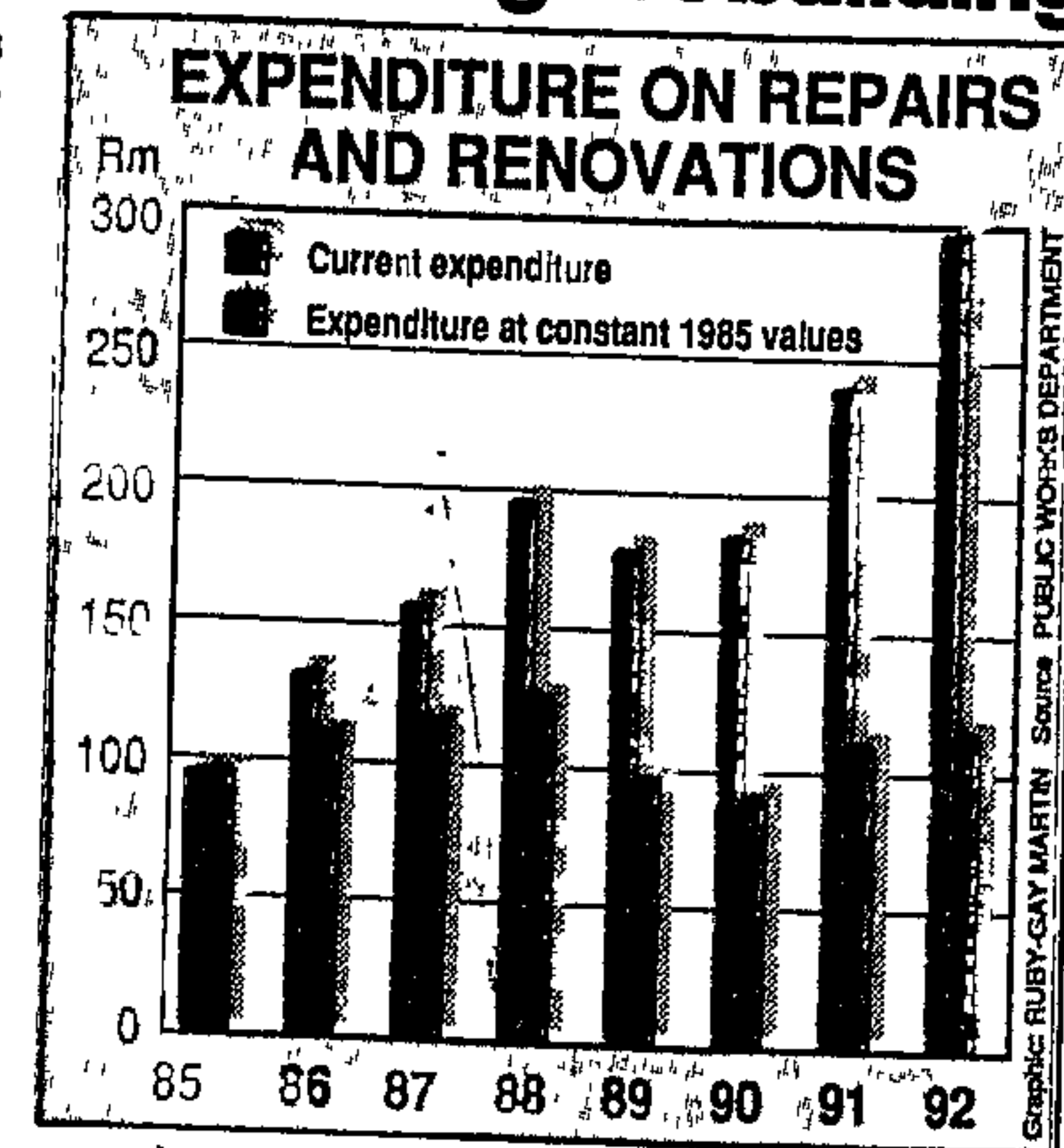
"In most cases where complete repairs and maintenance and/or restoration work should have been done, only superficial repair work could be afforded," it says.

The state allocated R328,17m for the repair and maintenance of state buildings and structures during the 1992/93 financial year — considerably more than the R237,16m in the year before.

Backlog

This was used in an attempt to reduce the backlog in the repair programme. Funds allocated could not be used exclusively for repair and maintenance since the departmental workshops were also financed from this amount and R68,61m was allocated for this in the period under review.

The balance of about R260m was distributed for day-to-day maintenance,



repairs and renovations. "The state's building assets are deteriorating annually because of the lack of adequate funds for maintenance and more capital should be made available for this purpose in future," it says.

As early as 1984 the Cabinet was informed of the backlog in the maintenance of government buildings and accepted as a guideline that 1,5% of the value of the state's building assets should be allocated annually for maintenance. Because of poor economic conditions, this has never been realised and the department has never received more than 70% of the funds needed.

The department has set

itself the goal of using at least two-thirds of the available funds for the general repair and renovation of buildings, and the balance for day-to-day maintenance.

Dramatic

"The lack of adequate funds has resulted in the goal, not being achieved and the deterioration of buildings has resulted in a dramatic increase of expenditure on day-to-day maintenance.

"These expenditure fluctuations, together with the persistent lack of funds, detrimentally affects the department's ability to execute a full repair and renovation programme. Should this con-

tinue, the department will not be able to eliminate the backlog."

The lack of funds has also resulted in less money for building and related services, reflecting a decline from R522m in 1989 to about R365m in 1992.

"For the first time, rentals payments in 1992 exceeded the amount allocated for capital projects. The department's running expenses are increasing, while investment in job-creating projects is falling, which is contrary to the government's policy of encouraging investment in capital projects."

Leased

About 1,86-million m² of office space is leased by government departments countrywide, costing the state R308,3m last year.

"In the current economic climate and as a result of ever-increasing rentals, the department is experiencing severe problems in financing its obligations as the provider of accommodation for state purposes.

"The problem lies not so much in the initial rental as in the annual escalation and periodic rental adjustments. The situation is cause for grave concern as the shortfall in the department's rental account could mean that it might not be able to satisfy requests for accommodation," the report says.

Graphic: RUBY-GAY MARTIN Source: PUBLIC WORKS DEPARTMENT

New lease of life for own affairs

CT 16/6/93

250

By ANTHONY JOHNSON
Political Correspondent

THE own affairs system has been given an extended lease of life following a rearguard action by disgruntled members of the Public Servants' League.

The cabinet has decided that the remaining own affairs departments will not longer be scrapped on July 1, as first intended, but will be phased out in stages to reach completion by March 31 next year.

In addition, there will be a revaluation of the own affairs functions that have already been transferred to general affairs, to ensure that the interests of officials and Public Service League (PSL) members in the House of Representatives (HoR) have not suffered in the process.

The decision to push back the demise of the own affairs system was announced in a joint statement yesterday by the chairman of the Ministers' Council in the HoR, Mr Jac Rabie, and the PSL general manager, Mr B Wentzel.

The statement noted that the PSL

Pressure from public servants

had objected to the manner and procedure in which the phasing out of own affairs was being implemented, which had paid scant attention to the interests of officials affected.

The PSL called for a moratorium on the process and the re-opening of negotiations.

The Ministers' Council and the PSL subsequently agreed to the formation of a series of technical committees to co-ordinate the phasing out of remaining own affairs departments in conjunction with the HoR administration.

The cabinet also decided that the transfer of remaining own affairs departments to general affairs would have to be conducted in "a well co-ordinated manner" once all aspects regarding the transfer had been negotiated through the technical committees.

The departments that have not yet been rationalised are education, budgetary services, and housing and welfare.

The departments whose transfer would be revaluated are those of local government, agriculture and health.

Public servants bide time to negotiate new wage deals

B/Day 17/6/93

MOST public servants had accepted that there was little they could do this financial year about their recent 5% pay increase, Public Servants' Association GM Hans Olivier said this week. (250)

He said that while President F W de Klerk had indicated that some public servants, such as teachers in the lower-paid categories, could get an additional increase

"For the rest of us, we've had it this year," Olivier said.

But if the Public Service Labour Relations Bill becomes law, public servants' wage negotiations next year would take place within the structures laid down by the Act.

The legislation enables SA's 420 000 public servants to take part in conflict resolution procedures for the first time, though only through representation by one of 11 recognised staff associations

These resolutions would, however only be made through representation by one of 11 recognised staff associations.

Olivier said civil servants were rushing to join recognised staff associations following the introduction to Parliament this week of the Public Service Labour Relations Bill

He said that despite staff cutbacks and re-trenchments the association had gained about 10 000 members as the Bill was being finalised.

"Public servants who don't join a staff asso-

ADRIAN HADLAND

ciation will be left out in the cold when it comes to negotiations," he said.

Certain categories of public servants, including teachers, doctors, magistrates and service personnel, have been excluded from the Bill.

Olivier said he estimated that about 100 000 public servants had yet to join a recognised staff association

However, a last-minute appeal would be made to Parliament requesting the inclusion of doctors within the ambit of the Bill, a statement from the Medical Association of SA said.

Association federal council chairman Bernard Mandell said there would be "dire consequences for health care delivery", if doctors employed by the state were not granted fair bargaining powers and dispute resolution rights

A DP amendment, proposing separate bargaining status for doctors, would be considered today by the parliamentary joint committee on Home Affairs which was considering the Bill, the statement said.

Doctors could find it impossible to remain in the public service if they were excluded from the Bill, Mandell said.

"This will have a disastrous effect on state health care services, which are barely coping as it is."

Blacks trained to fill key public service jobs

B. Day 2/16/93
GERALD REILLY

PRETORIA — Efforts are being made by the Commission for Administration and by the ANC to equip more blacks to move into senior and key posts in the public service, government spokesmen say.

More than half of the public service in SA is black although most of these workers are in lowly paid jobs.

Of the 599 000 workers in central government departments, 300 000 are black and 222 000 white. In the Own Affairs departments, blacks number 22 106 and whites 80 122 of a total of 181 000, and of the 240 000 public servants in the six homelands, all are black.

A Commission for Administration spokesman said training programmes had been intensified to prepare blacks for more skilled jobs.

A total of 64 blacks were being trained for posts in junior, middle and senior management up to and beyond the level of director. Programme guidelines aimed at a more representative public service had been issued to all state departments.

The commission conceded that some race groups were represented poorly in the public service and this needed to be rectified.

The inevitability of a black public service at higher levels has been accepted by the Public Servants Association. The association said as long as promotion in the service was based on merit and qualifications, there could be no objections.

The ANC has said there would have to be early retirement of some public servants in the process of affirmative action, but there were no plans to fire white government workers en masse.

CPA to form 'staff forum'

(250) ~~250~~
ANG 24/6/93

SHARON SOROUR
Labour Reporter

THE Cape Provincial Administration is to establish a forum with worker organisations to formulate staff appointment and promotion procedures following a row over an "irregular" promotion at the Red Cross Children's Hospital

Announcing the joint forum yesterday, a CPA spokesman said the forum would be concerned with establishing appointment and promotion procedures within the parameters of the Public Service Act and other prescriptions

This follows the row between the Public Service League and the National Education, Health and Allied Workers Union (Nehawu) over the appointment of a general assistant at the Red Cross Children's Hospital, Mr Themba Xaba, to a position for which

he was underqualified

The CPA said it had "taken note of the different perceptions of the various role players involved in the discussions regarding the appointment".

The CPA said it had resolved its dispute with Nehawu and wanted to reaffirm its commitment to "fair and sound labour relations and fair employment practices at all its institutions, including the Red Cross hospital"

Nehawu spokesman Mr Dale Forbes confirmed the union had resolved its dispute with the CPA over appointment procedures, but said Nehawu was not "completely satisfied" that the agreement did not remove Mr Xaba from his position as administration clerk at outpatients

But he said the CPA had accepted that there were problems surrounding appointment procedures and there

was a commitment to resolve those problems.

He said the incident with Mr Xaba was "just the tip of the iceberg".

Mr Xaba took up his new position this week

Nehawu opposed his promotion on the grounds that it was irregular because Mr Xaba, then a general assistant, did not have a Standard Eight certificate and was not qualified for the position of administration clerk

A racial row broke out between the PSL and Nehawu with the PLS alleging that Nehawu was objecting to the appointment because Mr Xaba was a Zulu, an alleged Inkatha Freedom Party member and a PSL member

Nehawu said these were "non-issues" and the issue was that Mr Xaba's appointment had prejudiced other workers who had the necessary qualifications

metro

Unions set likely date for strike

Star 25/6/93

By Paul Bell
Labour Correspondent

Six Cosatu-aligned unions representing hundreds of thousands of state and municipal workers have set "the end of July, beginning of August" as a tentative date for a general public sector strike.

Neal Thobejane, assistant general secretary of the National Education, Health and Allied Workers' Union, confirmed this after attending a meeting of the Public Sector Co-ordinating Committee in Johannesburg yesterday.

The unions include health, education, municipal, post and telecommunications, police and prisons workers

July 30 is a Friday, and the following Monday is August 2, suggesting the latter date as a more appropriate starting point should the

public-sector unions decide on a fullscale confrontation with the Government.

The unions are in the process of declaring disputes with the Government, principally over its 5 percent ceiling on public-sector wage increases, and the union's demand that unilateral restructuring of the civil service cease.

No response had come from the Government other than a suggestion that working committees be set up to discuss the issues, said Thobejane.

Thobejane said regional committees were being established to plan industrial action in their areas from July 17, as a prelude to an all-out strike.

Municipal workers were meanwhile engaged in balloting in major centres around South Africa yesterday. A result is expected within days.

Strike: Govt-union showdown looms

Own Correspondent

DURBAN — A major showdown is looming between the government and six Cosatu-aligned trade unions after the announcement of a general public sector strike over wages at the end of next month.

The six unions set the end of July or beginning of August as a tentative

date for the strike in a Public Sector Co-ordinating committee meeting in Johannesburg last week.

More than 70 000 workers employed by 300 local authorities countrywide have begun a co-ordinated strike ballot after national wage negotiation deadlocks.

The SA Municipal Workers' Union faces wage offers ranging from a

wage freeze to around five percent. The union plans to use the dispute to challenge legal restrictions governing the "essential services" provisions on municipal workers' right to strike.

As part of the build-up, municipal services were disrupted in some Eastern Cape towns when workers staged protest marches

The proposed strike includes unions in the health, municipal, post and telecommunications, education, prisons and police sectors.

The National Union of Mineworkers of South Africa has instituted an overtime ban in an attempt to "speed up wage negotiations", collective bargaining chief Mr Les Kettle said.

Alarm at ^{Star 29/6/93} failure to provide jobs

Employment in the formal economy had increased by only 0,7 percent between 1980 and 1990, while the population had grown by about 2,6 percent a year in that time, the National Productivity Institute said.

In its annual publication, Productivity Focus, the institute said the economy had failed to absorb new entrants to the labour market and unemployment had become critical.

The problem would become more acute because the people who would be seeking jobs well into the next century had already been born.

Another alarming trend was that more jobs were being created in the public sector rather than the private sector.

There had been particularly few new jobs in manufacturing. "This is a cause for concern as manufacturing is the single largest sector in the South African economy and serves as the main engine for growth."

Although the only solution was high economic growth, Government assistance in job creation was very important, the institute said. — Sapa.

250 Strike may halt refuse removal

Municipal Reporter

REFUSE removals and cleansing services may be disrupted in Cape Town and elsewhere from August 2, as the SA Municipal Workers' Union (Samwu) has decided to strike from that date.

About 11 000 of Cape Town municipal-ity's 15 000-odd employees belong to Samwu.

Mr John Ernstzen, general-secretary of Samwu, announced yesterday that the de-

cision to strike had been taken at a national meeting at the weekend.

A strike ballot held among more than 70 000 municipal workers in 300 local authorities had been analysed and "nearly 90%" had voted for a strike.

The decision will be reported to Cosatu's public sector forum on July 13, where joint national action will be discussed with other public sector unions.

"Samwu remains committed to the ne-

gotiation process to try to reach agreement," Mr Ernstzen said, holding out the hope of a resolution before the strike took place.

As far as the union was concerned, the municipal wage increases offered so far had been "totally inadequate".

Samwu was demanding a minimum wage of R650 a month, "with appropriate increases for those in higher wage scales".



"

Municipal union poised to strike

By Day 29/6/93
ERICA JANKOWITZ

THE SA Municipal Workers' Union (Samwu) will embark on a national strike on August 2 which will affect about 70 000 municipal workers in 300 local authorities.

However, letters have been sent to municipalities requesting a re-examination of the union's demand for a R650 minimum monthly salary "with appropriate increases for those on higher rates"; in an attempt to avert industrial action.

Samwu general secretary John Ernstzen said the strike ballot conducted from mid-June had shown an almost 90% vote in favour of a strike.

On July 13 Samwu and Cosatu's other public sector unions — the National Education, Health and Allied Workers' Union and the Post and Telecommunications Workers' Association — together with other participants in the public sector forum will meet to formulate combined action.

Samwu's major objections are the "totally inadequate wage offer" of between 0% and 6%; privatisation, unilateral restructuring with resultant retrenchments, and delays in the extension of labour relations rights to public sector unions.

(250)

DEMOCRATIC accountability implies answerability to several levels of control as well as one's conscience.

Gone are the days in genuine democracies when officials could commit atrocities and claim that they acted under instructions from their superiors

A democracy must have ways of bringing its irresponsible officials to book, of making them account for their wayward actions, and of meting out punishment when and where appropriate

But such accountability is not just a mechanistic or procedural compliance with rules and orders, it assumes that officials are morally autonomous individuals who undertake their duty with a moral conscience rather than with mere technical zeal . . .

A relatively recent development in public administration has been the drive in democratic states towards proportional representation of employees in the civil service to reflect the major demographical features of society

Male-dominated

Representativeness has taken several forms in recent history. In former colonies, where the bureaucracy was overwhelmingly staffed by colonialists, the process has taken the form of indigenisation (for example, Africanisation). In those states whose civil services have historically been dominated by certain racial groups, the restitution has taken the form of affirmative action.

In almost all states the civil services have been male-dominated and the solution has generally been to resort to gender-balancing. Other criteria that advocates representative bureaucracy are increasingly laying emphasis on are class, religion and the state of being handicapped

Genuine representiveness seeks to obviate pseudo-strategies such as numerical visibility at lower levels only, or symbolic representation or tokenism. Genuine representiveness is concerned with the fact that the civil service is open to all groups, that it can psychologically and sociologically identify itself with all segments of the society

Another relatively new effort in democracies is the quest for open government. Officials generally seem to be addicted to secrecy, to undue confidentiality and procedural silence. Indeed, the liberal parliamentary model of controlling public administration seems to demand secrecy, undue confidentiality and procedural silence.

SA civil service needs to be open and accountable

CT 29/6/93 (250)

Extracts from the inaugural lecture delivered at the University of the Western Cape last week by Professor Gatian F Lungu, Professor of Public Administration, Faculty of Economic and Management Sciences at UWC.

All official activities are supposed to be announced and undertaken in the name of an elected politician — the Minister. The administrator is thus "veiled" from public sight. The Watergate scandal in the USA prompted a public demand for openness in that country and other major democracies in the West.

Freedom of information laws have been passed in several countries since then to counteract the impact of the secrecy culture . . .

Open governance seeks to promote the feeling among the general citizenry that their civil service is not unduly secretive, that the true basis of democracy requires access to vital information on the critical decisions, actions and inactions of the bureaucracy. One wants to know on what basis one's application for a passport is being delayed or, worse still, denied or the existing one withdrawn.

Responsiveness

Of 3 239 top civil servants in South Africa proper (excluding Bantustans) only 146 (or 4,5%) were coloured and Indian, and 18 (or 0,6%) were black. (Top civil servants are defined as the five top categories with an annual income of R75 000 and above in central state departments and provinces)

Of 6 914 managerial posts from director-general to government administrator and related categories, only 344 (or 4,74%) were women in 1991. Of the 344 women, 323 were white, two coloured, nine Indian and 10 black.

Attitudes of racial superiority, arrogance and the culture of preferential treatment are likely to persist for a

long time. Experience in sub-Saharan Africa indicates that preferential treatment for whites by ruling Africans continued well into the second decade of independence.

A related issue has to do with responsiveness and accessibility to governmental services by certain sectors of the population.

Post offices are scarce in African residential areas, police posts and patrols more frequent for obvious reasons, phone, electricity and water services more inefficiently delivered but priced at higher rates than in white areas where subsidisation is not uncommon.

The new South African government might enjoy the advantage of drawing from several experiences in both developed and developing countries. The failures of African neighbours are particularly instructive. They call for reasoned caution, as well as courage and vision in creating a democratically accountable administration in the face of enormous challenges bequeathed to it by the culture of a racial oligarchy.

The creation and the success of a democratically responsible administration will in a large measure be a reflection of the strength of the culture of democracy within South African society. The democratic movement no less today than in the past has to embark on this mammoth task of entrenching the values of democracy which the one-man, one-vote right cannot bring about on its own.

□ Harvard-trained Professor Lungu is a Fellow of the Institute of Local Government Administrators.



SCANDAL. Richard Nixon was forced to resign from the US presidency after Watergate, which prompted a public demand for openness.

Council workers to strike

ARG 1/7/93

The Argus Bureau

PORT ELIZABETH — The South African Municipal Workers Union (Samwu) has voted for a nationwide strike from August 2 in pursuit of higher pay rises

Nearly 90 percent of members who voted backed a strike by 70 000 workers in 300 local authorities, Samwu's national meeting here was told

Secretary general Mr John Ernstzen said the decision would be reported to the public sector forum of the Congress of South African Trade Unions's (Cosatu) on July 13, when joint action would be discussed with the other public sector unions

"The campaign, insofar as it affects municipal workers, centres around the totally inadequate wage offers from the major municipal employers," said Mrs Ernstzen.

"In some instances no offers have been made while in others the offers average around six percent. In addition, the union objects to privatisation, unilateral restructuring and the consequential retrenchments."

Mr Ernstzen said meetings were being planned with Cosatu, political parties, community organisations and other sympathetic unions

Letters would be sent to employers urging them to re-examine Samwu's demands for a minimum wage of R650 a month, with appropriate increases for those in the higher wage scales

ouths organise Aids Awareness Day

70 000 set to go on strike

Sowetan 2/7/93

■ **90 PERCENT** Municipal union members vote to begin stoppage in August:

THE SOUTH AFRICAN Municipal Workers Union is to go on a national strike from August 2

This was decided at a Samwu national meeting in Port Elizabeth where the results of a national strike by over 70 000 municipal workers in 300 local authorities were analysed (250)

About 90 percent of those balloted voted in favour of a national strike (250)

Samwu secretary-general Mr. John Ernstzen said the decision would be reported to a meeting of the public sector forum of the Congress of South African Trade Unions on July 13 where joint national action would be discussed with the other public sector unions. (250)

Ernstzen said "The campaign, insofar as it affects municipal workers, centres on the totally inadequate wage offers from the major municipal employers

"In some instances no offers have been made while in others the offers average

around six percent. In addition, the union objects to privatisation, unilateral restructuring and the consequential retrenchments in different local authorities.

"The demand for the right to strike and a clear definition of 'essential services' are also being focused"

Meetings with Cosatu, political parties, community organisations and other sympathetic unions were being planned, Ernstzen said

He assured the community the union in no way wished to disrupt services like refuse and sewage removals and others. The municipalities must accept full blame for any possible disruption, he said

Letters would be sent to all the major employers and employer organisations urging them to re-examine Samwu's demands for a minimum wage of R650 a month with appropriate increases for those in higher wage brackets and to bargain in good faith — *Own Correspondent*

Council workers to ignore strike?

THOUSANDS of council workers in the Western Cape may ignore a national strike call by the SA Municipal Workers' Union (Samwu) due to begin next month.

Last week members of Samwu, voted in favour of a nationwide strike from August 2 for higher pay rises. (HEPA)

But more than 4 000 council workers in the

By JESSICA BÉZUIDENTHOUT

Western Cape, who are members of the alternative union, the Western Province Local Authorities Workers' Association (WPLAWA), intends ignoring the strike call because they are currently involved in their own wage negotiations,

liaison officer, Mr Leonard Koza said this week WPLAWA, which unlike Samwu is recognised by the Regional Services Council, this week called on its members not to participate in the strike, as it could affect the union's own wage negotiations.

"We are currently engaged in wage negotiations and such action

could only have a negative effect," he said.

His organisation was also confident that its members would listen to their call not to participate in the strike, he said. (250)

WPLAWA is negotiating with the RSC for an increase in excess of the five percent offered by the council, as well on conditions of employment. (15)

Not clear

Samwu, which is not recognised by the RSC, has no bargaining power in terms of wage negotiations and conditions of employment for more than 1 000 members employed by the Western Cape Regional Services Council. (15)

At this stage it is not clear whether these workers would in fact participate in the strike, national collective bargaining officer, Mr Roger Ronnie said.

Ikapa workers down tools in bitter pay row

ARG 6/1/93

150

152

□ 'Fat cheques for white staff'

EDWARD MOLOINYANE
Staff Reporter

THE Ikapa Town Council, embroiled in a dispute with political organisations calling for the resignation of councillors, is also involved in a bitter wrangle with its employees over pay.

Council workers, mostly members of the South African Municipal Workers Union (Samwu) yesterday downed tools after the council failed to pay the workforce.

According to workers, the dispute centres on the upgrading of the Ikapa council status to grade nine in 1990.

The workers say in line with this upgrading their own status also rose and the council promised to adjust pay scales.

"Last Friday they backpaid some of the workers while most got nothing.

"What galls us is that all the white officials have given

themselves fat cheques," a worker, who did not wish to be named, said yesterday.

He said it was decided that no one would work until the dispute was resolved.

Samwu officials and the CPA were unavailable for comment early today.

Earlier yesterday, scores of members of the Internal Stability Unit were on council premises, apparently to protect white council officials, who later drove away under police guard, workers said.

During a heated workers meeting, which union officials attended, some called for a complete work stoppage, while others countered that the community would suffer for lack of services.

It was suggested refuse removal workers would collect rubbish from the townships and dump it at council property daily.



Picture OBED ZILWA, The Argus

REFUSE: Some of the refuse collected from the township yesterday and dumped on Ikapa Town Council premises by disgruntled workers involved in a backpay dispute with the council.

Indefinite strike threat by Sadtu

Sow. Star 9/7/93

■ NATIONAL CONGRESS Action on August

16 if salary negotiations with Government fail:

By Bongani Mavuso

THE South African Democratic Teachers Union has threatened to embark on an "indefinite" national strike on August 16 if salary negotiations between the Government and the union fail (250) (354)

This decision was taken by hundreds of teachers who attended Sadtu's second three-day national congress which ended at Crown Mines, Johannesburg, on Wednesday (353)

Sadtu general secretary Randall van den Heever said yesterday the congress had mandated the union's national executive committee to meet the Government on July 22 and 23 to reopen negotiations on salaries (353)

"The Sadtu salary demand in these negotiations will be in keeping with the union's national council mandate on a living wage for all teachers," Van den Heever said

"Should the negotiations fail, the union has no option but to embark on indefinite strike action. Strike action is an indispensable weapon

to break deadlocks"

Van den Heever also announced that teachers throughout the country would participate in a "national day of action" on July 30 to highlight the crisis of rationalisation and retrenchments

Teachers, he said, would take part in protest action to coincide with the launch of the National Education and Training Forum scheduled for July 30

Community and other organisations would be contacted to discuss the strike action

The Sadtu congress noted that it was the responsibility of Sadtu to oppose "by all means possible, the Government's sinister plan of shunning its responsibilities with regard to salary increases for teachers"

The union's demands include an across-the-board 30 percent salary increase for all teachers, a housing subsidy to be paid to all teachers irrespective of sex, colour, creed, age and marital status, an immediate halt to all unilateral rationalisation; a halt to cut-back measures with regard to salaries, retrenchments and withdrawal of service benefits

LABOUR NEWS IN BRIEF

Compiled by **SHARON SOROUR**

Short-term action for economy

THE National Economic Forum (NEF) this week approved recommendations for short-term economic action — including protecting collective bargaining and job creation through public works programmes.

At its first plenary session since its establishment last October, the NEF, comprising organised business, government and labour, also voiced its intention to secure a partnership role with the government of the day in setting economic policy.

Finance Minister Mr Derek Keys emphasised the need to create an economy that answered more closely to the needs of the community.

Centralised bargaining was acknowledged as "one of the tiers" of the collective bargaining system.

Miners reject CoM pay offer

THE National Union of Mineworkers (Num) has rejected a final pay offer by the Chamber of Mines, and unions affiliated to the Council of Mining Trade Unions have declared a dispute and applied for a conciliation board hearing.

Num said gold mines had offered pay increases ranging from six to eight percent.

The offer was rejected because the higher gold price provided the mining industry with additional profit of R200 million a month, and workers had made big sacrifices in recent years by accepting increases far below the inflation rate, resulting in low living standards.

Footwear workers down tools

THOUSANDS of footwear workers in the Western Cape have downed tools following the breakdown of wage negotiations, according to the SA Clothing and Textile Workers' Union.

Union organiser Mr Ronald Bernickow said about 3 000 workers went on strike yesterday because they were unhappy about the wage offer from manufacturers.

Footwear Manufacturers Federation director Mr Dennis Linde confirmed the deadlock.

Toy firm locks out workforce

EDUCATIONAL toy manufacturers, Playthings, has locked out members of its workforce in Epping after they refused to accept a final wage offer and negotiations ended in deadlock.

Company director Mr Steve Knight said Playthings offered a final wage offer of R18 a week increase, but when the talks deadlocked the union was demanding R47 across-the-board.

Public servants slam 'decrease'

THE Public Service League this week slammed the five percent salary increase for public servants as a salary decrease in relation to the consumer price index.

League general manager Mr Bernard Wentzel said 70 percent of members fell into the lower income group and a five percent increase meant "a disgusting R35,70 a month".

Wildcat strike at Sun City

ABOUT 3 500 Sun City workers — 70 percent of the staff complement — staged a wildcat strike this week but returned to work after management agreed to address grievances tabled by a workers' committee at a meeting this week.

Star 13/7/93

Future SA on PSA's agenda

The Public Servants' Association of South Africa will hold a crucial annual meeting in Pretoria in September

(250)
It will be the last PSA general meeting before the 1994 elections which will determine South Africa's political future.

It is expected that high on the agenda will be a discussion on the role of public servants in the new South Africa, and the position of the pension fund contributed to by civil servants.

The meeting takes place on September 20. — Pretoria Bureau.

Jo'burg unions to merge

By Erica Jankowitz
13/7/93

THREE unions representing about 16 000 lower-paid Johannesburg City Council workers yesterday resolved to merge.

At a meeting of about 200 shop stewards, Cosatu-affiliated SA Municipal Workers' Union, non-aligned Johannesburg Municipal Combined Employees' Union and Union of Johannesburg Municipal Workers decided to unite against the council's restructuring process.

It was agreed that a merger committee be established with two representatives from each of the unions. Shop stewards also decided to hold joint report-back meetings with members to display unity at leadership level.

As Samwu had already balloted workers on strike action in response to the 6% proposed increase by local authorities, the other unions pledged support of "possible industrial action".

In a separate development, Samwu will today meet representatives of the major cities forum in an attempt to resolve the wage deadlock for which the union received a 90% vote in favour of strike action.

NEWS IN BRIEF

14/7/93
Wage talks 'fruitless'

THE SA Municipal Workers' Union yesterday met the major cities forum in a bid to reopen deadlocked wage negotiations. Union president Petrus Mashishi described the meeting as "fruitless" as the forum, representing the seven major metropolitan areas, had agreed only to reopen negotiations at local authority level and not as a unified forum. A follow-up meeting had been suggested, but no date set. The union's decision to launch a national strike on August 2 still stood. Smaller towns in the Free State, Transvaal and Natal had indicated a willingness to move on the average 6% offer and a meeting was scheduled for next week.

Eskom workers accept 10% pay increase

WORKERS at Eskom have accepted a 10% wage increase offer effective from July 1 together with a R6m fund which unions said had been established to redress salary discrepancies based on previously discriminatory employment practices

In a letter to the unions involved, Eskom said the fund would "address legitimate differences between salaried staff and monthly paid employees" contained in past remuneration practices

These discrepancies would be identified by July 31 and the negotiating forum would agree on the "process and principles" to compensate workers.

A management proposal that "poor performers" should not receive the across-the-board settlement was withdrawn

A NUM source said Eskom's final offer

ERICA JANKOWITZ

had been 8,5%, but this was increased to 10% on condition that the unions accepted the "full settlement offer" 15/7/93

The unions — ranging from Cosatu affiliates the NUM and National Union of Metal Workers of SA, to the Mineworkers' Union — agreed and the settlement was signed late last week (250)

The agreement contained additional increases, ranging from 3,5% to 1%, for workers at the lower end of salary scales to decrease differentials within grades

Outstanding issues, such as proposed changes to work organisation and the conversion of the pension fund to a provident fund, have been referred to task groups for further discussion (250)

Transnet pay

rises 7.5%

By Day
GERALD REILLY

PRETORIA — About 60 000 Transnet workers from the lowest grade to middle management will get pensionable pay hikes of 7.5% this month 15/7/93

This was decided at a meeting of the Transnet industrial council at the end of last week after several months of negotiations.

Negotiations on salary increases for the remaining 100 000 Transnet workers are still in progress. Among these are Spoornet, Portnet and sea workers.

Federal council of Transnet unions secretary André Venter said there was "no great joy" at the increase.

Management assured the council that wherever possible retrenchments would be avoided. It is understood about 5 000 workers are vulnerable to retrenchment (250) (132) to

Eskom 'still cheapest power supplier'

A NATIONAL Utility Services electricity price survey showed SA had the largest percentage increase among the 15 countries surveyed this year, but was still the cheapest power supplier at an average 12,40c a kilowatt hour (kWh). 16/7/93

Services director Rob Gray said previous predictions that high average annual increases — like the 10,5% rise in this year's survey — would bring SA in line with some western countries were materialising even though SA had the lowest electricity charges. (250)

In the 1992 survey the difference between SA and the next cheapest

EDWARD WEST

country, Canada, was 2,77c. In the latest survey Sweden — only 0,33c more expensive than SA — occupied second place. The difference between SA and Canada was 2,66c (53)

Johannesburg overtook Durban as the most expensive supplier of electricity at 13,36c/kWh on April 1 1993, a 13,32% increase over 11,79c/kWh sold in Johannesburg on April 1 1992.

Cape Town price increases of 11,47% also exceeded inflation

Pretoria managed to contain its increase at 9,45% because a higher increase was rejected by the administrator. Eskom's price rose 8,07%.

Municipal unions to oppose restructuring

THREE unions, representing 16 000 workers out of a total workforce of 21 000, have joined forces to oppose the Johannesburg City Council's "unilateral restructuring".

The SA Municipal Workers' Union, Union of Johannesburg Workers and Johannesburg Municipal Combined Employees' Union said in a statement they had formed a joint initiative to protect workers from the council's staff reduction plans and to ensure the maintenance of a high quality of service to the community. (250)

The unions said the council had taken on the servicing of Soweto on an agency basis, and this could not be done effectively if workers were retrenched.

"It is imperative that we do not allow the council to prepare for paying off staff when, in fact, basic services are totally lacking," the statement said.

It said the council's proposed system of assessing wage increases according to individual performance threatened the unions' collective bargaining role.

Shop stewards of all three unions would meet on Monday to "plan pro-

ERICA JANKOWITZ

grammes of action aimed at uniting our members and moving forward together", the statement said. (250)

Council labour relations director Andre de Wet said the restructuring proposals, first tabled in 1991, had been "fully discussed with every union representing employees of the council".

He said no member of the three unions had been made redundant as a result of the process, which was aimed at "enhancing service efficiency".

"It is certainly not the object of the restructuring exercise to make employees redundant," De Wet said. (254)

He said the servicing of Soweto was still being negotiated by a number of parties.

On the issue of collective bargaining, De Wet said the council had agreed to delink individual performance assessment from this year's wage negotiations, which had deadlocked.

The parties had agreed to submit the wage dispute to arbitration and the hearing had been set for August, De Wet said.

Humility masks a tough, but civil servant

(250) ARG 17/7/93

LABOUR PROFILE

SHARON SOROUR

Labour Reporter

DRIED proteas in a dull vase on top of a cupboard in Bernard Wentzel's office belie the vigour and energy he brings to his position.

The grey-haired general manager of the 50 000-strong Public Service League, has an enviable enthusiasm and capacity for hard work, reflected in the number of posts he occupies.

A former pupil at Gordon High School in Somerset West, his association with the league stretches back to 1967. He recalls how, with only 25 members on its books, he had to collect union subscriptions personally (20 cents for men, and 10 cents for women), and was harangued by complaining members.

"I used to stand at the door and

collect the subs it was very embarrassing"

The humility he displayed then still rings true today, in spite of his having reached the top of the organisation, and having been a leading civil service unionist for more than two decades.

In addition to leading the Public Service League into a new South Africa, he is the general secretary of the Congress of South African Public Service Organisations, formed in a bid to unite the public service.

Bernard Quintin Frederick Wentzel was born on October 10, 1945, at Sir Lowry's Pass, "a small village at the foot of the mountain", where he still lives with his wife Julia, a teacher, and their three sons and a daughter.

He holds diplomas in state administration, labour relations, negotiations, and communication.

which have secured him success in his working life — starting as a bell-boy at the Van Riebeeck Hotel.

He has a keen sense of justice and refuses to tolerate being "handled like a second-class citizen".

Fighting for the rights of others has strengthened and comforted him.

He describes himself as a leader ("I have been one all my life, but I lead by instruction from the community I serve"), a hard-bargainer, unemotional, objective and a logical thinker.

A clerk at the Department of Coloured Affairs before he started working fulltime for the league, he confesses to being a workaholic, probably to the detriment of his family.

With Mr Wentzel at the helm the league has fought actively to improve conditions of service for its members.

A name change in 1990 — from Public Servants' League to Public Service League — signalled a move to a wider organisation, embracing a new definition of 'public service'.

"In accordance with changing times, we felt that public sector workers were not *servants* and that this should be addressed

There was also a need to cater for the commercialisation of the sector. Many of our members still wanted us to represent them even though they left the government services when companies were privatised."

Referring to the future of the public sector, Mr Wentzel said the league was opposed to the fragmentation of services rendered by the state, as they were the cornerstone of society.

"There will be a bigger demand for these, like housing, education, health and welfare, and we cannot agree that the sector needs to be streamlined or that a smaller public sector is the answer."

He believes the dismantling of Own Affairs departments, recently halted, and their incorporation under the mantle of General Affairs should go ahead only once the position of workers is clarified and job security is assured.

"We were accused of trying to entrench apartheid because we objected to the incorporation going ahead immediately. But workers were not informed or consulted and no indication was given that positions would be secured or that opportunities for promotion lay in store when departments merged," he said.

TOP OF THE LEAGUE:

General manager of the Public Service League, Mr Bernard Wentzel.



Council workers set to strike

By CAS St LEGER

THE COUNTRYWIDE five percent wage increase offer to municipal employees could result in South Africa's first national local government strike next month. (250) (354)

Mr Petrus Mashishi, president of the 72 000-member SA Municipal Workers' Union, said a strike meeting will be held on July 28 to assess the position. (13)

Following the SAMWU committee meeting, a strike could be called for

August 2. 1817193

He said that the union had received a 90 percent vote from its members, which represented one-third of lower-paid municipal employees in 315 local authorities, in support of strike action. (1104)

"We gave municipalities a warning last month," said Mr Mashishi. "Although some municipalities have increased their wage offer from five percent, we do not think it would be correct to single them out of strike action."

Sowetan 19/7/93

Call for wage freeze

~~1/2~~

THE National Education Health and Allied Workers Unions yesterday called for a wage freeze for public sector workers earning more than R40 000 a year, including parliamentarians, to close wage differentials in the public sector. Nehawu said it would present its demands at re-opened wage negotiations to address unacceptable wage differentials between the lowest and highest paid workers.

(250)



Star 20/7/93

Union seeks salary freeze

The National Education, Health and Allied Workers Union wants to freeze salaries of public servants earning more than R40 000 a year. This demand will be put forward on Thursday when union representatives meet employers for two days of talks. — Labour Reporter.

~~25~~ 250

Council

workers'

Star 20/1/93

strike in

balance

By Paul Bell
Labour Correspondent

Officials of the Johannesburg City Council and the SA Municipal Workers Union today begin a series of discussions in an effort to clarify issues related to the union's planned strike scheduled for August 2.

Yesterday Samwu's general secretary, John Ernstzen reconfirmed the decision to begin a national strike on August 2.

The JCC is operating under the assumption that despite the discussions the strike will take place, human resources director Andre de Wet said.

Discussions will centre on efforts to "identify the genuine issues" behind the strike decision. Council officials will sound out workers and report to the management committee later today.

Ernstzen says employers have indicated a preference to settle the dispute through negotiation.

While the threatened strike originates in the nationwide limit of 5 percent on public sector wage increases, an important by-product has been an indication that employers might accede to national centralised bargaining.

For the first time, representatives of the seven largest municipalities — Johannesburg, Durban, Cape Town, Pretoria, Bloemfontein, Port Elizabeth and Maritzburg, which employ 40 000 of Samwu's 72 000 members — came together to meet the union in Johannesburg last Thursday.

Samwu was urged not to use this wage issue as the back door to achieving centralised bargaining. Workers have indicated their readiness to discuss the issue.

Meanwhile, today's planned meeting of up to 13 000 JCC workers has been postponed to next Thursday.

Permission for the meeting is being sought today from the management committee. "This is a very sensitive decision," said a leading JCC trade unionist. "Strike action always ought to be the last resort." His comment bore out de Wet's view that opinions among the JCC's workers were mixed.

Ernstzen noted that "two large municipalities" were "attempting to intimidate workers" into staying on the job. One council was trying to force workers to sign papers agreeing not to strike. Another was threatening to bring in convict labour to help keep services going, he said.

Municipalities face strikes over wages

Municipal Reporter

250
250
250
AUG 20/7/93

A MUNICIPAL strike will begin countrywide on August 2 unless councils and the SA Municipal Workers Union settle on wage increases.

Samwu general-secretary Mr John Ernstzen said meetings had been held in the past two weeks with employer organisations and councils to try to reach a settlement.

Further meetings will be held this week in an attempt to settle the dispute by negotiation.

Samwu is demanding the greater of a minimum monthly wage of R650 or a 30 percent increase for its lower-paid members, and a 20 percent across-the-board increase for higher-paid workers.

Mr Ernstzen said Public Service International, the international trade secretariat to which Samwu is affiliated, fully backed the union's demands.

"Any blame for the disruption of services must be placed fully at the door of municipal employers who for years have been exploiting workers in the municipal sector," he said.

Second bodyguard dies after highway shootout

A SECOND bodyguard of ANC deputy president Walter Sisulu died in hospital yesterday and the two surviving bodyguards will be charged in court today following their shootout with the police early on Sunday. **Biday**

The shootout took place on the Soweto Highway as the Sisulu convoy was returning from ANC president Nelson Mandela's birthday party. One guard died soon after.

Last night the ANC named the dead bodyguards as Moloane Jabulane Cebo Nthl and Ishmael Moloane. **2017193**

Witwatersrand regional police commissioner Lt-Gen Koos Calitz said yesterday police forensic experts had found Makarov and SA-manufactured shells and the wad of a shotgun round at the scene. They would be subjected to ballistic tests, he said. **(278)**

The discoveries were made in the presence of ANC NEC member Matthew Phosa and lawyer Fink Haysom, who have been appointed by ANC president Nelson Mandela to monitor investigations.

The ANC would be invited to appoint an independent pathologist to perform a post-mortem on the ANC security guard who died immediately after the incident, Calitz said.

The attorney-general's office had also been invited to monitor investigations.

The ANC expressed concern yesterday at a possible link between a previous incident of "police aggression" against Sisulu and Sunday's incident, demanding that police disclose what steps had been taken to

By STEPHANE BOTHMA
and DIRK VAN EEDEN

investigate the previous incident and what instructions had been given to prevent a repeat.

Sisulu's security convoy had been stopped at a roadblock outside Soweto three months ago, the ANC said in a statement. The convoy had been allowed to proceed, but was immediately followed by a police vehicle and forced off the road.

"A police officer, his weapon ready to shoot, approached the car and demanded the right to search it — only allowing the convoy to proceed after a lengthy discussion with Sisulu's security guards."

At the time, the ANC had registered strong protest with the police, who undertook to investigate the matter.

It repeated demands that international peace monitors and independent experts investigate the role of the police in the incidents.

"Law and Order Minister Hernus Kriel must take full responsibility for ensuring his police force ceases its acts of aggression against Sisulu and other ANC officials," it said.

The western Cape branch of the ANC expressed alarm at threats made to kill ANC spokesman Carl Niehaus and Allan Boesak, during a public meeting at Mitchells Plain at the weekend.

"These threats, following the attempt on the life of Sisulu, strengthens our belief that many of our leaders are in serious danger of their lives," it said.

Trust to focus on public servants

CAPE TOWN — The Canadian Southern Africa Education Trust Fund, a non-governmental organisation funded indirectly by the Canadian government, intended to focus more of its training efforts in SA on future public servants and media personnel, one of the fund's trustees said yesterday. **(250)**

The fund, launched five years ago, had been involved in training civil servants in Transkei, trustee Juanita Westmoreland-Traoré said in an interview yesterday.

Westmoreland-Traoré, who is Ontario's first employment equity commissioner, is on a fact-finding visit to SA.

Previously she served on the Canadian Human Rights Commission. **(251)**

In the past the fund had concentrated on fostering exchange programmes for postgraduate university students special-

ising in certain areas.

It recently completed a legal exchange programme. **2017193**

Most of its funding was derived from a government agency, the Canadian National Development Agency.

Westmoreland-Traoré emphasised the intimate link between education and training and equity in employment.

In devising employment equity legislation for Ontario, her commission had emphasised the education and training of people who were in jobs where they had experienced discrimination.

She said the legislation would give greater effect to the Ontario human rights code, which prohibited discrimination but was difficult to enforce.

LINDA ENSOR

Municipalities face national strike

BIDAY 21/7/93

ERICA JANKOWITZ

ABOUT 70 000 mainly blue-collar workers at 300 local authorities were expected to join a national strike from August 2, SA Municipal and Allied Workers' Union spokesman Roger Ronnie said yesterday.

After a series of meetings with local authorities, who have offered an average 6% wage increase, the union confirmed the strike decision yesterday. The union is demanding increases averaging 12% (250)

Workers were also protesting against unilateral restructuring involving job shedding and rationalisation, Ronnie said. Johannesburg City Council industrial re-

lations adviser Andre de Wet said discussions were held with the union yesterday in an attempt to resolve the dispute. He said the management committee had considered the union's position on the council's apparent unwillingness to expedite the arbitration process (152) (354)

Wage negotiations had broken down earlier this year with the union demanding 12,5% increases for the lowest paid categories and the council offering about 5%.

□ To Page 2

Municipalities

BIDAY 21/7/93

□ From Page 1

across the board, although alternatives had been tabled within financial constraints, De Wet said. The council had to make salary adjustments within the amount that had been allocated.

The management committee was considering "enhancing its offer" and, if this was agreed to, "the content of the offer would have to be considered".

The parties were scheduled to meet again on Friday. In the meantime, the council would try to get an immediate arbitration date to resolve the wage issue prior to August 2, De Wet said.

Ronnie said the union was involved in continuing discussions as local authorities

had made it clear that they wished to settle the dispute. However, to date nothing "tangible has been tabled to make us relook at our position" (260) (152)

The union's members were involved in all types of service, including refuse removal, cleaning and road and sewerage maintenance, all of which would be affected by the strike, he said. But essential services such as nursing, ambulance, fire and rescue would be exempt (354)

Ronnie said the union was aware of local authorities trying to devise contingency plans in the event of a strike. He thought this involved using temporary labour.

'Scabbing' out during stoppage

CLIVE SAWYER
Municipal Reporter

MEMBERS of the mainly white-collar SA Association of Municipal Employees will not fill in for absent workers during the countrywide SA Municipal Workers' Union strike scheduled for August.

More than 1 000 council workers from all branches met in the Civic Centre podium hall yesterday for a progress report on arbitration on wage demands.

SAAME represents about

4 000 of the council's 15 000 staff. Samwu represents the rest.

Some at yesterday's meeting were in militant mood, with a proposal to join the August 2 strike drawing strong support.

The 29,3 percent increase voted for councillors inspired derogatory comments.

Council management has increased its offer to staff to about 5,5 percent but has proposed cutbacks to leave and sick-leave benefits; and a limit

to accumulated leave of 185 days

The union has asked for an inflation-linked 11 percent increase.

The next round of arbitration will be on July 26 and 27.

Union leaders told the meeting it was SAAME policy not to "scab" when other workers went on strike

Meanwhile, the Samwu leadership has said it would meet the city council executive committee to try to reach a settlement before August.

NEWS IN BRIEF

Biday 22/7/93 (24)

Right-wingers in court

SEVEN right-wingers appeared yesterday in the Johannesburg Magistrate's Court on charges of public violence related to the right wing occupation of the World Trade Centre on June 25. They were not asked to plead and the case was postponed to August 18 for further investigation. The accused were released on bail.

A total of 65 right-wingers have appeared over the past 10 days. They will all appear on August 18.

Biday 22/7/93

Salary increase talks

THE Public Service Caucus, which represents 11 public service employee organisations, will hold talks with the Commission for Administration in Pretoria tomorrow and Friday to negotiate further salary increases for public servants in certain categories. (25)

Biday 22/7/93

Wage agreement

TELKOM and the Posts and Telecommunications Workers' Association signed a 5,8% wage agreement yesterday, backdated to April 1, thus resolving a dispute declared in April. (250)

The new minimum wage would be R1 145 a month, Telkom said.

CPA 'dragging heels' on talks

THE SA Municipal Workers Union yesterday accused the Cape Provincial Administration (CPA) of "dragging its heels" by only agreeing to discuss the protest by Ikapa workers occupying the CPA's Goodwood offices on July 28.

● ANC Youth League members yesterday continued to occupy town council offices at Zwilile, Hermanus. — Staff Reporter, Sapa

Unions not so keen on total strike

Star 23/7/93

By Paul Bell
Labour Correspondent

A countrywide round of negotiations between public sector workers and municipal and state employers has shown some progress on wage offers and there are indications that union enthusiasm for a national strike may be waning. **260**

Negotiations were scheduled to continue for a second day today between the Commission for Administration and health, education and other public sector workers. **261**

Municipal worker representatives and local authorities have been also been negotiating throughout this week and their deliberations are expected to come to a head by the weekend.

The public sector unions' grievances go beyond the 5 percent limit that State and municipal employers had placed on wage increases, and include demands that retrenchments and the so-called unilateral restructuring of departments and services be stopped. **262**

Union leaders, determined to maintain pressure on the employers, were making no public concessions yesterday on their threat to strike from August 2.

The Cosatu-aligned Public Sector Co-ordinating Commit-

tee's chairman, Khabisi Mosunkutu, acknowledged that the employers were beginning to respond to wage demands, and that progress in these discussions might "decelerate momentum" towards a strike.

Mosunkutu's own union, the Post and Telecommunications Workers' Association, of which he is president, this week settled its wage dispute with Telkom by accepting a 5,8 percent increase backdated to April 1.

Mosunkutu said: "The union push is getting results but the strike date — August 2 — remains in effect. Without pressure we won't be able to deal with retrenchments and restructuring. The wage issue may decelerate momentum a bit, but we are still awaiting a proper response from the employers."

SA Municipal Workers' Union general secretary John Ernstzen says Samwu will negotiate to the last.

He was hoping the round of negotiations between his union and municipalities throughout the country would yield a clear picture by the weekend.

Cape Town City Council has postponed indefinitely its application for an urgent interdict against Samwu and agreed to reopen wage negotiations. In Pretoria discussions got under way yesterday.

Trouble at ~~Star~~ education 23/7/93 meetings

By Justice Malala

The National Professional Teachers' Organisation of South Africa (Naptosa) has pulled out of the Joint Salary Negotiating Forum for Educators and the Public Service Sector which began its two-day meeting in Pretoria yesterday. ~~(250)~~

Naptosa is a federation of nine Government-recognised teachers' organisations, including the all-white Teachers' Federal Council. ~~(250)~~

The salary negotiating forum comprises the Government, teacher organisations — including the South African Democratic Teachers' Union (Sadtu) — and various public sector workers' organisations. More than 40 organisations are represented in the forum. ~~(250)~~

Educationists hope the forum will help alleviate problems affecting black education, especially the threatened teachers' strike over the Government's 5 percent offer for teachers' salary increase. Sadtu, in line with other public sector unions, is demanding a 25 percent across-the-board increase.

Naptosa said in a statement "the composition and procedures to be followed at the forum are of such a nature that meaningful negotiations are just about impossible".

It said the establishment of a separate salary negotiating forum for teachers was "a matter of extreme urgency".

The organisation also said negotiations for meaningful salary increases should be carried out by a smaller technical committee. The forum is expected to issue a statement today.

Star 28/7/93

SAP 'shrugged shoulders'

By Norman Chandler
Pretoria Bureau

Allegations by journalists that police had not protected them during the AWB-ANC stand-off at Koppies earlier this month were answered for the first time yesterday by the police.

Reporters had been told to leave the scene in the Free State town for their own safety, is the official response.

This has been disputed by a senior journalist, who says a police colonel "shrugged his shoulders".

Armed persons — said to be members of the Afrikaner Weerstandsbeweging — prevented 3 000 black protesters, mostly ANC members, from leaving Koppies

KwaKwatsi township by barricading roads.

Police said yesterday people identified as members of the AWB were in fact members of the Koppies Action Committee. "AWB members were not involved."

Major Ruben Bloomberg, of the police public relations directorate, gave the police view after clarification was sought of what had taken place on July 2. (25)

He confirmed that reporters from The Star, Saturday Star and Sunday Tribune had asked for police protection after they were abused, punched, kicked and sworn at at the scene.

Kris Mayes, an American exchange journalist working for The Star,

Ken Vernon, deputy editor and news editor of Saturday Star, and Brendan Seery, Johannesburg Bureau chief of Durban's Sunday Tribune, were told that, in view of the situation at the time, "the SAP could not accept responsibility for the safety of the journalists. They were asked to leave the area."

Black journalists from City Press could not leave Koppies' black township because AWB supporters told the police this would not be allowed.

Bloomberg said the "Koppies Action Committee", whom he described as "being part of the local municipality," had been asked by the

police why roads had been blockaded.

"They said it was in connection with road works being carried out. When the police pointed out that there were no road works involved, excavators were brought to the scene by the Action Committee and a trench dug across the road," Bloomberg said.

Vernon told The Star he had spoken to Colonel Nel regarding "the evident inactivity of police in the face of right-wing lawlessness after they had barricaded a public road and set alight barriers of burning tyres".

At that time, Nel told Vernon the situation was volatile and that he felt that "no action was the best action."

Council, union still talking

Municipal Reporter

ALL-DAY talks between the Cape Town branch of the SA Municipal Workers' Union (Samwu) and the council ended without perceptible progress yesterday.

Mr Salie Manie, president of Samwu in Cape Town, said that further meetings were planned.

He stressed that meetings had been set up in Johannesburg, Bloemfontein and many other municipalities besides Cape Town with a view to heading off the municipal strike which has

been announced for August 2.

"We will have to find a way to pull together all these positions emerging all over the country," he said.

Mr Manie said the increase being offered by the council was unsatisfactory and there was something "immoral" about councillors allocating themselves 29,3% allowance increases at the same time.

Executive committee chairman Mr Louis Kreiner could not be reached for comment on behalf of the council last night.

CT 23/7/93 (250)

Talks stall over strike

S. ...
THERE has been little movement in talks between Cape Town City Council and the SA Municipal Workers Union, a Samwu spokesman said yesterday.

25/7/83
Union officials and council representatives met around-the-clock this week in an effort to avert the pending August 2 strike (250)

Council spokesman, Mr Ted Doman, declined to give details of meetings of the past few days

SEP 21 1993

Council prepared for strike

By Paul Bell
Labour Correspondent

The Johannesburg City Council was yesterday battenning down the hatches to deal with possible pay-related strike action by the SA Municipal Workers' Union on Monday.

Council human resources director Andre de Wet said

yesterday: "The council is prepared to deal with strike action, and will not shy away from using alternative labour. We have made contingency arrangements."

The council now also seeks court relief. After talks broke down on Friday, it sought an interdict in the Rand Supreme Court to restrain Samwu from instigating, inciting or organising the strike, and its members from taking part. Samwu has

until tomorrow to respond.

Meanwhile, two other unions are now considering balloting their members on solidarity action. Hassan Lorgat of the Johannesburg Municipal Combined Employees' Union said it had asked the council for permission to ballot its 2,500 members on strike action.

The Union of Johannesburg Municipal Workers, with about 9 000 members, is believed to be contemplating

similar action. In terms of the Labour Relations Act, municipal workers may ballot for strike action, but striking remains illegal.

Samwu's wage increase demand is 12.5 percent for unskilled workers and 7.5 percent for semi-skilled and skilled workers.

Council negotiators told Samwu the council was prepared to review its offer. It has R40 million for increasing wages for 1993/94, an ef-

fective offer of 5 percent, and is ready to take the dispute to arbitration.

However, Samwu negotiator Richard Spalding said the council had not given the union anything to take back to members as an inducement to call off the strike.

De Wet said the system relied on "merit-based increments" and was part of a restructuring, the council had undertaken to enhance its service efficiency.

nesday, July 28 1993 ★

Municipal strike plan

CT 28/7/93

1585 250 152
1108

Own Correspondent
JOHANNESBURG —
The SA Municipal
Workers' Union
(Samwu) expects
about 80 000 municip-
al workers
countrywide to partic-
ipate in its wage
strike due to start on
Monday.

80 000
set for
dispute

been scheduled by late
yesterday

He said the union
would not oppose an ur-
gent interdict against the
strike lodged by the Jo-
hannesburg City Council
with the Rand Supreme
Court. He said strike ac-
tion by municipal work-
ers was illegal and the
union, therefore, did not

About 70 000 paid-up Samwu mem-
bers and members of some smaller
unions would down tools and it was
expected that public transport and
garbage collection services would be
affected, the union said yesterday.

Samwu president Mr Petrus Mash-
ishi said yesterday "The strike is defi-
nitely on unless we settle wages with-
in the next three days"

He said all balloted local authori-
ties and municipalities would be af-
fected "Public transport will not run
in Johannesburg on Monday," he
warned

Mr Mashishi maintained the union
was still prepared to meet councils
and local authorities in a bid to break
the impasse, but no meetings had

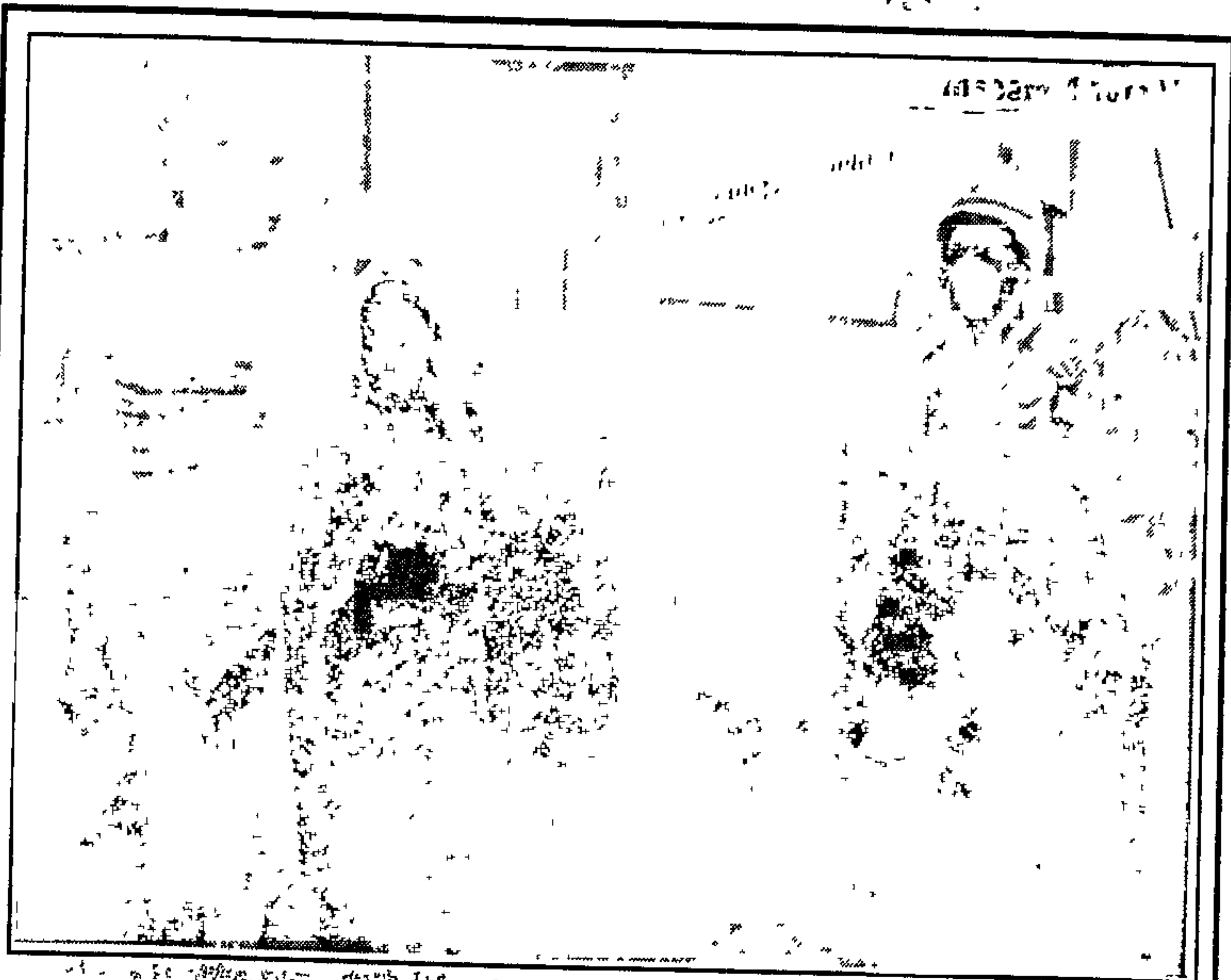
have any basis on which to challenge
the application

He said the city council had spent
the last two days issuing individual
interdicts to all Samwu members con-
cerning the strike issue

Mr Mashishi said the union would
hold national rallies on Saturday to
co-ordinate the strike and draw up
guidelines for action. He expected
workers to sustain industrial action
"for as long as it takes to get our
message through"

He said if any individual council or
local authority wanted to pre-empt a
strike, it would have to persuade other
bodies to negotiate on the same plat-
form, as "each body has the influence
to persuade others" to follow suit

New outbreak of taxi violence



FEAR ... An elderly couple huddles against a wall in Mogadishu, Somalia, as a US serviceman from the Quick Reaction Force searches through a hospital compound where weapons were found.

PIC AFP

70 000 workers set to down tools

Sowetan 28/7/93

By Ike Motsapi

■ URGENT INTERDICT Workers

prepare for strike over wages:

A PLANNED strike by about 70 000 members of the South African Municipal Workers Union over wage demands will go ahead on Monday regardless of whether the court declares the action illegal.

The union will hold rallies around the country on Friday to launch the strike. (152) (1107)

Samwu president Mr Petrus Mashishi yesterday said the union would ignore a court action lodged in the Rand Supreme Court by the Johannesburg City Council (250)

... The council brought an urgent interdict to declare the planned strike illegal "We will not be filing an opposing motion because in terms of the law, we have no case. What we will be doing is to ignore whatever decision that may be reached by the courts

"What I am positive about is that the action will go on as planned on Monday, unless a miracle happens. We are prepared to negotiate if we get reasonable approaches from various city councils regarding our de-

mands," said Mashishi. Meanwhile, the National Union of Mineworkers is to start balloting its 265 000 members on gold and coal mines after annual pay talks deadlocked yesterday, NUM assistant general secretary Marcel Golding said. Ballot facilities were expected to be in place by the end of the week and voting would probably start next week. Chamber of Mines spokesman Mr Adrian du Plessis confirmed the deadlock, saying a detailed statement would follow (21)

~~Sowetan~~ 29/7/93

Strike decision ~~1993~~

THE South African Municipal Workers Union will decide today on whether to go ahead with a proposed strike by its 70 000 members

Negotiations remained at a stalemate yesterday but Samwu executive member Mr Richard Spalding said the decision to strike would rest on the information the union's national co-ordinating committee was gathering from municipalities around the country. (250) ~~1993~~

250
Meiring
has talks
with union

29/7/93
Staff Reporter

CAPE Administrator Mr Kobus Meiring held a marathon meeting last night with SA Municipal Workers Union (Samwu) representatives in connection with the three-week-old strike by Ikapa Town Council workers.

A spokesman for the CPA, Mr Frikkie Odenaal, said members of the community, including organisations such as the Azapo, the PAC and the ANC, had also attended.

A deadlock had been reached over the issue of "discriminatory" increases and backpay.

A CPA spokesman said last night it had been decided at yesterday's meeting to form a working group of nine members, consisting of three Ikapa workers, three members of the Ikapa community and three CPA officials.

The group would meet today and make recommendations to the Administrator.

Municipal strike planners to meet

Star 29/7/93

By Paul Bell
Labour Correspondent

Municipal strike planners from around the country will convene in Cape Town today to make a final assessment of their negotiations with municipalities and are expected to confirm their decision on a national strike from Monday.

In Johannesburg, however, while there was no break yesterday in the deadlock between the SA Municipal Workers' Union and the city council, there was also no certainty that strikers would come out in numbers that the unions would describe as a success.

Instead, union leaders are hoping that the strike will build, even if it does not begin with complete solidarity among the approximately 13 500 workers most likely to join the strike. The total workforce is 22 000.

The Johannesburg Municipal Combined Employees' Union (JMCEU) was yesterday refused permission by the council to ballot its 2 500 members for strike action. Its executive is now expected to consider solidarity measures that would stop short of strike action —

such as a go-slow.

This would keep the union within the confines of the Labour Relations Act, which bars municipal workers from striking, and at least close to the terms of its agreement with the council to submit to arbitration the wage dispute that is driving the action.

The Union of Johannesburg Municipal Workers, with about 9 000 members, was meeting yesterday to consider its position. No one was available for comment but other unionists felt it unlikely that the UJMW would respond to the strike call with alacrity.

Interdict

Although many members of the JMCEU and the UJMW are expected to join the strike, the issue, say strike leaders, is whether their unions will officially endorse the action. This is more likely with the JMCEU than with the UJMW.

On the legal front yesterday, council human resources director Andre de Wet said that by the afternoon return date for the interdict sought against Samwu by the council, the union had not responded.

Samwu, whose 80 000 members are statutorily barred from striking, admits it has no

case at law. The matter will be heard tomorrow.

De Wet said the council had also called on Samwu to return to negotiations immediately. So far the council has had no response.

The council has completed the process of informing workers about their obligations in the event of a strike. De Wet said firing strikers was an option but this would depend on the way in which any action was conducted, and how services were affected.

In other developments:

- The Federation of Municipal, Health and Allied Workers, has distanced itself from the strike. Co-ordinator Donald Morwatshehla said Samwu had not consulted other public sector unions when it decided to strike.

He said the federation regretted Samwu's action as it was still debating salary increases in the Industrial Council and would not decide to take any industrial action until the conditions for a deadlock were made clear.

- The Pretoria City Council has assured residents that it has formulated an emergency programme which includes providing services for electrical and water emergencies as well as the collection of refuse.

Star 29/7/93

Kheswa 'not a member of WPM'

By Bronwyn Wilkinson

The Goldstone Commission has found — on the basis of records seized at the home of World Preservatist Movement (WPM) leader Koos Vermeulen — that "Vaal Monster" Victor "Khetisi" Kheswa had not been a member of the movement.

Mr Justice Richard Goldstone said in a statement yesterday that the WPM records seized during a commission raid on Vermeulen's home early this month showed only the names of white South Africans (252)

Vermeulen claimed the day after Kheswa died in police custody on July 10 that Kheswa had been a member of his organisation. He reiterated the claim, but later told police he had made the claim purely for propaganda purposes.

In a lengthy telephone interview with The Star days before the raid, Vermeulen said Kheswa — and other blacks — had been recruited into his movement and had been members on a verbal-agreement basis.

He said blacks, including Kheswa, had been approached by recruiters asking whether they would be interested in joining an "anti-ANC" organisation.

● Police have not yet received the report on the post-mortem conducted on Kheswa.

New committee to handle Ikapa pay dispute

EDWARD MOLOINYANE
Staff Reporter

THE crisis at the Ikapa Town Council, which has been embroiled in a bitter pay dispute with workers for the past month, will be dealt with by a committee formed after a meeting between Administrator Kobus Meiring and striking council workers.

CPA spokesman Frikkie Odendaal said the nine-member committee, comprising three members each from the province, the Ikapa Town Council workers and the community, would start working today as a "matter of urgency".

"The committee will investigate and make recommendations to the administrator to solve the dispute between the town council and its workers," he said.

The workers say that since Ikapa was upgraded to a grade 9 municipality in 1989, they have been promised salary adjustments in line with the new status.

But when the back-pay was made early this month, only a few were paid and the rest received nothing.

Strike move soon

Municipal Reporter

A DECISION ⁽²⁵⁰⁾ over whether to proceed with a national municipal strike is expected by the weekend. ⁽¹⁵⁰⁾ *ARC 2/1/75*

South African Municipal Workers Union branch stewards met last night for talks.

If the strike — in protest against low wage offers from municipalities — is called, employees with more than 300 councils will stop work.

Municipal workers rule on strike today

250
1128
29/7/93

JOHANNESBURG — The 70 000-member South African Municipal Workers' Union (Samwu) will decide in Cape Town today whether to go ahead with its proposed national strike

Negotiations remained at a stalemate here yesterday, but Samwu executive member Mr Richard Spalding said the decision to strike would rest on information which the union's national co-ordinating committee was gathering from municipalities around the country.

After a shop-stewards meeting last night Mr Salie Manie, president of the Cape Town branch of Samwu, said the results of the shop-stewards meeting would not be made public but would be relayed to delegates at today's national meeting

Mr Spalding said the Johannesburg City Council "has up until now not made a good contribution. Its attitude is that it's still unwilling to negotiate"

Illegal

Council executive director Mr Dirk Lamprecht said this was not true. After the union refused to accept the five percent wage increase offer, both parties had agreed to take the matter to arbitration. Despite this, Samwu was now proposing a strike

Mr Lamprecht said the council had not yet heard the outcome of its application for an interdict to stop the strike

Strike action by municipal workers is illegal.

Meanwhile, the Federation of Municipal, Health and Allied Workers yesterday distanced itself from the proposed strike. Co-ordinator Mr Donald Morwatshehla said Samwu had not consulted other public sector unions on the strike, and the federation was still debating salary increases in the Industrial Council — Sapa, Municipal Reporter

Samwu strike from Monday

250 152400A

ET 30/7/93

Staff Reporter

THE 70 000-strong South African Municipal Workers' Union (Samwu) is to go on a national strike from Monday after a decision was taken by the national co-ordinating committee at the Samwu head office in Cape Town yesterday.

Details of the Samwu strike action were disclosed by Samwu assistant secretary-general Mr Martin Sere, who said that strike action would definitely go ahead and would continue for an "indefinite period".

The decision to strike follows a deadlock in negotiations with various local authorities

Mr Sere said that up to 70 000 Samwu members at about 300 local authorities in the four provinces would not turn up for work on Monday

'Municipalities to blame'

JOHANNESBURG. — Any disruption of refuse and sewerage services should be placed on the doorstep of the various municipal employers' organisations, the ANC said.

Reacting to the decision to strike taken by the SA Municipal Workers' Union yesterday, the ANC said it was gravely concerned at the intransigence of the municipal employers in

dealing with the union's demands. The response of the local authorities had been to resort to legal action against the union, inadequate wage offers and alleged intimidation of workers by employers, the ANC said. The ANC called on all municipal employers to enter into genuine negotiations with Samwu if the country was to avert a general strike. — Sapa

The strike action was expected to receive the support of other trade unions.

"We discussed the major issues at the meeting and decided that we are going ahead with the strike

"This is not just a wage issue but a recurring issue which involves demands which have not been addressed since 1990."

Central to the union's demands are a R650 minimum monthly

wage and 20-to-30% pay increases for workers who earn more than this.

Mr Sere said Samwu also demanded 26 working days' annual leave, pension and provident funds for the workers, a 40-hour working week and March 21 and June 16 as paid public holidays.

Mr Sere added that Samwu hoped that talks with local authorities could continue in the hope that "something tangible" could be negotiated

and Hobbes



LABOUR *FM 30/7/93*
Political agenda

There's an air of inevitability about the threatened countrywide strike by municipal workers, scheduled to begin on Monday

Though the dispute is national, the focus is largely on Johannesburg, where the city council and 12 unions — tied into an in-house industrial council agreement — have been locked in wage negotiations since mid-February (250) (52) (140A)

Probably the only way of averting strike action is the 11th-hour application by the city council to the Rand Supreme Court for an urgent interdict, which was due to be heard at the end of the week (377)

The dispute is primarily about wages. However, the issue is complicated by a slightly different, apparently more militant, line adopted by the 8 500-strong Johannesburg branch of the SA Municipal Workers Union (Samwu). It has added to its list of grievances the alleged interference by government in local authorities — specifically, unilateral restructuring and the so-called pegging of public-sector wages at 5% by President F W de Klerk. This suggests that

its stance is as much politically motivated as it is by working conditions *FM*

From the council's viewpoint this means running two sets of negotiations in tandem. The union, which represents largely unskilled workers, wants a 12,5% across-the-board hike in these categories. The city has tabled 5% and offered more for specific categories. The negotiators have R40m to juggle among 22 000 workers. *30/7/93*

The council's industrial relations director Andre de Wet says the city's offer is calculated on a formula based on what it can afford and on comparisons with the market. To that extent, he argues that Samwu's position is particularly untenable since the lowest wage — R1 037 — is almost twice the national minimum of R650 (140A)

He adds that though pay increases were due to come in on July 1, 80 hours of negotiations followed by three days of mediation (chaired by Stellenbosh's Blackie Swart) failed to break the logjam in May

The unions then declared a dispute and a provisional date for arbitration has been set for August 5 and 6. The city, has, however, also offered to revise its pay offer and suggested arbitration prior to the strike deadline — provided Samwu abandons its strike plans. The union has refused — hence the court action (250) (52) (140A)

"Nor will the union commit itself to returning to work if the pay issue is resolved. It has adopted a double-barrelled approach where it could fire the second barrel in the form of the unilateral restructuring issue, if the first doesn't work," says De Wet (52)

While the *FM* was unable to contact the union before going to press, Samwu has condemned the council for its recourse to the law, rather than "good faith" negotiation to settle the issues. It believes about 70 000 local authority employees around the country will participate in the strike ■

Municipal strike will affect major cities badly

South African 30/7/93

By Ike Motsapi

THE PLANNED STRIKE BY about 72 000 members of the South African Municipal Workers Union which begins on Monday is set to bring the country to a standstill

If it goes ahead cities will be paralysed because of the expected breakdown in the supply of essential services

Hardest hit will be the Johannesburg City Council where wage negotiations with Samwu have deadlocked.

More than 300 local authorities will be affected and thousands of bus commuters will be left stranded while tons of rubbish will be left uncollected.

Mr John Ernstzen, general secretary of Samwu, said. "No real progress has been made in negotiations which have taken place between the union and municipal employers over the past week.

"Negotiations have reached a deadlock because the council has once again adopted a totally intransigent position resulting in talks breaking down."

So far, the council is offering a five percent salary increase but says it is prepared to negotiate with Samwu

"No, the council has not limited its wage offer to five percent of current wages, nor has it refused to consider increases higher than five percent. In fact, it has made an alternative offer of effective increases of 10 percent for certain lower job categories," the Council said in a statement.

The council has meanwhile lodged an urgent interdict with the Rand Supreme Court to declare the intended action illegal. It has also made concerted efforts to make sure that the strike action fails

Full page advertisements have been placed in newspapers in which the Council say "The people of Johannesburg and employees of the City Council are deeply concerned about the threatened illegal strike which Samwu proposes to launch on Monday in support of its nationwide wage and other demands

■ ESSENTIAL SERVICES Will be disrupted unless a miracle occurs, says union:

"If Samwu goes ahead with strike action, vital municipal services will be disrupted, and the wellbeing of the community will be severely prejudiced"

However, the strike is set to go ahead next Monday regardless of whether the courts declare the action illegal

And Samwu will be holding rallies in various parts of the country today which will culminate in the strike action on Monday

Mr Petrus Mashishi, president of Samwu, said yesterday the union was ignoring a court action lodged by the council with the Supreme Court.

Mashishi said. "We will not be filing an opposing motion because in terms of the law we have no case. What we will be doing is to ignore whatever decision might be reached by the courts

"What I am positive about is that the strike action will go ahead as planned on Monday unless a miracle happens. We are prepared to negotiate if we get reasonable approaches from various city councils regarding our demands"

Mashishi said the workers were demanding a 15 percent across-the-board salary increase but that the response to its demands had been discouraging. He said the Pietermaritzburg City Council offered a 14 percent salary increase after workers went on strike.

The rest of the councils are offering between two-and-a-half and four percent. The Cape Town City Council is offering about seven percent.

Samwu has about 80 000 members nationally, of which 42 000 are employed by the major cities. In Johannesburg Samwu has about 5 500 members as well as about 3 000 who belong to other unions

The council, in the interdict it has sought against Samwu to prevent the strike, cites the possible impact on the city as follows:

- An 80 to 100 percent curtailment of bus services leaving up to 15 000 commuters stranded, including scholars,
- The possible closure of Rand Airport,
- The danger of burst water mains, contaminated water supplies, gas leaks and sewer blockages,
- Curtailment of over 40 000 daily refuse collections from homes, hospitals and restaurants and 125 tons of street litter in the central business district,
- Samwu's membership also include 34 percent of traffic personnel, and 44 percent in the ambulance services, and
- Electrical power and disease containment services could also be affected



IGNORE ... Samwu president Mr Petrus Mashishi says they will ignore a court interdict.



NEWS Doctor challenges medical aic

Labour briefs

Municipal strike rally

THE South African Municipal Workers Union will hold rallies throughout the country today to get a fresh mandate from members regarding the intended strike action that starts on Monday.

In Soweto a rally will be held at the Jabulani Amphitheatre from 10am.

Another rally will be held at the George Thabe Stadium from 10am.

Numsa march

THE National Union of Metalworkers of South Africa is expecting thousands of its members to attend a march on

Sowetan 30/7/93

Monday to the offices of G Vincent Company, a subsidiary of Macsteel, to demand the reinstatement of workers dismissed in 1992. The march starts at 10am from Elandsfontein Railway Station.

Annual congress

THE Chemical Workers Industrial Union holds its fourth national congress in Johannesburg from today until Sunday.

About 250 delegates are expected to attend the congress at Nasrec in Crown Mines near Soweto

Sowetan 30/7/93

Sowetan 30/7/93

(189A) (189)



Municipal workers to begin strike on Monday

□ 'Taking no more rubbish from apartheid councils'

CLIVE SAWYER, Municipal Reporter

A NATIONAL municipal strike begins on Monday, with the South African Municipal Workers' Union (Samwu) blaming employers.

The union said it would "take no more rubbish from apartheid councils"

Rallies would be held in the Western Cape and other regions countrywide in the run-up to the strike

Past municipal strikes had seen refuse piling up in streets and other services in disarray.

Samwu said municipal workers were among the lowest-paid in the country. There was no national minimum wage and some still earned less than R200 a month

"Municipalities must take full and collective responsibility for the crisis in the municipal sector

"Too many have not adhered to previous agreements, and too many have for far too long treated the plight of municipal workers lightly"

The union demanded a monthly minimum wage of R650, increases of 20 to 30 percent for those earning more than R650 monthly, 26 working days' annual leave, pension or provident funds for all, March 21 and June 16 as paid public holidays, and a 40-hour working week with no loss in pay.

Since the first announcement a few weeks ago that the union was to strike, talks had continued in a bid to avert it.

Employers had "not moved at all or not moved far enough". Some had declined to meet the union.

Legally, municipal workers may not strike.

The union said councils were hiding behind such restrictions

"The decision of the union has not been taken lightly. Municipal workers are part of the community and will be affected equally by its actions. We call on the community to support the workers and its members"

● See Page 9.

25
250

ARCT 30/7/93

7/9

Cosatu rejects new law

JOHANNESBURG — The Congress of South African Trade Unions (Cosatu) yesterday rejected the introduction of the Public Service Labour Relations Act, due to come into effect on Monday, saying the government was proliferating and fragmenting the labour relations framework.

There was a need for one labour relations act to cover all workers, public and private, the union said in a statement.

The union criticised the broad definition of essential services and said the limitations on the right to strike were so extensive that in effect public service employees had no right to strike.

The act also went against the recommendations of the International Labour Organisation's Fact Finding and Conciliation Commission, and violated standards laid down by the ILO for public sector workers, Cosatu said — Sapa

Labour briefs

WN 30/7-5/8/93
Municipal strike

looms next week

~~(USA)~~ ~~(USA)~~ (250) ~~(USA)~~
■ THE country is likely to be faced with a crippling municipal strike from Monday that could disrupt traffic control, water and gas supply and refuse removal, among other services.

The South African Municipal Workers' Union (Samwu) said 80 000 workers around the country are likely to come out on strike to protest against low wage offers and the restructuring of municipalities.

The Johannesburg City Council lodged an urgent interdict against the strike in the Rand Supreme Court this week and also handed out individual interdicts to all Samwu members.

Samwu said it would not oppose the action because municipal services are classified essential services and workers have no right to strike. The union therefore had no basis on which to challenge the strike.

The strike, if it is not averted, will be the most concerted challenge yet by a Cosatu-affiliated public sector union to the five percent ceiling imposed by state and local authorities on wage increases

Court order ② 250 CT31/7/93 against strike

A TEMPORARY order preventing the South African Municipal Workers' Union (Samwu) from going ahead with its strike on Monday has been granted by the Supreme Court, Cape Town

Mr Justice W E Cooper granted a temporary interdict yesterday following an application by the Cape Province Local Authorities' Employers Organisation — representing municipalities, regional services councils and black local authorities — against the planned strike over wage demands in the Cape Province

Samwu head office in Cape Town last night said that interdicts were sought and granted to the "Johannesburg City Council, Durban City Council, East London Municipality, the Municipal Employers Organisation and the Cape Province Local Authorities Employers Organisation"

But the union, which did not oppose the application, said it

Workers are set to defy ban

would defy the court orders restraining its members from "promoting, instigating and participating in any strike"

Mr Justice Cooper also ordered Samwu to take all reasonable steps to stop or curtail strike or industrial action and to show by August 11 why the order should not be made final

Samwu said "these acts by the employers which effectively criminalise their employees are strongly condemned and notwithstanding the orders, the strike will continue on Monday".

The union said it was committed to continued negotiations

The Supreme Court was told yesterday that a municipal strike would be disruptive and a potential health hazard

Only emergency and essential service municipal staff will work in Cape Town from Monday and piles of litter and uncollected refuse can be expected to collect

Fire brigade, ambulance and health care personnel would not be part of the action

Last night the Democratic Party said the strike decision could not have come a worse time

The National Party also condemned the proposed strike

● In Port Elizabeth an assurance was issued that essential services would continue

Mr M J Fitzgerald, instructed by Webber Shephstone and Findlay, appeared for the Cape Province Local Authorities' Employers Organisation. The union was not represented

South 317-48193

Classes make up for lost time

By Vuyelwa Motlali

THE Cape Teacher's Professional Association (CTPA) is to offer Saturday classes for matriculants again.

"The extra classes made a tremendous contribution to the excellent results of 1992," said Ms Emily Solomon, CTPA vice president of educational and professional affairs.

"Due to the disruption and uncertainty that prevailed at schools during the second term, it is expected that a great number of students will turn up at the centres."

Solomon said the classes will be presented by the best tutors and experts in order to prepare candidates

for the matriculation examination.

Each student will pay R30 and registration will take place at all centres on Saturday July 31 at 8.30am. Classes will commence on Saturday August 7 from 8.30am to 11.30am, and run until September 4.

Classes will be held at: Ravensmead Secondary, Kleinvier Secondary, Elsies River Secondary and Mondale Secondary.

The subjects to be presented are mathematics, accounting, geography, economics, biology, physical science and business economics.

For more information contact Mrs de Ruiters at the CTPA, telephone (021) 951-2107.

Public sector wage talks stalled

South 317-48193

By Vuyelwa Motlali

PUBLIC sector wage talks broke down again last week. The talks were intended to negotiate salary improvements over and above the five percent proposed by the government, which was unanimously rejected.

The negotiations had involved organisations representing more than 500 000 employees in the public sector, teacher organisations, and the government. (250) ~~(354)~~

The employee bodies have demanded adjustments in line with

cost of living increases and compatible with the private sector.

An initial offer by the government of 1.25 percent was rejected and was subsequently increased to 1.7 percent.

"Rejection of this offer caused the government to request a further two weeks to attempt to improve upon its offer," said a South African Democratic Teacher's Union (Sadtu) spokesperson.

"Employee organisations agreed to allow time for the government to consult and seek permission to better its offer."

31-7198

Threatened municipal strike peters out

THE municipal strike planned to begin in Johannesburg on Monday has petered out into a one-day stay-away, with council workers planning to join the march down Oxford Road on that day together with members of the National Union of Metalworkers.

As an alternative to the strike, representatives of the city council and the union will meet at 1 pm on Monday to try to reach a wage settlement in the presence of an arbitrator, who will then be asked to

PAUL BELL
Labour Correspondent

confirm whatever agreement has been reached

It is understood that the Independent Mediation Services of SA will be asked to provide a mediator for the process.

This emerged after the council and the local branch of the SA Municipal Workers' Union (SAMWU)

spent yesterday afternoon in discussions at the offices of the council's human relations director, Andre de Wet

According to De Wet, Monday's meeting will be held "to discuss settlement of the wage dispute so as to avert the strike".

Should the meeting have to continue beyond Monday, the council said, it was willing to continue the following day and beyond "on the understanding that the strike, if it

takes place on Monday, is held in abeyance pending the outcome of the continued negotiations".

A council spokesman said the council had recognised that it was impractical for the union to call off its action between now and Monday. Monday's march would therefore be permitted to go ahead.

The council will facilitate the march by placing its traffic personnel on duty along the route. The

TO PAGE 2.

31-7198

Municipal

FROM PAGE 1.

march will begin in Fox Street, move to the Civic Centre where a memorandum will be handed to the council, then proceed down Oxford Road.

Motorists have been advised not to park in Oxford Road between 10 am and lunchtime on Monday.

The march's destination is the offices of the SA Motor Industry Employers' Association in Arnold Road, Rosebank.

The offices have been taken over, to all intents

and purposes, by the National Union of Metalworkers of SA (NUMSA), who will be protesting at what they describe as efforts by the employers to break the National Industrial Council for the Motor Industry.

This row has been simmering for more than a year, with NUMSA and the employers unable to reach an agreement since July 1992.

However, SAMWU's national strike, now taking on the appearance of a mild show of force rather than a showdown, is expected to continue as planned in other municipalities

Strike Cipress may 1/8/93 cripple SA's big cities

By LEN KALANE

TOTAL chaos That could be the situation in all SA's major cities from tomorrow when about 70 000 members of the SA Municipal Workers' Union (Samwu) go on strike over pay and other demands. (152)

Cities targeted for the strike include Johannesburg, Durban, Pretoria, Cape Town, East London, Port Elizabeth, Bloemfontein and Kimberley

In Johannesburg union officials alleged the city council was conducting a misinformation campaign in an attempt to break the strike. (250)

Reports quoted the council's human relations director, Andre de Wet, as having said a meeting would be held on Monday "to discuss settlement of the wage dispute so as to avert the strike". The reports added the strike would be converted into a one-day workers' stayaway. (152)

Samwu acted swiftly yesterday to counter the reports "This campaign is clearly aimed at causing division among workers on the eve of the strike," said the union

PEARL RANTSEKENG reports from Durban that Samwu has vowed to continue with the strike in defiance of the city council's application for an interdict declaring the strike illegal

The union, which boasts about 2 000 members in the Durban City Council, has vowed to continue with the strike irrespective of the interdict

Strike still on despite court ban, says union

STimes (C/Metro)
11/8/93

By JESSICA BEZUIDENHOUT

MUNICIPAL services will almost certainly grind to a halt in the Western Cape tomorrow as thousands of council workers down tools in spite of a Supreme Court interdict preventing their strike.

The duration of the strike is uncertain as Municipalities and the SA Municipal Workers Union (Samwu) have indicated that talks could continue this week. ~~(150)~~ (250) ~~(1000)~~

Indications yesterday were that the Cape Town City Council would be hardest hit by the strike action with 11 000 of its workers downing tools

Services such as cleansing, water-works, libraries, cash offices and housing estate offices will be most affected ~~(250)~~ ~~(300)~~

Arrangements have been made to maintain emergency services such as ambulances, health care personnel and fire brigade workers, Samwu spokesman Mr Roger Ronnie said yesterday

A union spokesman confirmed yesterday that Samwu would ignore interdicts granted by the Supreme Court to the Cape Province Local Authorities' Employers Organisation and other municipalities around the country

'Workers criminalised'

He said Samwu did not oppose the court applications as present labour legislation offered no protection to municipal workers and criticised the action, saying it "effectively criminalised" workers.

Talks between Samwu and the city council broke down with the union demanding a minimum monthly wage of R650 and a 20 to 30 percent increase for those workers earning above R650

It also demanded at least 26 working days annual leave, pension/provident funds for all workers and a 40-hour working week with no loss in pay

Mr Ted Doman, spokesman for the city council said Samwu had rejected the council's final offer of increases ranging from 10 percent for lower paid employees to 5½ percent for better-paid employees

Meanwhile, the SA Association of Municipal Employees (Saame) called on its members to report for work as usual tomorrow

● Political Reporter NORMAN WEST reports that if a planned nationwide strike by motor industry workers, also due to begin tomorrow, goes ahead it could mean disrupted service at some garages. No forecourt attendants to fill and service cars, tea ladies, sweepers or even mechanics will be available

Deals p

By DAWN BARKHUIZEN and RAY HARTLEY

LAST-minute deals between private- and public-sector employees and unions have defused looming labour action around the country.

The National Union of Metalworkers of SA which had planned to start countrywide mass action tomorrow, will instead sign a deal with vehicle manufacturers

The National Union of Mineworkers called off a scheduled strike ballot on Friday after eleventh-hour talks with the Chamber of Mines

And in Johannesburg, a threatened strike by municipal workers who belong to the SA Municipal Workers Union has been called off after city and union officials agreed to try to settle the wage dispute before an arbitrator.

Municipal workers will now join a planned march in Oxford Road instead of embarking on the planned strike — though workers in other cities will go ahead with the illegal strike (250) (344) (132)

The Numsa deal, which comes after 30 sessions of tough bargaining between trade unionists and South Africa's nine vehicle manufacturers, sets new standards in industrial relations and marks a swing away from confrontational wage negotiations, unionists say (132)

The agreement paves the way for "multi-skilling" the 26 000-strong workforce — a policy that has already boosted the flagging Australian car industry and improved production in Japan.

The agreement was "light years ahead of anything else", said Numsa negotiator Gavin Hartford, and aimed at raising production to world-class levels

Manufacturers hope the agreement will inject new life into the beleaguered car industry — now experiencing one of its bleakest patches after losing millions of rands through work stoppages after Chris Hani's death, earning warnings from overseas parent companies that factories would be relocated to countries such as Korea unless quotas improved.

The agreement lays down principles for plotting career paths for all employees, cross-training and upgrading blue-collar skills, introducing industry-wide provident and medical-aid schemes, and creating the country's first-ever work-security fund for retrenched workers

As part of the deal, hourly paid workers at BMW, Delta, Mercedes-Benz, Nissan, Samcor, Toyota, Volkswagen, Associated Automotive Distributors and Man Truck and Bus Company can expect a 10-percent wage increase

The Chamber of Mines agreed to take the NUM wage dispute to mediation in exchange for an undertaking from the NUM to suspend its strike ballot. Mediation is expected to begin this week.



FACE TO FAI

Deals

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put Off strikes

STimes 18/93



FACE TO FACE. William Mnisi and Johan Lemmer in a heated confrontation over whether the NP MP tried to bribe the DP official

Council will try to minimise strike

ARGT 1/8/93
250 1532
163A

SHARON SOROUR

Labour Reporter

THE Cape Town City Council says it will do "everything possible" to minimise the effects of a possible strike by more than 23 000 Western Cape municipal workers, including 12 000 council workers, which starts on Monday

The national strike by the 70 000-strong SA Municipal Workers Union is expected to seriously affect services, especially the collection of refuse

An attempt to avert the strike was made by the Cape Province Local Authorities Employers Organisation, which obtained a Cape Supreme Court order interdicting and restraining the union from instigating and organising any strike or industrial action which contravened the Labour Relations Act.

Union spokesman Roger Ronnie said the union did not oppose the motion because "the law was against municipal unions in any case" as municipal workers did not have the right to strike.

Mr Ronnie said the union had "extended the hand of negotiations, but management has run to the courts".

Council executive committee chairman Louis Kreiner appealed to people not to transact any business in the Civic Centre concourse before 10am on Monday.

"The council and the union have agreed that union members may gather in the concourse before 10am to be addressed by their leaders, before moving off to other meeting places," Mr Kreiner said in a statement.

Mr Ronnie said the strike would disrupt the collection of refuse and other municipal services but "essential" services would be provided as fire brigade workers, ambulance men, health care personnel and certain traffic officers would be exempted from the strike.

He said the union would "assess the situation" if the weather turned "nasty", and storms brought down electrical cables and blocked stormwater drains.

The Port Elizabeth municipi-

ality appeared to be "slightly co-operative" as it had made certain council premises, including toilets, available to strikers

Municipal bus services will be affected in other parts of the country, but not in Cape Town as the workers were not union members.

The union is demanding a minimum monthly wage of R650 for the municipal sector, 20 to 30 percent increases for workers earning above R650, at least 26 days annual leave, pension or provident funds for all workers, paid public holidays on March 21 and June 16 and a 40 hour working week with no loss in pay.

Mr Kreiner said the minimum monthly wage Cape Town municipality paid workers was R1 091 plus benefits which could increase the package "substantially".

He accused the union of "double changing of the goal posts" for withdrawing from a proposal made by the union that the matter be referred to arbitration if the parties were unable to reach agreement.

ARGT 1/8/93

Transport Star 2/8/93 services

hit hard by strike

Staff Reporters

Johannesburg's transport services were severely disrupted by the municipal workers' strike this morning, with only 20 percent of buses running on most routes. (250)

Workers in the waste removal department turned up but were refusing to work, a council spokesman said. (250)

Only about 20 percent of buses from Johannesburg's two main depots — Milner Park and Village Main — were running. From the west, Roodepoort buses into Johannesburg were picking up commuters inside the Johannesburg area in accordance with an agreement between the two councils. (100)

The municipal strike - Pages 2, 9

Traffic was not disrupted except for a major build-up in Heidelberg Road due to a shortage of buses, said the spokesman.

The bus service from Eldorado Park was operating normally and half the normal number of buses from Fern-dale were in operation.

About 9 000 striking workers were expected to take part in a march through the city and the northern suburbs today, possibly joining National Union of Mineworkers marchers.

The planned route of the march was from Fox Street between Krus and Eloff streets and north into Rissik Street past the Civic Centre, where a memorandum was to have been delivered.

Marchers were then set to move along Loveday Street, right into Hoofd Street and left into Joubert Street extension (Victoria Street). Then it was planned to move right into Oxford Road, left into Bolton Road in Rosebank, right into Cradock Avenue and stop between Bolton and Arnold where a memorandum would be handed in at the SA Motor Industry Employees Associa-

● To Page 3

Transport strike hits commuters

● From Page 1

tion.

In major towns surrounding Johannesburg, a virtual total strike has been reported. Star

Vereeniging, Germiston, Witbank and Alberton said no workers had reported to work, and Middelburg, Brakpan, Bedfordview, Edenvale and Nigel were all expecting major stay-aways. 2/8/93

In Pretoria only about 5 percent of workers stayed away from work, contrary to an expected strike of 3 500, a spokesman said. (52) (266)

The Johannesburg City Council will today resume negotiations with Samwu and other municipal unions in an attempt to avert the Johannesburg strike. (250)

Samwu said yesterday its estimated 70 000 members countrywide would go on strike today.

There is a dispute over whether Samwu workers in Johannesburg have agreed to suspend their strike after today.

Samwu has about 9 000 members in the city, out of a workforce of 21 500.

Star 2/18/93

At Labour's furthest reaches

2 seems to have waned

IF THE public service is labour's last frontier, local authorities are at its furthest reach.

Consider the following 1992 minimum monthly wages the Public Service — R709, Spoor-net — R1 050, Eskom — R1 136, Telkom — R1 020.

By comparison, the average wage in local authorities, a sector which employ more than 300 000 people nationally, was R529 last year, according to the Labour Research Service.

By those lights alone, today's strike by municipal workers — though partial and fractured — would make some sense. But the dispute which has led to today's action is being driven by a combination of national and local issues, creating disjunctions between them that make resolution a complex, virtually impossible, task.

Which suggests that the objective of the 80 000-strong South African Municipal Workers Union, an increasingly militant affiliate among Cosatu's public sector unions, is more a show of strength than a showdown.

This seemed to be the sum of things as strike leaders in Johannesburg agreed on Fri-

day — at the brink of action — to go back into talks with the City Council today.

That average wage of R529 is one that has been dragged down by the preponderance of small municipalities that constitute it. It nevertheless makes Samwu's national-level demand for a minimum wage of R650 eminently reasonable.

But where does that leave Johannesburg, where Samwu members constitute no more than a quarter of the 22 000-strong workforce? Its City Council pays a minimum wage of R1 037 — 60 percent more than the national minimum demanded by Samwu.

The situation in the other major cities is not dissimilar. Labour adviser Andrew Levy characterises these workers as comparatively well-paid, and the recipients of reasonable leave, allowances and sick-pay benefits, with a relatively higher level of job security. And at least half of Samwu's members are employed by the so-called Major Cities group.

Given the disparate conditions which prevail in this sector, and the fact that Samwu represents at most a quarter of the national municipal workforce, why has the union

Today's industrial action by the SA Municipal Workers Union represents a mild show of strength rather than a desire for a showdown, writes Labour Correspondent PAUL BELL.

taken what must be considered something of a gamble?

One needs, says Cosatu organiser Siphso Binda, to go back to 1991 and a resolution at a Cosatu congress that the federation should strengthen its presence in the public sector. Since then it has been developing a strategy that includes unity among the public sector unions, and the coordination of action.

In regard to unity, Cosatu has tentatively announced May 1994 as its target for the formation of a new super union that will merge Samwu with the National Education, Health and Allied Workers' Union and the Post and Telecommunications workers' Association.

Last January, the State President announced a 5-percent

increase on wage increases in the public sector. This, in conjunction with union concerns over government's efforts to cut the public payroll, provided a focus for co-ordinated action among the Cosatu-aligned unions, as well as co-ordination between Cosatu and other public sector unions, including Nactu and Fedisal affiliates.

The Cosatu unions in particular have been threatening since May to call a general strike over the wage and restructuring issue. After six weeks of discussion, a consensus began to emerge around August 2 for the initiation of strike action. It would be left to regions, however, to mobilise around local grievances.

The South African Democratic Teachers' Union, additionally angered by retrenchments and conditions in black education generally, came within an ace of going out at the end of May. Appeals were made to the community to support the strike. But the black education crisis is such that little sympathy would be generated for a teachers' strike, and after Cosatu's intervention, it was averted.

Since then, the Cosatu unions' enthusiasm for concerted strike action on August

2 seems to have waned. Samwu, whose wage grievances are more pronounced, has been more steadfast. It has been negotiating on wages with municipal authorities in all four provinces, and in particular with the Major Cities — with the development of national collective bargaining as one of its objectives.

In Johannesburg, however, the local issue on which Samwu had persuaded its members to go out, depended additionally on the "restructuring" that the JCC has proposed by reorganising the basis on which it will award pay increases in the future — effectively substituting across-the-board increases for increases related to efficiency and productivity. Samwu calls this union-bashing.

Unfortunately, the Johannesburg branch accepted a decision early in July to go along with the 11 other unions who represent council workers, to accept arbitration as the next step in resolving the wage dispute. The strike proposal pre-empted this process, put Samwu beyond the law, and also put it somewhat at odds with its main supporters among the city's other unions.

Since then, the Cosatu unions' enthusiasm for concerted strike action on August

2 seems to have waned

2 seems to have waned

2 seems to have waned

Councils ready for PWV strike

By Cyril Madlala
and Jacqueline Myburgh

Less than half the 19 major municipalities in the PWV area around Johannesburg expect a disruption of services by strikers today.

The Star spoke to representatives of these municipalities and was told that eight expected a strike; five were not certain whether their workers would follow South African Municipal Workers' Union action; and six were not expecting a strike.

Vereeniging expected a total strike with refuse removal and the sewage purification works likely to be worst hit.

Personnel officer Chris Steyn said the council would sit out the first 24 hours before hiring temporary staff.

In Pretoria, about 3 500 workers were expected to strike, but a spokesman for the municipality said all services would be manned by temporary workers.

In Middelburg, 459 of the municipality's 602 workers were expected to strike.

Council spokesman Gene Heydenrych said waste removal services were likely to be disrupted and that temporary staff would be hired if the strike was prolonged.

Germiston's Burger Hoffman, deputy head of management services, said about 1 100 workers were likely to strike, but it was not clear what services would be affected. Temporary staff were on standby to man the city's essential services.

In Brakpan, about 150 of the municipality's 900 workers could go on strike.

Town Clerk Thys Human said all services would be operating, with temporary staff manning the buses, waste removal and the sewerage plant.

In Alberton, about half the council's 1 550 workers had indicated that they would strike, mostly affecting refuse removal, said Town Clerk Lappies de Beer. Temporary staff were on standby, he said.

Bedfordview Town Clerk Anton Kruger said all the council's 300 employees were members of Samwu and a

These are the South African Municipal Workers' Union demands, and the Johannesburg City Council's offer.

NATIONAL DEMAND

- Monthly minimum wage of R650.
- 20-30 percent increase for those earning over R650.
- 26 working days' leave.
- Pension and/or provident funds for all.
- March 21 (Sharpeville) and June 16 (Soweto) commemoration days as paid holidays.
- 40-hour week with no loss in pay.
- Stop unilateral restructuring of public services.

LOCAL DEMAND

- Improved offer from Johannesburg City Council on its approximately 5 percent average wage increase: 12,5 percent for unskilled workers, 7,5 percent for semi-skilled and skilled workers.
- Renegotiation of the salary structure and the merit, as opposed to across-the-board, increases "unilaterally imposed" by the council.

COUNCIL'S OFFER

- A R40-million increase in the wage bill, offering an average increase of just more than 5 percent, but for workers in some categories, up to 10 percent.
- Expedited arbitration to speed up settlement.

100 percent stayaway was expected.

"Provision has been made to hire a minimum number of people from outside to ensure that essential services like fire and ambulance are carried out," he said.

A strike could be expected at Nigel, where Samwu organises some of the 500 workers.

It is understood emergency plans are in place but a spokesman for the council, Sam van Zyl, was not available for comment.

Some councils were not sure if workers would strike.

Edenvale Town Clerk Petrus Jacobs did not expect the 500 employees to join the strike.

"I spoke to them this morning (Friday), and they have not really decided what they are going to do."

Arrangements had been made with several companies to provide labour to carry out essential services should the men come out.

On Friday it was not clear if Kempton Park's 1 000 workers would join the strike. Samwu shop stewards were locked in negotiations with the manpower department, said town secretary Daan Swanepoel.

"We are prepared, but it will be a great pity if (the strike) happens," he said.

Temporary staff would be employed and key services

including sanitation, water and electricity would be manned, he said.

A Verwoerdburg municipal spokesman seemed uncertain whether workers would be striking. Residents had been asked to keep refuse on their property if services were disrupted.

At Krugersdorp, personnel officer Andries Lategan said 25 percent of the municipal workers were Samwu members. He was not sure whether they would strike.

Almost half the municipal workers in Brits were Samwu members but they had said they would not strike, said Johan Rosslee, assistant City Secretary.

Municipalities which said their staffs would not strike are Roodepoort, Randfontein, Midrand, Sandton, Springs and Benoni.

● Only two lowveld towns may be affected by the strike.

Spokesmen for the Nelspruit and Malelane municipalities said there were "definite indications" that certain Samwu members would be taking part in the strike.

Emergency plans in both towns will, however, ensure that essential services will not be interrupted.

White River, Barberton and Komatipoort municipalities said they did not expect strike action.

2 / NEWS Taiwan trip a success - ANC

11th-hour talks to avert strike

Sowetan 2/8/93

By Tsale Makam and Sapa

REPRESENTATIVES of the Johannesburg City Council, the SA Municipal Workers Union and other relevant unions will resume negotiations today with a view to settling the wage dispute and averting a proposed strike by the SA Municipal Workers Union.

However, there is still some uncertainty as to whether or not the strike will continue after today.

It was agreed between the concerned parties on Friday that today's planned strike by an estimated 70 000 Samwu members would go ahead while negotiators tried to settle their differences.

According to Johannesburg's labour relations director, Mr Andre de Wet, it was also agreed that if talks continued beyond today the strike would be called off pending the outcome of the continued negotiations.

But Samwu's Cape-Town head office

said on Saturday

"The question of suspending the strike, to allow for further talks on the days following Monday, has not been agreed to by Samwu."

Samwu said at the weekend municipalities in Johannesburg, Durban and East London and the Cape had won court interdicts to stop the strike but the workers would defy the ruling.

Samwu is demanding a R650 minimum monthly wage, increases of between 20 and 30 percent and a 40-hour working week for its members.

"Many workers are still earning less than R200 a month."

The bosses have hidden behind the 5 percent wage freeze announced by President FW de Klerk.

"They have also hidden behind the laws that prevent us from striking," Samwu said.

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SITTING IN . . . Striking Samwu shop-stewards occupy the foyer of the city council's executive suite. Behind the locked glass doors, obscured, are Mr Leon Markovitz and Mr Louis Kreiner of exco.

Picture ALAN TAYLOR

Shop stewards' sit-in

By PETER DENNEHY

AS the start of a municipal workers' nationwide wage strike affected 176 municipalities, including every major city, fifty shop-stewards occupied the foyer of the Cape Town City Council's executive suite yesterday afternoon.

The SA Municipal Workers Union (Samwu) unionists refused

to leave until councillors had addressed them. Meanwhile, on the other side of locked doors, councillors held long discussions on what to do, and decided eventually to leave it to attorneys.

By late last night about 50 shop stewards were in the Exco offices refusing to move and defied a court interdict served and obtained at 10 30 pm last night for

CT 3/8/73

their eviction

Earlier, about 1 000 workers who were supposed to have left by 10am had occupied the course for most of the day, hoping to be addressed.

The Cape Town City Council said yesterday that 4 500 of its employees, or 28% of the staff

To page 4

From page 1

complement, were not at work. However, official Mr Henry Kanne-meyer estimated that "close to the whole 11 000 (Samwu) members who are Cape Town City Council employees" were on strike.

Council spokesman Mr Ted Doman said there would be no movement on wage negotiations until the strike had been settled. The council had earlier made an offer of 10% for the lowest-paid workers, ranging to 5,5% for the better-paid ones.

In Johannesburg, after a disruptive one-day strike by about 25% of Johannesburg city council's workforce — more than 5 000 workers — a wage agreement was signed late yesterday ending the strike in the city. CT 3/8/73

Sapa reports that the South African Municipal Workers Union (Samwu) claims more than 30 000 workers joined its national strike yesterday.

● Cape Town ambulance drivers have come out in support of a national municipal strike, saying they will not remove bodies and will only handle emergency cases, Mr Doman said.

Strike goes on *Star 3/8/93* in many towns

Metro Staff

Municipal workers in several towns around Johannesburg were continuing to strike today, but councils kept services running using temporary staff.

The towns east of Johannesburg appeared worst hit, but some councils reported promising negotiations with the SA Municipal Workers' Union (Samwu).

Bedfordview town clerk Anton Kruger said there was still a total stayaway in the town. Workers had been offered a similar deal as was clinched last night in Johannesburg, and would respond today. Essential services were being provided.

In Edenvale, services were disrupted as workers stayed away again today. But a spokesman was optimistic the union would react positively to an offer made by the council yesterday.

In Witbank, town secretary Pieter Rorich said the strike of almost all workers would continue today. There was virtually no communication between the strikers and the council because the union had not submitted any demands. Rorich said services were not disrupted.

The strike continued in Middelburg which yesterday reported a total stayaway by Samwu members (about 80 percent of municipal workers), said a spokesman for the town clerk.

Brakpan town clerk Thys Human said about 150 of the council's 900 workers were still on strike today, but that municipal services were hardly affected. He said strikers had indicated that they would not return to work until their demands were met. (211) (152)

In Germiston, there was a limited stayaway, and the council said it was negotiating with workers. (250)

Alberton staff reported this morning that the almost total strike in that town was continuing.

Council workers on rampage

243
150
250
AUG 31 8/93

STEFAANS BRUMMER
and SHARON SOROUR
Staff Reporters

STRIKING municipal workers ran through the streets of Bellville today, turning over refuse bins and uprooting plants.

And in Cape Town scores of police barricaded the Civic Centre to prevent hundreds of workers from entering the building.

In Bellville police kept a low profile as groups of workers toyi-toyed and marched, watched mainly by municipal officials and traffic police.

But a group who made their way to the Bellville municipal offices from depots in Bellville South said police had shot at them with rubber bullets. No injuries were reported.

A group of about 100 ran along Voortrekker, Durban and Modderdam roads, uprooting plants and emptying every refuse bin, strewing the contents across pavements and roads.

"This is my handiwork," a

(Turn to page 3, col 6)

Council workers rampage

243
150
250
271

(Cont from page 1)

woman shouted as she pulled plants from a neat flowerbed.

A march leader defended the action as legitimate. "They feel they put these things into the soil."

At 9.45am police blocked Modderdam Road and warned marchers to disperse.

Some ducked into a side road and made their way to the municipal offices, where a debate over the legitimacy of garbage

dumping ensued.

In Cape Town there was a heavy police presence on the station side of the Civic Centre.

More than 300 striking workers heckled police and jeered at the internal stability unit.

In terms of an agreement with the council the union was to advise its members to meet in the basement of the Good Hope Centre after they allegedly reneged on an agreement to vacate the Civic Centre concourse by 10am yesterday.

NEWS Lengthy municipal wage talks win the day ● Co

Strike bites the dust

Sowetan 3/8/93

By Ike Motsapi and Sapa

MUNICIPAL workers in Johannesburg ended their strike last night after council and union negotiators reached agreement on wages (255)

A Johannesburg City Council spokesman announced that grade one to three workers would receive an effective 10 percent increase while grade four workers' salaries would go up by seven percent (350)

Council spokesman Mr Paddy Weech said the lower grade workers would get a 7,5 percent increase with effect from July 1 and a further 2,5 percent raise from January 1 next year (250)

Grade four workers' salaries would go up by five percent with effect from July 1 and a further two percent from January 1 next year

The South African Municipal Workers' Union called for a countrywide stayaway yesterday to support demands for a minimum monthly wage of R650

Although the lowest salary in Johannesburg was R1 037, some wages in smaller towns are R250.

Weech said the agreement, reached after more than six hours of talks, would not affect areas outside Johannesburg

Yesterday morning thousands of Samwu members went on strike and disrupted services around the country.

Johannesburg's transport services were severely disrupted with only 20 percent of buses running on most routes

In Pretoria services were "not affected at all" with only 150 of the council's 3 000 Samwu members supporting the strike, city council spokesman Mr Jan Bezuidenhout said. He said those

on strike represented five percent of the council's workforce.

Only about 150 municipal workers downed tools in Durban yesterday, with almost no disruption to services. But Samwu said the strike was affecting municipalities throughout the province

Durban Corporation spokesman Mr David Cloete said there had been "insignificant support" for the strike in the city

Samwu regional secretary Sakazani Magwaba said there were as many as 300 workers on strike in Durban.

Several thousand striking workers gathered on the west side of Johannesburg's Civic Centre yesterday afternoon to be addressed by Cosatu assistant secretary-general Mr Sam Shilowa before a memorandum was handed to the town clerk.

Strikers return but slow to start

Star 3/18/93

Staff Reporters

Johannesburg's municipal strikers turned out at their places of work this morning, following last night's breakthrough in wage talks, but they stalled resuming work, pending a union report-back meeting.

The wage deal, struck after more than six hours of talks yesterday and ratified by arbitrator Professor Martin Brassey, does not apply to areas outside Johannesburg.

According to the South African Municipal Workers' Union (Samwu), 59 000 workers went on strike yesterday in 180 local authorities.

While the union prepared for an ongoing national strike, the mood in Johannesburg City Council was jubilant last night.

"The city lights have been switched back on," a negotiator said following the Johannesburg agreement. But Samwu organisers were less enthusiastic about the outcome. Samwu regional secretary Steve Sihlangu admitted his union had been outsmarted in the negotiations and now faced the unenviable task of selling the agreement to its 5 500 striking members.

Council spokesman Tony Duigan confirmed this morn-

ing that municipal bus drivers, cleansing department workers and other strikers had pitched up at various depots this morning. But, he said, they had not resumed work as a union meeting was scheduled to take place some time this morning.

Bus services were running at about 75 percent normal capacity, said Duigan, but this was thanks mainly to volunteers.

The municipal strike - Page 2

"At the moment, also, it appears that waste collection is not happening," said Duigan. "It will probably slowly get back to work in the course of the day. But no one really knows."

Sihlangu's best guess at an effective return date was tomorrow morning. He said organisers would have a difficult time selling the agreement to members.

The agreement, focusing on wage issues, took more than six hours to hammer together.

It provides for a 7,5 percent increase for unskilled and semi-skilled workers with ef-

● To Page 3

RI FWV

Star 3/18/93

Strikers return but slow to start

of the National Union of Metalworkers, a council spokesman estimated that 5 500 of its employees had not reported for work yesterday.

About 7 000 people marched to the Civic Centre, and then on to Rosebank, where the SA Motor Industry Employers' Association has its offices.

Memoranda were presented to municipal and motor industry employers. The demands concern Numsa's prolonged dispute with the motor industry over wages and the future of this sector's industrial council. Yesterday the employers committed themselves to a further six months in the forum.

Samwu is demanding a

national minimum wage of R650, and increases of between 20 and 30 percent for those above that. For its members in the so-called Major Cities Group, Samwu wants a R150 across-the-board or 15 percent increase (which ever is the greater).

Other demands include a 40-hour week, at least 26 days' annual leave, pension and/or provident fund cover for all workers, and public holidays on the Sharpeville and Soweto anniversaries.

Samwu said last night that the strike had already forced some employers to rethink their offers. The union would hold a national meeting today to assess "the state of play".



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Star 2/18/93

Municipal strike talks resumed following Supreme Court interdict

□ Shop stewards sit in on exco with essential services on the line

SHARON SOROUR
Staff Reporter

TENSE municipal strike talks resumed today after an occupation of the Civic Centre executive suite by union leaders ended about midnight with a Supreme Court interdict granted to the city council.

Exhausted negotiators agreed to meet today in an attempt to break an impasse which led yesterday to more than 1 000 workers packing the Civic Centre concourse and allegations by the council of assault, theft and damage to property.

Executive committee chairman Louis Kreiner said the conduct of certain strikers was "outrageous" and the council could not be expected to tolerate "flagrant criminal activity on public premises".

At stake at today's talks is the resumption of services in several departments, including cleansing, housing and roads.

Tension mounted yesterday after the council accused the SA Municipal Workers Union (Samwu) of reneging on an agreement to end its concourse meeting before 10am.

Council spokesman Ted Doman said workers "drifted off" during the afternoon, but in an unexpected move about 50 shop stewards "forced their way into the offices of the executive committee and demanded a meeting".

The council declined and, when the stewards refused to

leave, sought a Supreme Court interdict to evict them.

Hours before the interdict was served, The Argus gained access to the executive suite and spoke to union branch chairman Salie Manie.

He said "We hoped exco would meet us to resolve the issue, but they refused and we decided to stage a sit-in. We are concerned that they did not think the issue warranted any urgency."

"We are prepared to stay here the whole night. If they want to take action they must do what they feel best. If they evict us it will only polarise the situation further."

The interdict was served at 10 30pm and workers agreed to leave the building.

Mr Kreiner said the union had refused to go to arbitration and was "punishing Cape Town" when wages the council paid were already among the highest in the country.

"This is a national strike, certainly aimed at other municipalities and it is intolerable that under these circumstances the people of Cape Town should be victimised by sympathy strike action," said Mr Kreiner.

The union said more than 59 500 workers in 176 municipalities supported the strike.

The Johannesburg City Council said last night it had struck a wage deal after six hours of talks.

Unionists confirmed the deal, but stopped short of saying the strike was off.



CONFRONTATION: Striking municipal workers heckle police outside the Civic Centre where they were prevented from entering the building as talks to resolve the one-day strike resumed today. Pictures: OBED ZILWA, The Argus



LOADS OF RUBBISH: Main Road, Woodstock, is strewn with litter as the strike by municipal workers hits the cleansing department which handles refuse removal.

Aug' 93

Higher pay offer to teachers, public servants

BRUCE CAMERON
Business Staff

250
321

THE government, backed into a corner by the surge of boycotts and violence, has made a last minute offer to add an average two percent to public servants' and educators' wage bills, in an effort to break the teachers' strike.

It appears the additional money will be spread in favour of teachers.

The offer was announced by the Commission for Administration last night.

The offer, which will take

effect from November 1, will push civil servants salary increases up by seven percent over a full year.

At this stage it appears the offer will come at no additional expense to taxpayers.

The offer follows repeated warnings by the government that a higher wage bill could not be afforded because of the parlous state of the economy and the spiralling government deficit.

For this year the additional two percent on the salary bill will cost slightly less than

R400 million but will add an additional R850 million to the budget over a full year.

Civil servants and educators were given an average of five percent in increases in the Budget earlier this year at a cost of R2,2 billion.

Director-General of State Expenditure Hannes Smit said that effectively the state would have to find an additional R400 million this year if the offer was accepted.

He was optimistic that the money could be found from government savings. Apart

from additional spending on drought relief it appeared tough new measures to curtail government spending were on track and the deficit would not increase beyond the budgeted R25,3 billion.

But he would have a better idea of the position when full interim accounting was done next month.

Commission for Administration spokesman Corrie Smit said: "The salaries of the educators at the bottom end of the salary scale especially can be improved significantly".

Attempts to ~~24~~ privatise slated

THE ANC yesterday said
it rejected attempts by a
number of racially-
based local authorities
to privatise certain
municipal services. ~~250~~

4/8/93
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"This unilateral re-
structuring is noted as
an attempt to pre-empt
the implementation of
more representative and
legitimate councils dur-
ing the crucial interim
phase," the ANC said in
a statement. ~~(2)~~

New bid to settle strike

Star 4/8/93

Staff Reporters

Municipal worker and employer representatives will meet in Kempton Park today to try to end the strike affecting at least 60 Transvaal local authorities.

They will be hoping to avoid the ugly turn the nationwide strike has taken in Cape Town, where workers clashed with police yesterday, leaving 10 strikers and seven policemen injured. Six strikers were arrested for public violence. (S)

The strike by Johannesburg municipal workers ended yesterday after a settlement between the council and the SA Municipal Workers' Union. (250)

Alberton town clerk Lap

pies de Beer said striking workers had until today to return to their jobs before the council would take disciplinary action.

Municipal Employers' Organisation secretary Peet Roodt was optimistic, saying the two parties were "not far away from each other".

Sapa reports that the Cape Town City Council has reopened negotiations in a bid to end the strike. (S)

A Cape Town police spokesman said yesterday's injuries occurred when police fired rubber bullets and birdshot at strikers. Police said strikers had stoned windows, cars and policemen.

In the Transvaal, Alberton, Bedfordview and Edenvale are staggering under a

total stayaway. About 90 percent of Brakpan's workers failed to report for work yesterday. Only 15 percent of Boksburg's employees stayed away. Kempton Park experienced a 45 percent stayaway, but this has been attributed to violence in Tembisa.

In the Vaal Triangle, Vereeniging had a 100 percent and Vanderbijlpark a 72 percent stayaway.

The strike did not affect Krugersdorp, Randfontein and Roodepoort, on the West Rand. Midrand and Randburg were also unaffected.

Durban municipal workers marched through the city without incident yesterday.

● Pay boost — Page 2

Rioting follows Soweto. 4/8/93 union meeting

THREE policemen and a striker were injured yesterday when about 300 people, apparently members of the South African Municipal Workers Union, stoned cars at the Good Hope Centre in Cape Town (250) (250)

After gathering at the Civic Centre, some members of the crowd ran to the Good Hope Centre, overturning rubbish bins as they ran. They threw stones at cars in Oswald Pirow Drive and at the Good Hope Centre. (250)

Police tried to calm the crowd but three policemen were injured and two police vehicles damaged.

Police used only rubber bullets, Captain John Sterrenberg said.

He said according to initial police reports one man injured his arm, a policeman's eye was gashed by a thrown object, a second policeman was hit on an ankle and a third was bruised when he was jostled by the crowd.

Police arrested six men.

The strike by thousands of Samwu members in Johannesburg ended on Monday night after the council and union negotiators reached agreement on wages.

Samwu president Mr Petrus Mashishi flew to Cape Town late yesterday to help negotiators at head office in their talks with the council.

In Cape Town the council and union representatives reopened talks in a bid to break the wage impasse.

In Durban about 1 000 striking municipal workers marched to the City Hall to deliver a memorandum and in Port Elizabeth council officials held talks with Samwu representatives.

In Grahamstown union workers were given an ultimatum to return to work tomorrow or face dismissal and in Uitenhage, Beaufort West and Despatch workers continued their strike.

SHARON SOROUR and HENRI du PLESSIS, Staff Reporters

THE three-day strike by thousands of municipal workers in Cape Town has been suspended.

Settlement was reached this morning between the Cape Town City Council and the Cape Town branch of the SA Municipal Workers' Union.

In a joint statement, chairman of the city's executive committee, Louis Kreiner, and Cape Town chairman of the union, Sahe Manie, said that "after protracted negotiations, which started in February, an agreement has been reached which satisfies both parties".

Full council services, some of which were disrupted, will resume from today although it may take a day or two to make up backlogs in certain areas, they said.

"Adjustments, agreed to by both parties, will not necessitate any additional increase in rates," they said.

The strike will continue in other municipalities.

Earlier Mr Manie said the council put a revised offer to the union yesterday which was "an improvement on their last position".

"I think it will be received positively by workers," Mr Manie said.

Shop stewards held report-back meetings at depots to advise workers of the offer today.

Hopes of reaching a settlement yesterday were dashed when police fired birdshot and rubber bullets at strikers outside the Good Hope Centre, where they had gathered for a meeting.

Workers apparently pelted the police with objects before the shooting.

Several people were injured, including three policemen, and at least six workers were treated at Woodstock Hospital for birdshot wounds.

Police spokesman John Sterrenberg said six workers were arrested on charges of public violence. Mr Manie said they were released on bail of R100 each.

He warned that "all hell will break loose" if police interfered with striking workers.

Mr Manie left the meeting with the council executive committee to rush to the Good Hope Centre, saying the union had been "on the point of settling the strike".

He said the council would now have to "take responsibility for what has happened to its workers. We told them if they were going to call in the police they would have it on their own consciences if anyone got hurt or killed. We will put this problem at their door."

Workers said police did not warn them before opening fire "for no reason whatsoever".

Police at the scene told Mr Manie about 200 workers marched along Sir Lowry Road to the centre, stoning cars and intimidating people.

Mr Manie said "That does not give police the right to shoot people. We feel police have fabricated things to justify what they have done."

A witness said police behaved "brutally" towards strikers.

Mr Manie said he told police the incident was "totally unacceptable".

"We will determine exactly what has happened here and not only tell everyone in the country, but in the world," he said.

Police said 60 men forced the driver of a waste removal company vehicle to dump his load of rubbish in the street in Sacks Circle, Bellville South yesterday.

The men, armed with iron bars and sticks, stopped the lorry at 8.20am and intimidated the driver, a spokesman said. Two people had been arrested and would face charges of littering and malicious damage to property.

● See page 5

City strike suspended

Agreement

satisfies

both the

parties

— joint

statement

APC 4/8/93

GSD

Local municipal Strike resolved

250
CT51893

By PETER DENNEHY

THE council workers' strike ended for Cape Town municipality yesterday when one branch of Samwu accepted a revised wage offer, but the strike continues in hundreds of other local authorities around the country.

Thousands of council workers in the northern areas received letters from their employers warning them that unless they return to work today, they will be fired.

About 3 000 workers from Bellville, Parow, Goodwood, Durbanville, Kuils River, Kraaifontein, Mfuleni, iKapa, Lindelethu West and Crossroads converged on the Bellville offices of the Cape Province Local Authority Employers' Organisation (CPLAEO) yesterday morning, demanding the withdrawal of these letters.

The workers are already defying a Supreme Court interdict prohibiting them from striking.

The CPLAEO is an association of 270 members, its legal adviser Mr Etienne Vermaak said. In 147 of these, Samwu claims to have signed up the majority of employees.

But strike grows in other areas

A memorandum was handed over at the Bloemhof Centre, and the two sides began negotiating in the afternoon, but Samwu walked out after 20 minutes, dissatisfied with the employers' revised offer.

Meanwhile, in Cape Town, council PRO Mr Ted Doman said agreement was reached with Samwu on a package of annual increases ranging from 10% for the lowest-paid workers to 5.5% for those higher up on the scale.

This will cost the council an extra R250 000 a year.

In effect, yesterday's adjustment meant

that about 4 000 workers earning about R1 200 a month would have an extra R8 or R10 in their pockets each month.

No increase in rates will be required.

● Samwu head office said yesterday that despite some settlements the strike was growing, with 61 000 workers from 213 municipalities out on strike.

In Bloemfontein, Port Elizabeth and Durban, workers were considering revised offers by management, while Pretoria municipality's workers had agreed to return to their stations today.

● Police said seven policemen had been injured in the clash with Samwu workers near the Good Hope Centre on Tuesday.

● Police used tearsmoke and fired rubber bullets to disperse a crowd of about 150 — including Samwu workers — who dumped refuse at the Bellville South taxi rank.

● A group of about 60 men stopped a Waste-Tech truck in Sack's Circle, Bellville South, and ordered the driver to dump his cargo on Tuesday.

● Grahamstown residents are being kept on tenterhooks as both the Rhodes University and municipal strikes remain unresolved.



MARCHING FOR MORE . . . About 3 000 striking municipal workers from several northern areas municipalities march up Bill Bezuidenthout Drive in Bellville. **Picture ANNE LAING**

Municipal strike off in major cities

Star 5/8/93

250

By Brendan
Templeton and
Jacqueline Myburgh

Municipal workers agreed to suspend strike action in the Transvaal, Natal and most of the Free State after employers tabled an improved offer last night.

The South African Municipal Workers' Union (Samwu) made the announcement after marathon talks with the Municipal Employers' Organisation, which represents 129 local authorities in Natal, Transvaal and Free State.

But most of the Cape and some Free State goldfields municipalities have still failed to reach agreement.

It is understood that last night's breakthrough had included a 12-month moratorium on retrenchments.

Samwu said it had decided to call on its members in the three provinces to suspend their strike while they considered the revised offer.

Striking Johannesburg workers returned to work yesterday, following their endorsement of a deal between the union and the council.

The three-day strike in Cape Town was sus-

pended after a settlement was reached yesterday morning.

City council spokesman Ted Doman told Sapa the modest increases for lower paid workers added about R240 000 to the city's annual wage bill.

Samwu said 2 000 of its striking members agreed to suspend their action in Port Elizabeth pending the outcome of further negotiations.

Transkei and Ciskei workers suspended their strike action pending further negotiations with employers.

Samwu national co-ordinator Merle Browne said the goldfields towns of Welkom, Oendalsrus and Meloding, near Virginia, were refusing to recognise or bargain with the trade union.

Dirk Nel reports that about 350 members of the Pietersburg Municipal Workers Union were arrested yesterday on charges of trespassing, after ignoring requests to leave the civic centre, where they were allegedly having an illegal meeting.

Police liaison officer Major Arno Vogel said a large number paid R50 admission of guilt fines. The others will be required to appear in court on September 9.

Pay rises of up to 10% for council staff

Strikers back to work today
 SHARON SOROUR
 Labour Reporter
 CAPE TOWN municipal workers, who return to work today after a three-day strike, will get wage increases of between 5,5 per cent and 10 percent under an agreement between the council and the SA Municipal Workers Union

The strike by thousands of city workers, part of nationwide action by the 70 000-strong union, was suspended yesterday

The parties said full council services, some of which were disrupted, would resume immediately, "although it may take a day or two to make up backlogs in certain areas". Adjustments, agreed to by both parties, would not mean any rates increase

Samwu Cape Town chairman Sahe Mame said the settlement was not "ideal" but the union had negotiated more money for members, especially for low-paid workers

Mr Mame said more than half the council's 12 000 employees had supported the strike, even though they did not attend strike meetings

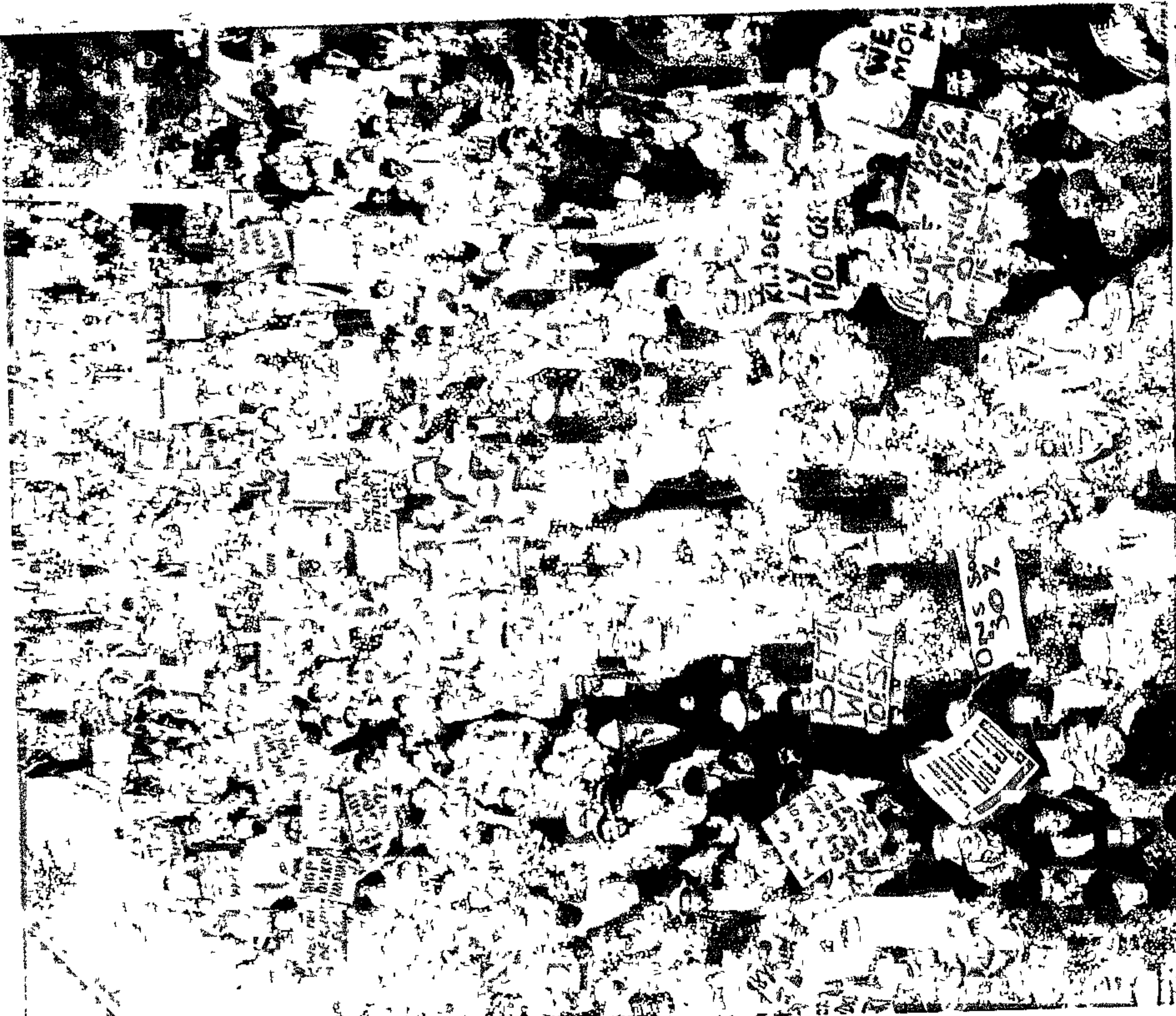
Under the agreement, the minimum monthly wage will increase to R1 186, workers on the lowest pay scales will get a 10 percent increase (about R100 a month) and workers on the

highest scale will get a 5,5 per cent increase (about R600 a month), Mr Mame said. He said the union had suspended all other demands about conditions of service to get the best financial settlement, "so that workers can feel it in their pay packets". The union proposed that it be allowed to contribute to running the city more efficiently, for example, by agreeing that workers should not be allowed to accumulate more than 185 days' leave

Mr Mame said the union, which was demanding a minimum monthly wage of R650 nationally, acknowledged that major cities paid more "but we could not accept that they took no responsibility to exert pressure on smaller municipalities to ensure they paid workers a decent wage".

He added: "We were on strike to improve the wage offer of the council especially for low-paid workers, and we were part of a national campaign to see how our collective power could be used to improve the lot of workers in other municipalities, where they are paid starvation wages — some less than R200 a month".

He said local authorities would be restructured from October 1, when smaller ones would be incorporated into larger ones, and these should have taken a stand to work towards raising minimum wages



Picture STEFAANS BRUMMER, The Argus

ON THE MARCH: Striking municipal workers march through Bellville to the Local Authorities Employers' Organisation offices to demand urgent talks with their union and the withdrawal of an ultimatum to return to work or be fired.

10 000 face the sack after talks collapse

ARG 5/8/93

STEFANS BRUMMER, Staff Reporter

ABOUT 10 000 municipal workers on strike in the Western Cape could be fired today after a breakdown in negotiations.

While Cape Town municipal workers are back today after the city council and the Municipal Workers Union (Samwu) settled yesterday, a Samwu delegation stormed out of separate negotiations in Bellville with the Cape Province Local Authorities Employers' Organisation, which represents 270 local authorities.

Most Cape councils have given employees an ultimatum. Return to work today or be regarded "as having resigned".

Many workers continued striking today, said Cape Province Local Authorities Employers' Organisation legal advisor Etienne Vermaak.

"They turned up, but refused to work and played soccer or cards."

He said high strike figures were reported by northern areas and south Peninsula municipalities, including Fish Hoek and Simon's Town.

In the northern areas striking workers congregated at municipal depots and offices today and stood around or toyed.

In Goodwood, where nearly all the municipality's 300 wage earners were still on strike, police arrested two for strewing garbage.

Town clerk Dave Wilken confirmed workers had been given the ultimatum, but said "We have our own way of handling it."

Kuils River municipality reported a 90 percent stayaway today, and in Brackenfell, where 95 percent have been on strike

since Monday, town clerk Phillip Graham said "a lot of people" were not working today.

In Bellville striking workers congregated in front of the civic centre, but "not as many as on previous days", said town clerk Kobus Coetzee.

Samwu Western Cape chairman Trevor Serfontein said an estimated 10 000 workers in the Western Cape were still on strike after yesterday's settlement in Cape Town.

The employers' organisation and the union blamed each other for yesterday's talks breakdown.

"We really thought we could resolve matters, but they walked out without even saying goodbye," said Mr Vermaak.

The ultimatum, delivered by letter to striking workers on Monday, was "reasonably final", he said.

Mr Serfontein said the union had reduced its demands to a R500-a-month minimum wage, a 16 percent increase for those earning between R500 and R1 000 and 10 percent for those earning more.

Yesterday's talks followed a march by about 3 000 northern areas municipal employees through the streets of Bellville to the Bloemhof offices of the employers' organisation.

Workers demanded in a memorandum urgent talks and the withdrawal of the ultimatum.

The employers' organisation agreed to talks, but said the ultimatum was final.

Police monitored the march, but kept their distance. Union marshals maintained tight discipline.

● See page 4.

News in p

Workers arrested

ABOUT 350 retrenched municipal workers and sympathisers were arrested at the Pietersburg Civic Centre yesterday on charges of trespassing (152)

Those arrested were given the option of a fine or appearing in court next month. About 600 members of the South African Municipal Workers Union in Pietersburg were retrenched after they had refused to return to work when negotiations on wage increases collapsed (152) (250)

NEWS Many Katlehong essential servi

Sowetan 5/8/93

Cape strikers get ultimatum

MORE than 10 000 striking municipal workers from mostly rural Cape areas face dismissal if they do not return to work today, South African Municipal Workers Union official Ms Merle Brown said yesterday ~~(SAP)~~

She confirmed that union members who marched to the Bellville offices of the Cape Province Local Authorities Employers Association yesterday had

demanded that the ultimatums be withdrawn "We have between 10 000 and 12 000 members at about 130 municipalities in the Cape Province who have been issued with notices to return to work, failing which they will be dismissed ~~(SAP)~~

Employers' association legal adviser Mr Etienne Vermaak said the employer body was struggling to arrange a meeting with Samwu. ~~(SAP)~~

— Sapa.

Star 6/8/93

Cape dismissals a threat to Tvl accord

By Brendan Templeton and Paul Bell

Dismissals and threatened dismissals of thousands of municipal workers in the Cape yesterday may jeopardise agreements in Johannesburg and the rest of the Transvaal.

Mass dismissals in at least 20 Cape municipalities were reported when strikers refused to return to work after a breakdown in talks with employers.

Workers in most of the Transvaal, Free State and Natal returned to work yesterday after successful talks with the Munic-

ipal Employers Organisation. The Johannesburg strike was called off following an agreement on Monday.

The SA Municipal Workers Union (Samwu) warned that its members nationwide were ready to resume striking if Cape local authorities did not reinstate its members.

But Cape employers seem determined to break the strike's back with a hardline policy.

"At most, a few thousand people have effectively dismissed themselves," Sapa reports Cape Province Local Authority Em-

ployers' Association legal advisor Etienne Vermaak as saying. Confirmed dismissals took place in Grahamstown, Beaufort West, Knysna and George.

The hard-line tactic appears to be meeting with success. Vermaak said workers in several municipalities had agreed to call off their four-day strike and negotiate.

While the union has met with success in negotiating higher wages in wealthier cities, it is struggling to convince smaller, poorer local authorities to increase workers' wages.

Some Cape municipal work-

ers were earning as little as R253 a month, the union said. Samwu is demanding a R650 minimum monthly wage.

In Natal, the Durban City Council warned between 1 500 and 2 300 strikers to resume work on Monday or else face dismissal.

Dirk Nel reports that strikers in Pietersburg were fired yesterday for refusing to return to work. Municipality spokesman Tom van der Hoyeh said they could re-apply for jobs, but new applicants were also being considered.

6/16-12/8/73
**No rubbish from
city council**

ROSEBANK, in the Swiss northern suburbs of Johannesburg, belonged to the 5000 garbage-collectors, bus-drivers, street-sweepers, nurses and library municipal workers who took to the streets in protest this week.

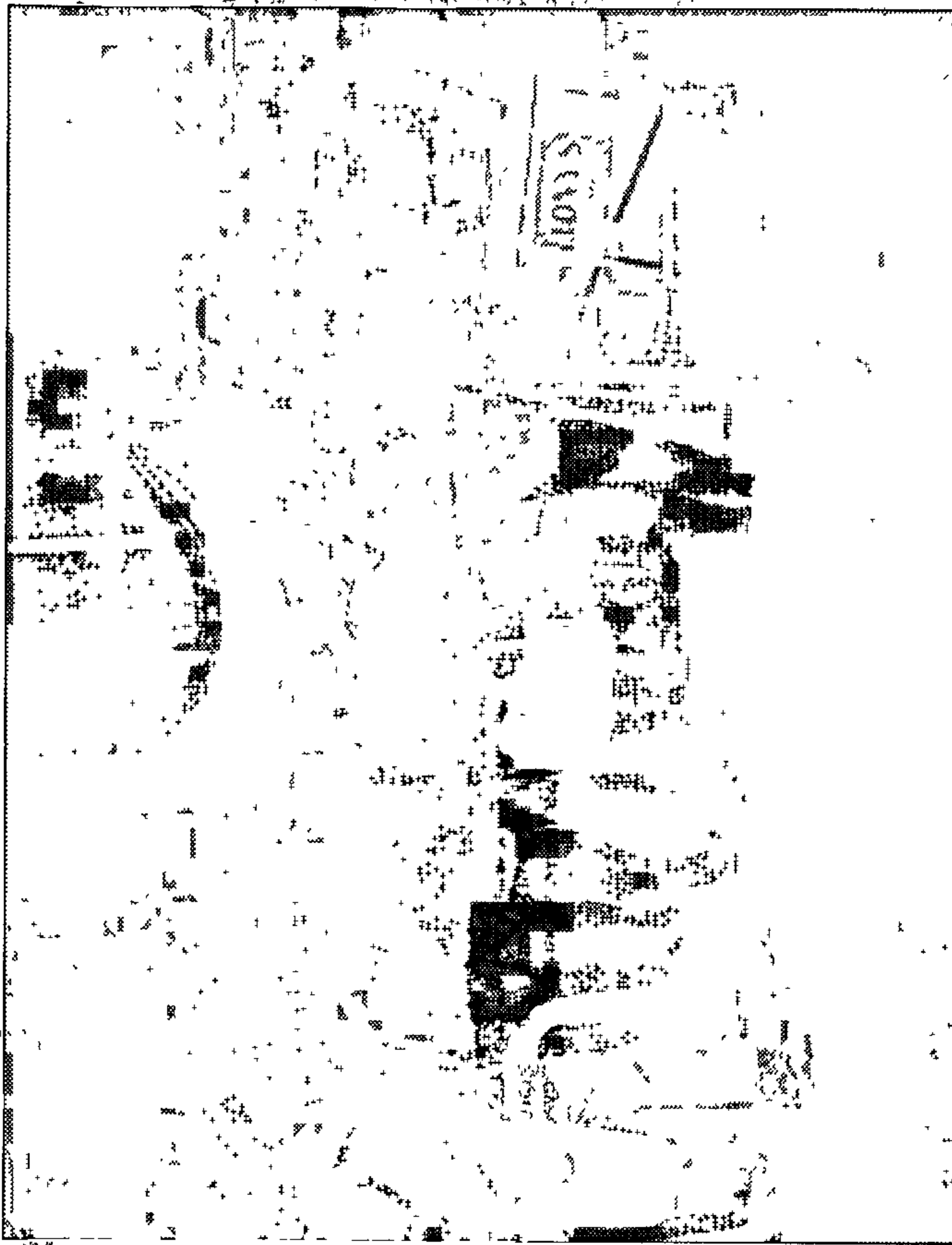
Members of the South African Municipal Workers' Union and other unions brought Johannesburg to a crawl when they held a one-day strike this week.

They marched with members of the National Union of Metalworkers to the Johannesburg city council's headquarters at the Civic Centre and to Rosebank where a memorandum was presented to the Motor Industry's Employers' Association.

Marshals tried to ensure that the march, or rather the jog, was orderly and well-disciplined, but bins in Johannesburg were trashed, turning the city into a huge rubbish tip. Pot-plants were overturned on the Queen Elizabeth bridge and saplings provided portable shade in the midday heat.

"We're not take rubbish from an apartheid run city council," said a striker as he emptied a bin-liner of garbage outside the Civic Centre much to the consternation of the marshals.

Replacement labourers worked late into the evening replacing plants and sweeping roads.



Civic protest Municipal workers on the march to the Johannesburg city centre PHOTO PETER MCKENZIE

Workers strike to clean up national wages

ARC 6-12-18 193 (250)

THIS week's municipal strike, in which 66 000 workers in 213 municipalities took to the streets, brought the need for organised, centralised bargaining in the sector into sharp focus. At the time of writing the strike had been settled in Johannesburg and deals were close to conclusion in Cape Town, Durban, Port Elizabeth and most smaller municipalities.

However, strike action is still continuing in the Cape Peninsula and the Boland. The South African Municipal Workers' Union (SAMWU) warned that in the absence of "substantial progress" in talks in these areas, the stoppage would continue. Municipal employers threatened to dismiss striking workers by yesterday.

The strike highlighted for the public that workers in one corner of the country could earn R200 a month, while those doing the same work in the cities earned five times as much.

Urban city councils were quick to issue press releases saying they paid their workers well over the SAMWU demand for a minimum of

The municipal workers' strike was over pay, but the fundamental issues were a demand for recognition, a cohesive bargaining arrangement and fair national wages, report

Ferial Haffajee and Pamela Dube

R625 a month.

Thus and the urban bias of strike reporting elicited responses of: "So what are they striking about?"

"The focus on major cities distorted our wage demand for a R650 a month minimum wage," says Samwu organiser Merle Brown, adding that "one of the objectives of the strike is centralised bargaining. Only when we called a strike did we manage to get all municipalities together".

While the average minimum wage of city municipal workers is about R1 000 a month,

the average wage in smaller towns is between R200 and R500. Workers in Ciskei earn a minimum of R200 a month, while the union alleges that some Transkei workers still earn just over R100 a month.

This has not emerged clearly from strike reporting, because municipal strikes inevitably hurt the cities more than they do small towns.

So while the strikes in Johannesburg and Cape Town were concluded with little drama — workers ended up with increases of nine and 10 percent, just two percentage points less than the union's final demand — it is the bargaining strides made in rural areas and towns that are the biggest victories of this strike.

These municipalities are represented in two employer organisations called the Municipal Employers' Organisation (MEO) for the Free State, Natal and Transvaal and the Cape Province Local Authorities Employers' Organisation (CPLAEO) which represents employers in the eastern, western and parts of the northern Cape.

The MEO met the municipal union for only the second time this year. "It was their first move around our current wage campaign," said Brown. Good progress was made in talks late this week.

And while the CPLAEO at first held fast, saying it would only negotiate with Samwu if the strike was called off and a "more modest" demand tabled, it was forced into negotiations on Wednesday, when workers from municipalities as far afield as Worcester and Beaufort West were bused into Cape Town to march on the organisation's Belville headquarters. But these talks ended in deadlock, the union said.

The scattered bargaining arrangements in this sector are further complicated by the major cities which each bargain at local level.

A representative of the Johannesburg City Council said: "There are so many employer organisations, it calls for us to re-look at the situation and (to consider) consolidation. The major cities forum has decided to continue the discourse on broader, national structures."

Municipal stayaway 'falters'

150
250
CT 6/8/93

Municipal Reporter

THE municipal workers' strike in the Cape faltered yesterday, with some workforces returning to their jobs.

Union leaders representing those still on strike were engaged in last-ditch negotiations with municipalities

In most areas in other provinces, the strike has already ended

Most northern area municipalities did not seem to have carried out the threats they had made in letters to thousands of their workers that they should return to work yesterday or consider themselves dismissed

However, the Samwu head office in Athlone said it had "initial reports" that workers at more than 20 municipalities had been dismissed, and the total council workforce in Adelaide had been arrested.

Mr Etienne Vermaak, a legal representative speaking on behalf of the Cape Province Local Authority Employers' Organisation (CPLAEO), said member bodies would be willing to re-employ "or even reinstate" those workers who had been dismissed — on certain conditions

"The condition is that they must be more realistic in their demands," he said. The union still wanted 16% increases for some workers, 18% for

some others, and a minimum wage of R500 a month.

"The minimum wage is not such a problem, but 16% and 18% are not on" He named several municipalities which had "gone under" in the past year and sunk to the status of local areas.

Samwu said that it had been prepared to consider suspending the strike on Wednesday, but the CPLAEO had made an improved offer of "only an extra 2,5% from April next year". Their previous offer for those earning over R500 a month had been between 5% and 7,5%, the union said

● One man was arrested for strewing refuse in Voortrekker Road, Goodwood, yesterday, and another for wearing camouflage pants.

Workers claimed yesterday that a man got out of his bakkie with a handgun and threatened one of the workers outside Parow municipality

They claimed a policeman on a motorcycle in the vicinity failed to arrest him.

A police spokesman said such incidents should be reported to police.

● In Durban striking workers have been given an ultimatum to return to work on Monday or face dismissal.

There have been several claims of intimidation and assault of non-strikers wishing to work. A rival union reached a pay deal with the Durban municipality in June

veizer-Reneke ●

Cape cities sack striking workers

6/8/93

LOCAL authorities throughout the Cape yesterday started dismissing workers who ignored an ultimatum to end a three-day strike.

Workers who had not reported for duty by the 7 15am deadline were deemed to have resigned, Cape Province Local Authorities Employers Association legal advisor Mr Etienne Vermaak said yesterday.

"At most places workers have reported for work but did not clock in and have been playing soccer or sitting around playing cards," he said.

Sixty percent of the 147 municipalities affected by the strike had taken action against strikers, he said.

South African Municipal Workers Union official Mr Merle Brown said dismissals had been widespread in the province. — Sapa. (250)

Fm 6/8/93
MUNICIPAL STRIKE
Not too much rubbish

Public sector wage negotiators are likely to take heart from the fleeting nature of the municipal workers' strike, which showed signs of cracking by the end of the first day — though it could drag on in some towns.

In the first place, the level of support for the strike must have disappointed the organisers for the SA Municipal Workers' Union. In the run-up to the Monday stoppage, it confidently predicted that most of its 70 000 members would come out. But, by its own assessment, just over 30 000 heeded the stayaway call in 103 towns and cities.

The "nationwide" strike of August 2 was based on stalled wage negotiations with certain municipalities. Though mainly about wages, the bargaining was complicated by the union adding the grievance of alleged central government interference in local authorities with specific regard to restructuring and the so-called pegging of public sector wages at 5% (~~12,5~~) (250)

Perhaps more significant than the apparent early collapse of the strike is that the dispute in the biggest centre, Johannesburg, was settled by arbitration by the end of the first day. The agreement reached was substantially closer to the city council offer than the union demand.

Wage increases

The union, which represents largely unskilled workers, wanted a 12,5% across-the-board wage rise, while the Johannesburg council offered 5% with additional money in specific categories. The council said it had a sum of R40m in increases to share among 22 000 workers in 12 unions. Before going to arbitration, union and council agreed to set aside the other issues and concentrate on wages.

The consequence was that the arbitrator, Martin Brassey of Independent Mediation Services of SA, awarded unskilled workers 7,5% from July 1, followed by a further increment of 2,5% from January 1. In the semi-skilled and skilled categories, increases will be 5% from July 1 followed by a further 2% in the new year.

Council industrial relations director

Fm 6/8/93
Andre de Wet is happy with the settlement "We did the best we could under the circumstances and the way it is structured means that it won't cost us that much more than we anticipated." He adds, however, that it does mean the city will exceed the wage increase allocation of R40m by a "couple of million."

While the final tally in lost wages has not been calculated, a rough estimate puts it at R150 000 in Johannesburg for the one day.

Labour attorney Dhaya Pillay believes the settling by arbitration of municipal wage increases at 5%-7% has broad implications for public sector collective bargaining, where President F W de Klerk's 5% maximum applies (250) (~~12,5~~) (152)

Though the municipal workers are governed by the Labour Relations Act and State employees fall under the new Public Service Labour Relations Act, Pillay feels the closeness of the mediated settlement to government limits means it is reasonable to assume that public sector unions will also reluctantly accept similar levels. Public sector strikes, in spite of rumblings to the contrary, are, therefore, unlikely.

A further indication of lack of resolve is that only one major municipal union chose to strike over pay.

Pillay adds, however, that the public sector could take some form of industrial action to protest against the arbitrary manner in which workers were notified about the 5% limit ■

SOUTH 7/8-11/8/93

UWC teaches governing skills

A unique course at the University of the Western Cape covers all aspects of government and will produce up to 1 500 experts over the next five years

CHRISTELLE TERREBLANCHE spoke to Mr Job Mokgoro, co-ordinator of the new School of Government

WHEN it became clear that South Africa would become democratic, so did the need for training masses of disenfranchised people to govern

The civil service presently com-

government to meet the needs of the future government.

Mr Job Mokgoro, previously a lecturer in Public Administration at Bophuthatswana University, was asked to co-ordinate, while Prof Peter Vale chaired the group

The school got going at the beginning of the year with about 30 honours and 15 masters students

The university council approved the school last month. It will now start running intensive short courses to train executive and middle management, public administrators for government service. A number of voter education and election training

courses are also in the pipeline. While four other universities have since 1990 instituted comprehensive new courses in public management and administration, UWC insists that the School of Government has a broader approach.

"Our courses are not just an extension of public administration," says Mokgoro. "We go beyond the state sector and incorporate structures of civil society, trade unions and non-governmental organisations."

"We are creating a milieu for the inter-disciplinary and critical study of, and engagement with, issues of governance entailed in the construction and development of a democratic, non-racial South Africa



JOB MOKGORO

"The product we will make available will be able to function at state, local government and non-governmental level."

The school does not intend running undergraduate courses in the short term. Rather it draws in people who already have some qualifications and expertise in fields needed for government, for example economics, political science, sociology and finance

"Our focus is on state and development, public policy and then also Mokgoro explains. "After doing these core courses, students can branch into fields like local government, ethics in the public sector, organisational analysis, education policy, social policy and economic policy."

The school intends to intervene in the present system not only by teaching, but by its own relevant policy analysis and research as well as public debates

"We envisage helping with a fundamental restructuring of the whole ethos and value system of public administration", Mokgoro says.

"First we have to deal with the highly corrupt current system, which is characterised by excessive misuse of funds, wasted finances to keep apartheid alive by duplication of services, a battered economy, a huge backlog in development and the serious financial implications of these"

Mokgoro says that this makes financial and human resource management a priority for the future.

"A credible and legitimate programme of affirmative action will be needed, and we will have to ensure that the personnel have the necessary capacity to manage this."

A Zambian academic, Prof Ganan Lungu, has been appointed professor of public administration, and a French expert in constitutionalism has been drawn in. Money has been granted by, among others, the Canadian government, the Kagiso Trust and the Friedrich Ebert Stiftung.

Municipal workers face the sack

STRIKING municipal workers in Durban have been given until tomorrow to return to work or face the sack ~~(R2)~~ (250) ~~(250)~~

The ultimatum by the Durban City Council was issued this week as the strike organised by the SA Municipal Workers' Union intensified, with workers vowing to continue boycotting work until the council meets their demands

Samwu regional secretary Fakazani Mgwaba said they were not going to heed the call to return

Angry union hits out at strike dismissals

By JESSICA BEZUIDENHOUT

THE SA Municipal Workers Union (Samwu) yesterday criticised the Cape Province Local Authorities Employers Organisation's (CPLAEO) decision to attach conditions to the reinstatement of dismissed workers

(C memo)
The CPLAEO, umbrella body for 25 Cape Province local authorities, issued members in several areas with notices outlining conditions on which they could be re-employed, Samwu spokesman Mr Roger Ronnie said

"Samwu will not just sit back and allow the organisation to dictate conditions of employment," he said.

Dismissed

The CPLAEO dismissed more than 2'000 municipal workers earlier this week after they failed to return to work.

The CPLAEO said the municipality was not bound to re-employ dismissed workers or to give any reason for not doing so.

It said that re-employment would be considered providing the worker agreed to refrain from participating in further strike action on Samwu's demands

More than 70 000 Samwu members around the country downed tools on Monday in protest against a five percent wage increase offered by councils.

Meanwhile City Council workers returned to work on Wednesday after a satisfactory agreement was reached with the union

ANC tries to avert strike by teachers

Star 11/8/93

■ BY JUSTICE MALALA

The ANC yesterday said it would "leave no stone unturned" to facilitate a meeting between teachers and the Government in an effort to avert the nationwide teachers' strike due to begin on Monday.

The 60 000-strong South African Democratic Teachers' Union (Sadtu) said on Monday that it would go ahead with the strike. It had resolved to strike at its biannual congress.

Sadtu is demanding a 20 per cent across-the-board salary increase while the Government has offered 6,7 per cent.

The union is also demanding a moratorium on the retrenchment of teachers, particularly by the House of Representatives. Although the issue seemed to have been resolved earlier, the ANC said yesterday Sadtu members continued to receive letters ending their services as of the end of the year.

ANC NEC member in charge of education Cheryl Carolus said the country could "ill afford" another education crisis.

Azapo publicity secretary Gomolemo Mokoae said although his organisation was "not insensitive" to the plight of teachers, Sadtu had to ask itself whether the strike would take "their cause, and especially that of the black child, forward".

A Department of Education and Training spokesman confirmed yesterday that the Government had applied for a court interdict restraining Sadtu members from striking.

(250) (53)
**Workers
in PE back
on strike**

ARG 11/8/73
The Argus Bureau

PORT ELIZABETH. — Deadlocked wage talks between the SA Municipal Workers' Union (Samwu) and the Port Elizabeth municipality today prompted a reimplementation of last week's suspended strike.

Several hundred municipal workers gathered in front of the city hall to protest against the municipality's refusal to accept Samwu's latest demands, which have dropped from 20 percent to 14 percent and finally to 12 percent.

But town clerk Paul Botha said the municipality's policy remained one of no negotiation with striking workers.

Mr Botha said wage talks would start again when municipal workers returned to work.

The union planned to meet Mr Botha today.

By Waghied Misbach

THE BIG cities in the nationwide municipal strike grabbed the headlines this week, but the real struggle is in the poorer rural municipalities

As the strike entered its third day on Wednesday, Cape Town City Council and the Western Cape region of the 70 000-strong South African Municipal Workers Union (Samwu) reached an agreement to suspend the strike.

At the same time that dispute was being resolved, about 1 000 workers from areas stretching to the Eastern and Northern Cape marched on the offices of the Cape Provincial Employers Organisation (CPEO) in Bellville (250) (250)

Workers said the employer body refused to enter negotiations which cover 147 municipalities and 12 000 workers in mostly rural areas (250)

The workers were given notices by the CPEO that they would be dismissed if they did not return to work, said Merle Brown, Samwu national organiser (250)

After the march workers were told by union officials the strike would continue into a fourth day (250)

Workers from these areas claim they are earning well below the salaries offered by the big city councils. In some areas workers earn between R200 and R500 a month.

Goodwood and Stellenbosch workers said labourers earned R281 a fortnight while operators earned R390 a fortnight. They said there are no benefits like medical aid and pension funds.

"Working conditions are bad. They treat us like dogs, like we are

Rural municipal workers South 7/8 - 11/8/93 are left out in the cold



MESS ACTION: Cape Town streets were filthy this week during the Municipal Worker' strike

Photo Yunus Mohamed

animals," said one worker.

He said they wanted to work an eight-hour day — currently they work nine and half hours.

Goodwood workers demand a R650 minimum wage, with a 30 percent increase for other workers

Mr Salie Manie, chairperson of the Cape Town branch of Samwu and national executive member, said this week the union also wanted to

stop the countrywide restructuring at municipalities.

Manie said the municipalities have started privatising certain services.

He said this was "ill-timed" as moves were already underway to restructure the sector in talks with the Local Government Negotiating Forum (LGNF).

Manie, vice-chairman of the LGNF, says this was taking place

on "apartheid ground rules".

Manie said privatisation resulted in retrenchments and there was often a cutback in services.

He slammed the action of the police on Tuesday when 10 workers were injured after police fired tear-gas and rubber bullets at them outside the Good Hope Centre.

Police said seven of their members were injured.

Worker Clive Abrahams, who was at the scene, said: "They just started shooting while we were walking over the bridge." He denied workers provoked police by throwing stones.

Another worker said they started throwing stones only after the police opened fire on them.

A worker who did not want to be named showed two teeth of a fellow worker. He said a group of policemen had "stamped on his face".

The policemen allegedly dragged the bleeding worker down the steps and "threw" him into a police van.

Manie said he would report the incident to the union's international secretariat.

Sowetan 11/8/93

Council out of cash

THE Mohlakeng Town Council has run out of funds and its staff have been warned not to expect their salaries at the end of August.

Town clerk Mr Deon Cordier yesterday said the only way to guarantee staff salaries was to ask the Government to increase its monthly subsidy.

But, he said, this had led to a strike by about 350 members of the Municipal, Education, State, Health, Allied Workers Union, who downed tools on Monday.

250 100

Sowetan 12/8/93

Back to strike action

MORE than 2 000 municipal workers in Port Elizabeth resumed strike action yesterday as their wage dispute with the Port Elizabeth City Council continued (250) (12)

The South African Municipal Workers' Union said in a statement the workers had resumed the strike, suspended last Wednesday, because of the breakdown in negotiations held on Monday. "The strike is primarily due to the Port Elizabeth municipality displaying absolutely no will to meaningfully address the demands of the workers," Samwu said (354)

Nurse takes action to get subsidy law scrapped

(250) WMM 13-19/8/93

Gaye Davis in Cape Town

A CAPE nursing sister has launched a supreme court bid to have a clause in the Public Service Code — which bars married women from getting housing subsidies unless their husbands are deemed permanently unfit for work — declared *ultra vires*.

Nomonde Ndzunga (54), a senior nurse at Valkenberg Hospital, is bringing the action against the Administrator of the Cape and the Commission for Administration. It is to come before the Cape Supreme Court — and, if successful, could have far-reaching implications for thousands of women in the public sector currently denied housing subsidies.

In an affidavit, Ndzunga tells how she and her husband, Sidney, were encouraged to buy their Langa home, as soon as it became legally possible for black people to buy fixed property. The housing subsidy he received as an employee of Langa township's local authority largely covered their bond repayments.

But Sidney Ndzunga was forced into early retirement when the Ikapa Town Council took over the functions of Langa's local authority and he lost his subsidy. As a result, the family was plunged into financial crisis and they now face eviction from their home.

Ndzunga made urgent application for a subsidy, asking that she be regarded as a special case. But after some months' delay, she was told it had been refused.

She is now seeking an order from the court declaring *ultra vires* that section of the Public Service Code which says a married woman can only qualify for a subsidy if her husband is found to be permanently medically unfit, on grounds that it is

discriminatory.

In her affidavit she says: "It excludes certain married women from a significant benefit without consideration of either their personal circumstances or the financial impact of such an exclusion ... it effectively puts married couples in a situation where they would be better off divorced.

"I and my family now face the very real prospect of the building society foreclosing on our bond and evicting us from the home we have occupied for many years.

"The situation (regarding) housing in townships in the Western Cape is absolutely critical and, if evicted, we will not be able to find affordable alternative accommodation and I and my husband will find ourselves on the streets."

She wants the Cape Administrator to show why the decision not to pay her a subsidy should not be reviewed and set aside, and, alternatively, calls on the Commission for Administration to show why its decision not to regard her as a special case should also not be reviewed and set aside.

The only reasonable grounds for exclusion, she says, should be where both husband and wife get a subsidy.

Ndzunga is also seeking an order for the Cape Administrator to pay her a subsidy on the same terms as for a married man with effect from May 1 this year.

In his affidavit, her husband Sidney says: "Had I, as a black person, been allowed to purchase land in a residential area and to receive a housing subsidy like my white colleagues, I would have done so at an early age in my employment and our mortgage loan would by now have been paid off or substantially reduced."

Workers paid out

■THE Department of Water Affairs this week agreed to pay almost R500 000 to 14 workers retrenched in June 1989

The Public Service League, whose members were retrenched, took the unfair labour practice action to the Appellate Division and won the case in September last year.

Final negotiations this week yielded agreement by the department to pay all salaries, salary increases, bonuses, pension benefits, general increases and 50 percent of accumulated leave to the retrenched workers

29 5 WM13-1/8/93

Attack on 'fat cat' workers

250
152
~~153~~

CR13/8/93

Staff Reporter

A CAPE TOWN city councillor tore into the municipal workers union yesterday in the wake of the municipal strike — describing the workers as fat cats who were grossly overpaid

In a letter to the Cape Times, Mr Arthur Wienburg said the strike had been "political", as city workers were paid almost double the strike demand for a basic wage — and received much more than private sector workers

Workers and SA Municipal Workers' Union (Samwu) president Mr Salie Manie had also behaved like "the AWB storm troopers at the World Trade Centre" in causing R40 000 worth of damage to the Good Hope Centre during the strike

"Mr Manie had the gall to say he warned the council against calling in the police. What does he want? A blank cheque to conduct anarchy, insurrection and mayhem?" Mr Wienburg asked.

Having jobs made Samwu workers part of an elitist group

Demands for additional wages without commensurate produc-

Councillor: Strike was political

tivity drove up inflation and prevented the council from creating jobs for those out of work.

Mr Wienburg said strikers demanded a minimum wage of R650. Council workers got a minimum total package of about R1 500, including housing.

Council research showed that catering staff were paid double what their counterparts earned in the private sector, and the building and production unit staff earned about 40% more than those in the private sector.

"It is quite clear that the strike was of a political nature," Mr Wienburg said.

The R250 000 workers would receive in addition to what they were originally offered would cost the workers collectively over R500 000 in lost wages

He said Mr Manie and his co-workers saw themselves as future councillors, but "heaven help us if people who cannot conduct themselves in a dignified manner and show no restraint take control of the city's R2 billion per annum budget".

Mr Wienburg asked "how many people died or suffered additional trauma" when the union had reneged on a promise not to disrupt essential services, which had led to the ambulance service being able to respond to only 99 out of 200 calls.

Acting exco chairman Mr Leon Markovitz said Mr Wienburg's views contained "a minimum amount of facts coupled with a labour relations policy one could not even contemplate in today's climate"

"The matter has been successfully settled and we are now moving forwards, not backwards."

● Samwu president Mr Manie said last night that the strike was partly in support of some municipal workers in other areas who were paid less than R300 a month

The union had stuck to a deal with council that only emergency ambulance calls were answered.

Municipal settlement ends strike

250

CT14/8/93

By PETER DENNEHY

NEW minimum wages for municipal workers have been agreed on in a settlement that has resolved the strike in almost all of the local authorities still observing a stayaway, as well as disputes that have dragged on for two years

In terms of the settlement reached late yesterday, the Cape Province Local Authority Employers' Organisation and SA Municipal Workers' Union agreed on three new minimum monthly pay rates of R404, R497 and R550, backdated to July 1 this year.

They also agreed that in two years there would be a single minimum wage rate for the whole Cape Province, based on the R550 level.

This year's minimum adjustments will mean many workers on or above the minimum levels will receive increases of between 17% and 35%, according to the joint statement. Other wages above the minimum have been adjusted by between 7,5% and 13,5%

Employers who wanted to be exempted from the agreement would have to lodge a motivated application to the Industrial Council

The parties also agreed to enter into negotiations on a reduction in working hours to a target of 40 hours a week.

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Two-year wage dispute over

THE two-year wage dispute between the Cape Province Local Authorities Employers' Organisation (CPLAEO) and the South African Municipal Workers' Union (Samwu) has been resolved after 18 hours of negotiations, Samwu has announced.

Striking workers covered by the agreement, which is for both the 1992/93 wage dispute and 1993/94 wage demands submitted by Samwu, will immediately return to work.

Both parties acknowledged the disparate and complex nature of the municipal

sector and reached agreement on three new minimum rates of R404, R497 and R550 a month with effect from July 1, 1993.

The parties also agreed on a common minimum wage for the Cape Province by July 1, 1995, based on about R550 adjusted over the next two years.

The effect of increases on the minimum would compact many scales above the existing minimum, resulting in substantial increases for large groups of workers

250 (1994/95)

ARG 12/8/93

STimes (C) Metro

Sacked workers in line for payout

15/8/93
FOURTEEN workers — members of the Public Servants League who were unfairly dismissed four years ago and who could not be traced — have been found and stand to gain more than R400 000 in compensation (250)

The workers were formerly employed at the Vaal-Gamagara Government Water Scheme near Kimberley and were dismissed by the Department of Water Affairs in 1989.

An Appeal Court decision declared the dismissals invalid and recently ordered the department to pay the workers more than R400 000 in compensation for losses suffered as a result of their dismissals, PSL spokesman Mr Bernard Wentzel said this week.

Political 'hijackers' under fire in Atlantis

SI Times (C Metro)

Political Reporter

A TELEVISION programme in which the Democratic Party's chairman for Atlantis, Mr Jeff Leonard, takes up the cudgels for the township's unemployed, has been slammed as "a cheap political stunt".

Mr Danny Oliphant, a Cosatu office-bearer and vice-chairman of the unaligned Atlantis Community Forum (ACF), claimed political parties were trying to claim credit for the "victories" the forum had won for the township.

He said a moratorium on action over service payment arrears had been agreed on at a meeting between the Western Cape Regional Services Council's chief director of finance, Mr P

Schenk, and representatives of Atlantis community at the beginning of the week. 15/8/93

The moratorium was a "great victory". It would be in force until January 31.

"For the first time in a long time, Atlantis residents can feel relaxed," Mr Oliphant said. Our aim is to have all debts written off and let Atlantis start afresh."

In terms of the agreement, the WCRSC has undertaken.

- Not to disconnect electricity and water;
- Not to evict tenants;
- Withdraw all summonses; and
- Freeze arrears until January.

"The political parties make empty promises. The Atlantis Community

Forum is apolitical and is not interested in empty promises or in our people surviving on food vouchers alone. We want employment to be created to enable our people to regain their dignity," Mr Oliphant said.

Mr Leonard and Mr Schenk could not be reached for comment yesterday.

Killing: Identikit ready

By CHIARA CARTER

POLICE are to release an identikit of a man wanted for questioning in connection with the murder of nine-year-old Lorenzo Naidoo of Uitsig, Elsies River.

Lorenzo's body was found at a refuse dump on the corner of 35th Avenue and Modderdam Road on Tuesday.

His shirt was over his head and he had been bludgeoned on the chest. He had not been sexually molested.

Two witnesses told police they had seen a "light-skinned" coloured man in a red tracksuit grab the boy about a kilometre from where his body was found.

Linked

Lorenzo's family last saw him about 6pm on Monday evening when he left on an errand.

A spokesman for the police said an identikit would be released tomorrow.

He said it was too early to comment on speculation that the killing might be linked to the Station Strangler.

However, police were investigating "all possibilities".

In October, 10-year-old Jacobus Louw was found sodomised and strangled at Mmandi Beach, leading to speculation that the Station Strangler was back.

Hospital staff plan go-slow

SI Times

(C Metro)

By JESSICA BEZUIDENHOUT

MORE than 300 hospital workers and nurses who are members of the Public Service League in Worcester intend to embark on an indefinite go-slow, says PSL spokesman for the area Reggie Farao.

The decision had been reached by "unhappy" members, who were disappointed with the government's offer of a five-percent salary increase, Mr Farao said.

Staff would work only two hours a day and, if a crisis arose, would refuse to help, even if this meant hospitals would not run smoothly, he said.

This would also apply to emergency services.

A spokesman for National Education and Health Workers' Union, Pedro George, said Nehawu members would not take part in the strike.

Rationalisation

Mr Farao said PSL members were aware of the serious implications of the strike for services, but had no alternative.

"Our people refuse to accept the government's plans for rationalisation," he said. Both hospitals in the town were under-staffed and the government was continuing to freeze posts.

Meanwhile, the PSL's general manager, Mr Bernard Wentzel, said the strike was not a national action. Its branches were autonomous and each could decide according to the needs of its members.

Although the go-slow would contradict the PSL's policy of exploiting other measures to resolve the problem, the organisation would support the Worcester branch, Mr Wentzel said.

Negotiations between the PSL and the government's Commission for Administration would continue this week.

ANC, public service hold 'historic talks'

Staff Reporter (250)

THE public service caucus, which represents 300 000 civil servants, congratulated the Western Cape ANC yesterday at an historic meeting of the two groups for being the first major political player prepared to discuss its vision of a future public sector.

ET 2/17/8/93
The 10 public sector organisations in the caucus agreed to provide the ANC with written queries by mid-October

Caucus chairman Mr Anton Lourens upbraided political groups for not addressing "the fears and aspirations of civil servants", but congratulated the ANC for taking the initiative "that should have been taken at Kempton Park".

Health workers face retrenchment deadline

BISAY

18/8/93

GAVIN DU VENAGE

MORE than 2 200 health workers have been given until this afternoon to voluntarily accept retrenchment packages by the Transvaal Provincial Administration, or risk being laid off with reduced benefits.

TPA director-general Len Dekker said yesterday extra staff were taken on last year during the health workers' strike. Part of the settlement was that a large number of discharged workers be re-employed. This had led to overstaffing and a bill of about R4m a month, Dekker said.

Dekker said an improved package had been put together to limit the need for forced retrenchments. It was targeted at all staff in specific occupational groups.

Staff already identified for forced retrenchment could also take the improved package and retrenchment proceedings against them would be withdrawn if they did so, he said.

The package included:

- Payment of salary from September 1 to December 31, with the end of August being the last working day,
- Payment of a pro rata service bonus and leave credit as at August 31;

- Pension and medical aid contributions will continue to the end of December;
- Pension benefits plus a supplement of up to five years will be paid,
- Home loan subsidies will continue for six months, and
- The package will be paid out at the end of August. (250) (25)

Dekker said it would be possible to place some of the redundant staff in vacant posts. However, if there were not enough volunteers for the package, "the TPA would be forced to terminate the services of the remainder" at the end of this month.

He said everything possible had been done to limit the reduction programme.

A National Health and Allied Worker's Union spokesman said yesterday the union had rejected the offer. He said agreement had been reached in the National Economic Forum that no unilateral restructuring of state assets would take place. Retrenchments, he said, fell into this category, and he demanded that the TPA cease retrenchment procedures.

5% and

no more,

FW tells

teachers

Sowetan 19/8/93

By Josias Charle and Sapa

STATE PRESIDENT FW de Klerk last night dashed black teachers' hopes of a further increase

Addressing a Press conference at the Union Buildings in Pretoria yesterday, De Klerk said the Government was not prepared to consider increasing the initial five percent salary increase offered to all civil servants.

De Klerk said the Government had to adhere to its budget. Strong budgetary controls had to be observed, he said.

"It is impossible for the Government to consider more than a five percent increase for public servants including teachers."

"The Government has not received similar claims from other teachers' bodies and in the best interest of our children we must maintain a sound economy for their future.

"We already use 20 percent of our national budget on education. This ranks as one of the highest in the world," De Klerk said.

He reiterated that the country could not afford the types of claims being made by teachers. The Government was, however, willing to keep certain undertakings made to Sadu. This included reconsidering salaries of teachers in the lower income bracket.

The South African Democratic Teachers Union, which embarked on an indefinite countrywide strike on Monday, is demanding 20 percent

Meanwhile, crucial wage talks which started in Cape Town yesterday between Sadu and Government officials resume today.

The two parties were still locked in the meeting late yesterday.

On the schools front, low attendances were reported from major centres around the country yesterday.

Most secondary and primary schools in Soweto remained "greatly affected", a Johannesburg DET spokesman said.

There was no schooling in the troubled East Rand townships of Katlehong, Tokoza and Vosloorus.

The Northern Transvaal's worst affected areas were Soshanguve, Warmbaths, Nylstroom and Moutse, near KwaNdebele.

In Natal and KwaZulu, where about 12 000 teachers are on strike, most schools under the administrations of the House of Representatives and the House of Delegates closed because of complete stayaways.

Fewer than half the black DET schools in the province were operating.

At Mitchell's Plain in the Western Cape most high school pupils were absent, a spokesman for the Department of Education and Culture said.

Attendance at the 145 DET schools in Port Elizabeth townships was "very low".

At Galeshewe near Kimberley, police used tearsmoke and rubber bullets to disperse about 150 stone-throwing youths during a march.

Sabta pulls Star 19/8/93 out of taxi conference

■ BY MOKONE MOLETE
SOWETO BUREAU

The Southern African Black Taxi Association has pulled out of a major taxi conference planned for next week.

The conference, convened by the National Transport Policy Forum (NTPF), will address violence in the taxi industry.

Sabta spokesman Paradise Mahlangu said Sabta had withdrawn because "although it endorsed the idea of a meeting of all taxi associations in the country to take stock of the continuing taxi feuds, the final agenda by the NTPF was distant from the original concept".

Mahlangu also said Sabta had never been invited to take part in the conference, even with observer status.

Madam & Eve

Madam & Eve, our popular cartoon, usually on the Briefing page, is on Page 9 today.

Hospital 'scabs' Star 19/8/93 challenge TPA

■ BY PAUL BELL

More than 2 200 Transvaal Provincial Administration hospital workers, hired to replace those fired during last year's hospital strike, will challenge in court the TPA's decision to re-trench them at the end of this month. (98) (250)

The TPA hired the workers, brought in and organised by the Hospital Personnel Association of South Africa (Hospersa), to replace members of the National Education, Health and Allied Workers' Union (Nehawu).

But the TPA was recently forced by the Industrial Court to rehire the Nehawu workers, and now finds its monthly wage bill has been inflated by some R4 million. As a result, it has decided the new workers must go.

Hospersa spokesman Luke Rautenbach said the TPA had agreed to extend the retrenchment deadline by two months to August 31, and had made an improved retrenchment offer. But Hospersa was determined that the workers should remain on the payroll.

Nehawu assistant general-secretary Neal Thobejane was unsympathetic yesterday. His union regarded the workers as "scabs". Rautenbach countered that they had originally worked for nothing and that the accusations had offended many.

He said Hospersa had advised the TPA yesterday that it would go to court. (250)

"If they don't agree to keep these people in employment, we intend taking them to court. We will apply for an interdict immediately.

"They started as voluntary workers, working for nothing. They were hired off the street without experience, and we had to give them on-the-job training. But they were very, very keen.

"Then the TPA agreed to pay them a nominal daily payment, about R5 a day. They looked very well after their jobs. Hospitals had never been so clean or so quiet," Rautenbach said.

"From June 1992 they were appointed to the payroll without conditions. They were under the impression that these would be permanent jobs."

Revamp civil service first — Slabbert

MICHAEL MORRIS
Political Correspondent

IT would be a tragedy if South Africa negotiated a new constitution successfully without having a transformed state and civil service to give it effect, said Frederick van Zyl Slabbert.

At the launch of the re-designed Suid Afrikaan magazine as the DSA, under the editorship of acclaimed poet Antjie Krog, Dr Slabbert said "reconstructing" the state was among the most critical challenges facing South Africa.

The new DSA comes with a special 50-page report, DSA in Depth, on reconstructing the state, edited by Dr Slabbert.

He said negotiations at the World Trade Centre focused almost entirely on a new constitution and little attention was being given to the economic policy, redistribution, meeting education, health and housing aspirations, and stability and order.

"The common theme here is: Who is going to deliver these things, who will give effect to the constitution?"

Negotiations in the constitutional sphere were proceeding while present state structures were "pursuing constitutional objectives we have already abandoned".

● Chairman of the trustees of DSA Franklin Sonn said it would be important in the new South Africa that "a readership who are not white and not National Party-supporting should feel that their views are represented in their mother-tongue, Afrikaans".

Labour challenges ANC over Boesak's remarks

Political Staff

THE Labour Party has launched a scathing attack on regional African National Congress chairman Allan Boesak and challenged the movement's national executive committee members to say publicly if they share his views about the party.

Dr Boesak said in an interview with The Argus that the ANC in the Western Cape was not in favour of entering into an election pact with Labour, adding that the ANC would lose votes if it did.

But, Labour regional secretary Tommy Abrahams said Dr Boesak's stance amounted to an "open and regrettable defiance of the agreements reached between the ANC and composite members of the Patriotic Front".

He said Dr Boesak could not be ignorant of the efforts by the leadership of the ANC and parties like Labour to unite the votes of the democratic anti-apartheid forces under the ANC in the April 27 election.

"His contrariness, therefore, must arise from some other motivation."

"Is it possible that the increased media coverage Dr Boesak is enjoying is going to his head? Does he feel the need to prove something to the national leadership of the ANC?"

Mr Abrahams said he wondered if Dr Boesak was trying to preserve his "United Democratic Front 'Don't Vote' leadership image while pursuing the votes of the very people he charismatically persuaded not to vote".

He said Labour had been engaged in programmes to promote

the ANC among its supporters.

"This support must not be pooh-poohed away or taken for granted by anyone."

He warned that there were other options open to Labour, including a "Don't Vote" campaign, and urged the party's supporters to ignore the ill-conceived and divisive media strategies adopted by Dr Boesak.

● The Democratic Party has criticised Dr Boesak over "arrogant, prescriptive and threatening" remarks on affirmative action.

DP regional chairman Jasper Walsh's tough statement follows Dr Boesak's allegation that some Western Cape companies were deliberately employing blacks rather than others to prove they were ready for the new South Africa and that coloureds were being told they were being discriminated against in an attempt to drive them into the arms of the National Party and DP.

Dr Boesak threatened to name companies he believed were turning coloureds away because they were not Xhosa-speakers.

Objecting "in the strongest terms" to Dr Boesak's claims, Mr Walsh said: "To threaten naming organisations and making them do the right thing by legislative means in the post-apartheid South Africa does not help create a climate of social awareness from which positive affirmative action will result."

"To couple this with a cheap political side-swipe at the DP is contemptible," he said.

Why the bar on municipal strikes?

WJM 20-26/8/93 (250)

OPINION: Luci Nyembe

IT IS an anomaly that while public servants have recently been granted strike rights, municipal workers are still prohibited from striking.

The Public Service Labour Relations Act (PSLRA) became effective on August 2, the same day on which 62 000 municipal workers embarked on a national strike. This is not the first strike in the local government sector — already in 1913, sanitation workers engaged in the famous “bucket strike”

The demand this time was for a minimum wage of R650 per month and a percentage increase of 30 percent on the lower scales to 20 percent on the higher. It is not hard to imagine that the R200-R400 which workers earn in many local authorities, particularly in rural towns, can buy little more than the few pennies earned by their forebears in 1913.

In the week before the strike, a number of local authorities applied for interdicts against the strike. The courts granted the interdicts on the grounds that strikes in local authorities are illegal. The interdicts covered around 320 local authorities, except for Port Elizabeth, Bloemfontein and Kimberley.

Section 46 of the PSLRA prohibits strikes in local authorities or in any service within the jurisdiction of a local authority. The grounds for this prohibition are that local authorities are part of the public service, that they provide “essential services” and that any disruption of services is contrary to the public interest.

Municipal workers perform a variety of jobs. They provide electricity, water, power, sanitation, passenger transport and fire-fighting services. They are health workers, librarians, town planners, city engineers, cleaners and traffic cops. Let us apply a simple test. Does the temporary disruption of library services endanger the public health? Are all municipal services essential to the life and health of the population? Does the temporary disruption of public services cause inconvenience to the public?

According to the International Labour Organisation, strikes may be prohibited in “essential services” defined as “services, the interruption of which would endanger the life, personal safety or health of the whole or part of the population”.

Clearly, emergency services should not be disrupted. Many other services are not “essential” and the disruption of sanitation services becomes a hazard to life and health only after a certain period. Earlier this year, sanitation workers in Dobsonville took strike action for more than three months. This caused some inconvenience to the local community, but no danger to life or health.

In many countries, procedures have been negotiated between employers and unions to minimise danger and disruption due to strikes. This has included the provision of minimum and emergency services by union members.

The municipal strike lasted, on average, two to three days. In some localities, dismissals were instituted within two days. Minimal disruption was experienced by the public and the only real victims appear to be the workers themselves.

Workers in rural areas, where the union has had difficulty negotiating a return to work because of the large number of local authorities involved, have borne the brunt of the dismissals. In a country where human rights and a Bill of Rights are the latest buzzwords, the rights of more than 200 000 municipal workers are still restricted.

Fun 20/8/93

Thinning the gravy

The days of plenty are over for civil servants

250

Privatisation of State pensions — with the alternative of fully funding these benefits — is turning up some surprising results. The news is not all bad. Taxpayers might find comfort in knowing they will not bear the entire brunt of paying inflated pensions to former civil servants. Since the period when

Andreas Wassenaar, then chairman of Sanlam, challenged the system and exposed the iniquities of State pension schemes, a degree of conservatism has been introduced. Which is not to say that the consumer or taxpayer escapes unscathed. The State's pension portfolio can be divid-

ed roughly as follows:
 The five funds which are still acknowledged as State-funded. These are called "official" and are administered through the Department of Finance. They include the "central" fund, which embraces most main-

Continued on page 30

LEADING ARTICLES

Fun 20/8/93

Continued from page 26

stream civil servants and members of the uniformed forces. Also included is the "associated" fund (PFAI) which comprises about 200 separate employers and embraces most of SA's academics;

Funds covering utilities which were previously State-owned but are now at least partly commercialised. Telkom and Transnet are moving towards solvency.

In the case of Transnet, says the Financial Services Board (FSB), the solvency gap was so great that the board had to insist on a business plan to bring it in line with the Act. Iscor's fund is now registered under the Pensions Act and administered privately.

The utility pension funds are in a special category. When they opted for commercialisation (as distinct from full privatisation), they took responsibility for funding their employees' pensions. Though some of the funds were only halfway to becoming solvent, this problem was transferred away from the taxpayer. According to the Retirement Institute, most of the utilities — including Telkom, Eskom, Iscor and the SABC — are now solvent and registered under the Pensions Act or, having presented business plans on solvency, are moving towards registration.

The solvency aspect is crucial. A private pension fund registered in terms of the 1956 Pensions Act must either be actuarially solvent or have a plan in place to become solvent within nine years.

The nine-year clause is being exploited. It was introduced with the intention of allowing newly created funds a period of grace to fund the pensions of employees who were not covered before their fund existed. Now under-funded semi-State corporations are using the clause to give themselves breathing space. The FSB says the nine-year clause is not a green light for everyone, all who wish to be included under the Act must submit a suitable business plan. The FSB, which monitors solvency, fell under the State umbrella until two years ago. After that, it was allotted its share of the State's assets and liabilities — and then submitted to itself a programme for reaching solvency.

As they head for solvency, the bill for the utilities and several other former State enterprises has shifted from the taxpayer to the consumer. The solutions chosen are wide-ranging, but usually the tariffs charged for services are affected. In the case of the FSB, charges raised against the institutions it monitors were increased sharply at the beginning of this year — in part because of the FSB's need for continuous pension funding. When the board privatised, salaries went up in line with the commercial sector. Actuarial

estimates of pension liabilities increased accordingly.

The State's own five funds remain a threat to the taxpayer. When the Korsten Committee was convened two years ago to find solutions, the funds were only about 43% on average on the road to solvency. A more recent valuation showed an improvement to well above 50%.

Laurie Korsten says his committee's next report is due to reach Finance Minister Derek Keys by end-September. He won't say much before then. But several steps have been taken to reduce the insolvency level. "We've eliminated most of the funnies," says Korsten.

That's a reference to the extraordinary ripoffs perpetrated against taxpayers. These included the right to buy back pension rights to age 16 and the habit of civil servants being promoted during their last month of service so that their rights would be pegged to their ceiling salary. Now, as with most private concerns, pension entitlements are based on salary during the last two years of service.

A degree of panic has become evident. Prospects of a new government, early retirements and other omens have made the solvency issue critical. Until now, government has been content with a pay-as-you-go policy, so that employer and employee contribu-

and for civil servants. The multiple effect of eliminating the "funnies" from government schemes, coupled with their emancipation from the shackled investment policies of earlier years, should be beneficial.

Freeing pension money to be channelled to value-related investments, instead of diverting it to government stocks and the money market, will have an immediate effect on valuation. Even before the results of emancipated investment trickle through, the valuers have been able to revise their actuarial judgments. Also, the consulting actuaries responsible for most government business have merged, so a common approach to valuation is more likely than before.

Taken overall, says Korsten, it's likely now that the government funds can be valued at around the 70% solvency ratio, not good enough, but a vast improvement on the dismal picture of two years ago. The Finance Department's Chris Mostert confirms this, without giving specific figures. And, he says, the picture varies from fund to fund. Some of those in the "associated" fund are subsidised by government, others get nothing.

It is the "associated" fund which may be the solvency pathfinder. It's a complicated association, with only 60 000 members, about 200 employers, one set of rules and many divergent opinions. The membership includes most of SA's academics, embracing universities, technikons, science institutes, the SA Bureau of Standards and similar organisations.

Korsten feels that if a university would accept its share of assets and liabilities, there would be sufficient campus brainpower to take the fund into solvency in reasonable time. He is probably right. A difficulty, however, is that what suits one employer might not suit the rest. With 200 disparate employers, he will have a problem getting all to agree to the same terms.

If Korsten can splinter the "associated" fund, it will be one less potential burden for the taxpayer, the pension burden will be transferred to those who use a particular institution's services.

Under-funding of the other State funds, even if it turns out to be less than was feared, remains a potential tax burden. Finance Minister Keys is known to be in favour of the pay-as-you-go method. He could hardly think otherwise, for the cost of full funding — even over three years — would put intolerable strain on his budgeting. Even if the money could be made available, it would be politically disruptive.

Civil servants are, rightly or wrongly, perceived as having designed their pension benefits to the disadvantage of the rest of the nation. The service is also associated with apartheid.

It's possible that civil servants might have to eke out their retirement with less than they had hoped for. It's also possible that not too many people would weep for them — certainly not the already-retired brigade who designed the system and are now enjoying its fruits.



Wassenaar



Keys



Korsten

tions never came close to matching actuarial liabilities. The system had many supporters — including some at the biggest life office, Old Mutual, which argued that since States do not go insolvent, full-funding was not a justifiable policy. The fact that pay-as-you-go transfers the liability from one generation to the next was not, apparently, important.

Then, as political hues changed, it became obvious the comfort zone could be invaded by a future government. What if, it was asked in Pretoria, future State pensions were allocated according to the money actually in the fund? Expectations would have to be revised, downwards and sharply.

To a lesser extent, the private sector is also guilty of transferring benefit liabilities from one generation to the next. But the problem there — to be registered under the Act, there must be an actuarial valuation every three years — has never assumed anything like the proportions that State funds operating outside the Act have reached.

Korsten hints that his next report will show some good news for the taxpayer —

Health workers fear job cuts

South 2018 - 24/8/18

HEALTH workers fear massive retrenchment in their ranks due to the ongoing unilateral restructuring and semi-privatisation of academic hospitals. (250)

"Our information is that wherever there has been this kind of privatisation, like in the railways and postal services, almost half of the worker corps is cut," says Mr Sollic Ngwenza, regional chairperson of Nehawu (National Education, Health and Allied Workers Union)

"We think the whole idea of putting public services into the hands of individuals is criminal."

The granting of managerial autonomy through legislation to academic hospitals like Groote Schuur and Tygerberg, implies that the hospitals will have to conform with free-market profitability norms, making each of them into a business where even essential services can only be obtained at cost.

"This is diametrically opposed to our conviction that we are rendering a public service, which we take into account when we settle for wages," says Ngwenza.

"Now our cheap labour is going to be sold at huge amounts to the rich, leaving the poor and unemployed without essential health services. Furthermore, to be run profitably, cuts in employment would be inevitable by all or some of the institutions.

"At Red Cross Hospital we have already been briefed that clinic and catering services will be contracted out. And only private patients will be allowed in on Thursdays and Saturdays."

The Cape Provincial Administration (CPA) has agreed to a moratorium in retrenchment of health workers and the up to 4 000 Western Cape members of Nehawu.

Teachers test State mettle

Talks "critical" as Monday noon deadline is set

PROLONGED wage talks with the State are at "a very critical stage" according to the striking South African Democratic Teachers' Union (Sadtu).

Cape Town negotiations — originally set for two days — between the State and 15 public-sector employee groups, enter their fourth day today

The staff associations, including Sadtu, have agreed on a 15 percent wage increase as a general demand, but so far the State has not budged on its offer of 6,7 percent

Sadtu originally sought 20 percent.

When talks ended yesterday Sadtu negotiator Thulas Nxesi said they had reached "a very critical stage" and would resume at an undisclosed venue this morning.

■ Representatives of 500 000 public-sector workers and 250 000 teachers have been locked in salary talks with the State for three days. The teachers will decide today if they've heard enough to call off their week-old strike.

JOHN VILJOEN Education Reporter

ARG 21/8/93

It was expected to be a "very short meeting", he said, suggesting that final word on a wage offer from the State was expected

The union's national strike council is scheduled to meet in Johannesburg to decide whether to end or continue with the action which is believed to have affected about two million pupils.

But, a top union source said yesterday it seemed likely that the five-day-old strike would

persist into next week.

Separate National Education and Training Forum-brokered talks yesterday with House of Representatives authorities on plans to cut 3 200 posts in the department failed to produce any major victories for the union

Sadtu general secretary Randall van den Heever said "we have mapped-out a reasonable route" for solving the rationalisation problem.

"My personal view is that the

matter is resolvable, but it has become emotional and politicised," he said.

When the strike council met today it would consider report-backs from negotiators at the wage and rationalisation talks and also the effect the strike was having on the culture of learning, Mr van den Heever said.

For the third successive day, hundreds of teachers sang, danced and chanted outside the negotiation venue in Plein Street

Meanwhile the relationship between Sadtu and the Department of Education and Culture, House of Representatives, worsened yesterday.

Late yesterday afternoon the department joined the Department of Education and Training in threatening to cancel its recognition agreement with Sadtu because of the illegal strike and the "blatant intimidation of principals"

The department has given Sadtu until noon on Monday to respond

The department yesterday attempted to obtain an order in the Cape Town Supreme Court to restrain Sadtu members from intimidating non-striking teachers

The application was postponed for seven days

Education and Culture Minister Pieter Saaiman said yesterday there had been several reports of Sadtu members intimidating those not taking part in the strike.

Sadtu was using disruptive methods and violent tactics and was only interested in personal gain, Mr Saaiman said.

The strike was enjoying only limited support and country-wide the overwhelming majority of schools was engaged in normal teaching and preparation for the final exams, he said

Hovering Brown Haze — fires industry and transport to blame

LENORE OLIVER

Weekend Argus Reporter

INDUSTRY and transport have been identified as the main contributors to the pollution which leads to the unsightly brown haze that has become a feature of the city's autumn and winter skies

According to a comprehensive pilot Brown Haze study by the Energy Research Institute at the University of Cape Town, the main sources of air pollution around the city are vehicle emissions, the wood fires in low-income settlements and the burning of oil and coal by industry.

The study, initiated last year, was carried out at the Cape Showground and Hartleyvale sports field by researchers Richard Dutkiewicz and Mark

de Villiers

The haze, which usually occurs from April to August, is characterised by a white to brown mist that extends over most of the Peninsula and Cape Flats — reaching a height of 40m or more.

The haze is most intense in the early morning and gradually disperses.

It consists of solid or liquid particles and gas molecules, which can be man-made or natural.

Activities of the pilot study included particulate sampling, gaseous pollutant measurement and the collection of meteorological data

Brown Haze days were selectively sampled and, in addition, a few non-haze days were sampled for comparison

In total seven haze days and

three non-haze days were sampled in June, July and August last year.

"On a hazy day industry contributed 50 percent of the particulate matter, while transport contributed 34,7 percent Domestic contributed nine percent and commerce 6,2 percent," said Professor Dutkiewicz

The total particulate composition on a hazy day was 297, compared to 35 on a non-hazy day

During June and July this year pollution levels sometimes rose to well above the guideline

The study concluded that further research was necessary to categorise those factors causing the haze, which could be mitigated through regulations

ARG 21/8/93

News in brief

Sowetan 24/8/93

Potwa makes gain

THE minimum monthly salary for Post Office and Telkom workers have been increased to R1 120 and R1 145 respectively, according to the Post and Telecommunication Workers Association.

The union said the wage agreements in the two sectors would be backdated to April 1.

Post Office workers received a R100 increase on the lowest monthly rates and those at Telkom R125 ~~(354)~~ (250).

"We give credit to our general membership who understood difficulties experienced by the negotiating team, including the economic and political effect such results might have had on the future of Potwa," the union said in its August *Potwa Update*.

The across-the-board increase for Post Office workers is 5,4 percent and Telkom's 5,8 percent.

Post Office Star 24/8/93 pay rise

The minimum monthly salary for Post Office employees has been increased to R1 120, and Telkom workers have won a R1 145 monthly wage.

This was announced by the Post and Telecommunication Workers' Association. — Sapa

~~(Sapa)~~ (250)

Prosperity

from training

Biday 27/8/93

ADRIAN HADLAND

PRETORIA — Training in science, engineering and technology is the key to economic prosperity, says Foundation for Research and Development chairman Johan van der Walt. In the foundation's 1992/93 annual report, Van der Walt said SA's economy could be kick-started only if people were equipped with the knowledge and skills to improve their own quality of life and create job opportunities for others.

Of the R70m annual budget, R11m had been paid out in university or technician bursaries, R30m in research grants to maintain and expand the existing knowledge base, R5.6m on supporting technology research, R5m for marine and environmental projects, and R1.3m for the development of entrepreneurship in technology.

"More than ever, our country needs people who can harness science and technology to the benefit of SA and all of its people."

Pay fight still on, say public servants

Biday 27/8/93

ADRIAN HADLAND

PRETORIA — Public servants yesterday rejected government's latest salary offer, saying the additional R150m intended for educators and employees at the lower end of the salary scale was insufficient.

Public Servants' Association GM Hans Olivier said all 11 organisations within the Public Service Caucus, representing an estimated 300 000 state employees, had agreed this week that they could not accept the new offer.

"The bottom line is that we are not satisfied and the fight is still on."

After insisting public servants would receive only a 5% salary increase this year, President F W de Klerk said earlier this month that an additional R700m would be made available to limited public service categories "for the improvement of salaries and other conditions of service".

The state of the economy and levels of public expenditure prevented a higher offer being made, De Klerk told a news conference.

On Tuesday this week, it was announced after another round of negotiations that a further R150m would be added to the R700m leaving government with a public

service salary bill this year of just under R3bn.

"The salaries of the educators at the bottom end of the salary scale especially can be improved significantly" by the extra R150m, a Commission for Administration statement said. (2.50)

In addition to the R850m improvement, government agreed to begin negotiations on next year's increases immediately.

But Olivier said public servants were concerned that, with elections scheduled for the end of April, next year's Budget was unlikely to be announced in March.

"We have doubts about how that will happen."

While an additional R850m sounded like a lot of money, it amounted to a 2% increase across the board, he added.

Olivier said the caucus had asked the Commission for Administration to return to government in order to seek a mandate for a more satisfactory offer.

A 15% increase had been requested, he said.

The commission was expected to respond shortly, after which negotiations would resume.

Council roasted over sharp rises in rates

CAPE TOWN — The time taken by the Cape Town City Council to under- take a new property valuation was the real cause of current dissatisfaction over rates increases, SA Property Association (Sapoa) western Cape regional chairman Anton Musgrave said this week.

"If regular valuations had been done, residential property owners would have had a gradual increase in their rates accounts rather than the shock of the current sharp rises in certain wards," Musgrave said.

Ratepayers in several Cape Town

LINDA ENSOR

suburbs such as Camps Bay, Bantry Bay and Sea Point, are up in arms about the large increases.

Musgrave said, however, that the effect of the delay was that ratepayers in affluent suburbs had been subsidised over the past 11 years.

It was crucial to the well-being of Cape Town that property valuations be undertaken every three to four years, he said. (2.7/8/93)

Sapoa believed that rates for commercial premises in Cape Town were

two to three times higher than those in comparable SA cities, with the commercial and industrial sectors in Cape Town having to bear more than 50% of the burden.

This was passed on to tenants and ultimately to consumers.

Musgrave said the rates rebate for residential properties had been increased in the latest valuation from 26% to 35%. (2.7/8/93)

This meant that the commercial sector continued to subsidise residential property owners to an increasing degree.

Worker's fall from bakkie to be probed

□ Supervisor's big dog sat in front — claim

SHARON SOROUR
Staff Reporter

THE Department of Manpower is to investigate an accident in Paarl in which a worker was injured when he fell from a municipal bakkie.

The worker claims he had to sit on the back because his supervisor's dog was in front.

Paarl town clerk Henne Liebenberg said the accident had been reported to the department and would be investigated in terms of the Workmen's Compensation Act.

But Mr Liebenberg said waterworks supervisor Jan Wessels denied having a dog in his bakkie when the accident happened.

Labourer Jacobus Jacobs claimed he had to sit on the back of the bakkie because Mr Wessels's "big dog" was in the front.

Mr Jacobs, 28, said "I fell off the bakkie on Saturday. We were busy fixing a burst water pipe. Mr Wessels went around

a corner and I fell off, on my face and on my hand. He didn't even see that I had fallen off. He came back to find me and took me to Paarl East Hospital."

"Mr Wessels had a big dog with him. The dog is always with him when we do weekend duty."

Mr Jacobs, who has worked for the municipality for nine years, said he did not think it was "right" that the dog sat in front while he had to sit on the back.

The doctor who treated Mr Jacobs, who preferred to remain anonymous, said he had a bad cut along his nose, which was stitched at the hospital, two swollen, puffy bruised eyes, cuts to his face and knees and bleeding in the lower back muscles.

Mr Liebenberg said he was "very sorry" about the incident. He said: "Our emergency standby team for waterworks failures was called out on Saturday. Three workers were on

standby and they reported to the municipal camp. They had one call to attend to.

"Mr Wessels took Mr Jacobs and another worker to where the man had burst. When he arrived he saw he needed a pump and went back to fetch one, taking only Mr Jacobs with him."

"It's not more than 100 metres from where they were, so it is impossible to speed. When he arrived at the camp he realised Mr Jacobs was not on the bakkie and he went back to look for him. He found him at traffic lights and took him to hospital."

Mr Liebenberg said Mr Wessels had no objection to workers sitting in the front of the bakkie. When two workers were being transported, both usually sat at the back.

"We are not sure why he fell off, there is a possibility that he wanted to get off the bakkie. This will have to be investigated, but speeding is impossible in the area," Mr Liebenberg said.



INJURED: Paarl municipal worker Jacobus Jacobs who was hurt when he fell off a municipal bakkie. Picture BRENTON GEACH, The Argus

am3-9/9/93
Offer rejected (250,000)

■ PUBLIC servants this week rejected the government's salary hike offer to employees at the lower end of the salary scale. It was announced last week that an additional R150-million has been set aside to improve the salaries of lower grade workers

— especially teachers — while R700-million was set aside in August. This brought the total salary bill for public servants this year to just under R3-billion. The Public Servants' Association, which represents 11 employee organisations, said: "The bottom line is that we are not satisfied and the fight is still on." The government also agreed to begin salary negotiations for next year in the sector immediately.

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By CIARAN RYAN

A MAJOR reshuffle of senior public service positions is expected from the interim government next year (Buss)

Government and opposition representatives are expected to review all senior positions.

ANC deputy head of economics-Tito Mboweni says not all senior public servants will lose their positions, "but it is the prerogative of a new government to choose its own heads of department"

Mr Mboweni is not in the running for a senior position because he intends studying in the US next year 5/9/93

He says the public service requires "continuity and stability" during interim rule.

"Those who think things will continue unchanged are living in dreamland."

Affirmative action will be a key component of policy

The number of public servants should eventually be reduced (250)

Govt begins talks on foreign service

Own Correspondent

JOHANNESBURG. — The government has begun informal talks with political groups about their members' roles in a future foreign service, diplomatic sources said at the weekend.

Such talks would start in earnest once a subcouncil on foreign affairs had been established under a Transitional Executive Council, they said.

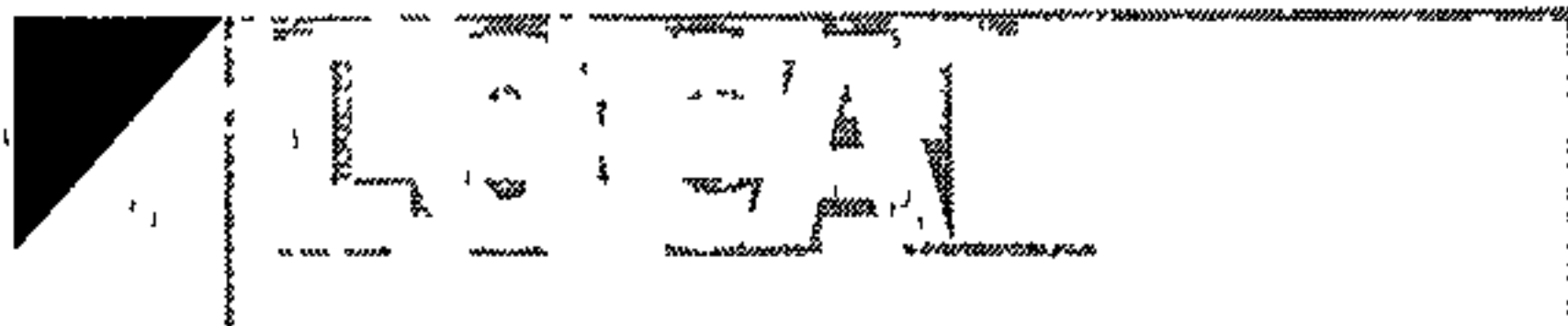
A Foreign Affairs spokesman said discussions on the issue were being held with all major parties.

Applicants could be nominated by any party, but diplomats would be employed in their personal capacities and not as representatives of parties.

A source said the government was also interested in ANC representatives serving in New York and Bonn.

ANC international affairs head Mr Thabo Mbeki said last week the ANC was already involved in South Africa's foreign affairs.

250 CT 6/9/93



Angry workers bring services to standstill

2 municipalities *Star 7/9/93* crippled by strike

■ SANDTON BUREAU

Sandton and Randburg municipal workers have brought services in the two towns to a standstill because of strike action over a wage dispute.

National Union of Public Service Workers (NUPSW) assistant general secretary Phambili Ntloko said a deadlock over wage increases had been reached last month and the only way left was for workers to express their dissatisfaction through strike action.

He said the councils had offered a 5 percent wage increase for upper job levels and a

7,5 percent increase for lower job levels. The NUPSW was insisting on a 7,5 percent increase for upper job levels and a 12,5 percent increase for lower job levels.

Sandton Town Council public relations officer Daleen van Wyk said residents should rest assured that everything possible would be done to ensure that services would be attended to as soon as possible. (250)

Sapa reports that the Sandton Town Council has already requested residents to keep refuse on their properties for collection next week and has promised to solve problems regarding other essential services soon. (250)

NUPSW spokesman Frans Sebane said the strike would spread to a host of municipalities in the Transvaal and the Free State. (250)

The NUPSW, a National Council of Trade Unions affiliate with 50 000 members, had planned similar action in Kagiso near Krugersdorp, Parys in the Free State, Sasol, Klerksdorp, Orkney in the western Transvaal, Roo-depoort and Benoni. (250)

The strike by municipal employees is the second since the beginning of August. On August 2, thousands of members of the SA Municipal Workers' Union downed tools to press for higher wages. (250)

Workers end 1-day strike

Sowetan 8/9/93

Sandton and Randburg municipal workers resumed work yesterday, ending a one-day strike.

Sandton Town Council liaison officer Daleen van Wyk said services were back to normal.

Sandton town clerk Cybil Mostert described Monday's action as reprehensible, saying salary

negotiations were under way and that there had been an undertaking that no industrial action would be taken while negotiations were being conducted.

Workers are fighting for a 7,5 percent increase for upper-level jobs and 12,5 percent for lower-level jobs.

(250) (52)

5% wage freeze 'smashed'

THE recent nationwide municipal strike smashed the unilateral 5 percent public sector wage freeze imposed by President De Klerk, the South African Municipal Workers' Union (Samwu) has claimed.

After a recent Samwu national executive council meeting in Cape Town, the 70 000-member union said the strike led to an average 10,5 percent pay increase for its members.

Pay dispute resolved

CT 14/9/93
Municipal Reporter

MEMBERS of the SA Association of Municipal Employees working for the Cape Town City Council have received an eight percent pay increase, effective from July 1 this year

The award was made by arbitrator Mr Godfrey Shev yesterday and applies only to SAAME members.

Most council members belong to the SA Muni-

pal Workers' Union, which chose not to go to arbitration. After a recent strike, their members were given an increase package ranging from 5,5% to 9,1%.

City council director of human resources Mr David Beretti explained yesterday that while the SAAME award seemed generous, there were certain "give-backs to the council" included in the agreement, also ap-

plying only to SAAME members.

These give-backs involve accumulated leave, sick leave and leave agreements.

The concessions would result in future savings for the council, Mr Beretti said. The wage and salary awards on the one hand and these concessions to the council on the other "sort of balance each other", Mr Beretti said.

Civil service for affirmative action

Political Staff

CT 14/9/93

250 (28)

AFFIRMATIVE action directives had been issued to make the civil service more representative, Education and Training Minister Mr Sam de Beer said yesterday.

He said the Commission for Administration had issued directives based on merit and efficiency principles to create a public service "more representative of the groups served by departments/administrations".

He was replying to a question tabled in Parliament by Mr Roger Burrows (DP, Pinetown).

Mr De Beer — the minister responsible for the Commission of Administration — said it was impossible to obtain a breakdown of the numbers of each "population group" employed by the civil service as the Population Registration Act had been repealed.

Three bills overhaul labour law

Political Staff

THREE bills which will fundamentally change labour law concerning farmworkers, maximum hours for domestic workers and workman's compensation were tabled in Parliament yesterday, three years after negotiations to change the laws began.

The bills do not provide for a minimum wage for either farm or domestic workers, although this topic will be the subject of negotiations in the future.

The Compensation for Occupational In-

juries and Diseases Bill proposes a compensation council which will include representatives from the state, employers, employees, the insurance industry and medical practitioners.

The fund established in terms of the bill was essentially a compulsory insurance scheme and would remain under state control.

In exchange for losing the right to sue an employer, employees had won a statutory right to compensation without having to prove employers' negligence

The bill proposes that employees have a statutory right to be covered for medical costs arising from injury and disease and employers were exempted from common law liability for injuries.

The Agricultural Labour Bill proposed that large sections of the Labour Relations Act would apply to farm workers.

A significant difference with the provisions of the Labour Relations Act was that farmworkers and their employers would have to engage in arbitration before a strike or a lock-out occurred.

State President to decide on pensions

Political Staff

A BILL tabled in Parliament will allow the State President to determine by a notice in the Government Gazette, what pension and other benefits will go to ministerial representatives.

The positions of the 20 ministerial representatives — who serve as a link between own affairs administrations and the people — are to be scrapped at the end of this month.

The Pensions for Ministerial Representatives Bill is currently before the standing committee on finance, al-

though no date has yet been set for it to meet.

The bill will give the State President the right to determine what pension and other benefits they receive.

Normally pension benefits are determined by a formula.

The bill also gives the State President the right to amend any law by proclamation in the Gazette to give effect to these benefits.

What the benefits are will only be known once they appear in the Gazette, which means the State President will effectively be given a blank cheque.

Civil service for affirmative action

Political Staff

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Fears getting to public servants

ADRIAN HADLAND

PRETORIA — Early retirements in the public sector surged by 76% between 1990 and 1992, an HSRC survey has found. 1419193

HSRC public administration specialist Kobus Wessels said political uncertainty, fears about job security, concerns over pensions and benefits, stress and ill-health had contributed to the public service exodus. Where 429 state employees had retired early in 1990, up from 373 in 1989, 726 had chosen to leave early in 1992.

The financial implications of the early retirements were not considered in the survey but were believed to be substantial.

Meanwhile, Education and Training Minister Sam de Beer disclosed yesterday that affirmative action directives had been issued with a view to making the public service more representative, our political staff reports from Cape Town. (250)

However, it was not possible to provide a breakdown of the names of men and women in each population group in the public service.

Pay talks seen as bid to avoid disputes

Star 21/9/93

■ BY NORMAN CHANDLER
PRETORIA BUREAU

Salary negotiations entered into with the Public Servants' Association (PSA) by the Government were nothing more than a "dodge" to avert further disputes and other action by civil servants during the current financial year

250

The 750 000-strong PSA has taken this view — it was revealed at its annual meeting in Pretoria yesterday — after fruitless salary negotiations this year.

It said pressure by the SA Democratic Teachers' Union (Sadtu) and intercession by the ANC had forced President de Klerk to provide an additional R850 million for salaries —

"which is still too little for any noteworthy salary increases"

The PSA said that because of the Sadtu crisis, further negotiations could still take place.

It added that a bid to obtain further funding had failed for a number of reasons — the State had been unwilling to commit itself, could not put an offer on the table and would not implement anything before April.

NEWS

Call for affirmative action to be phased in

'Impossible to replace the public service'

Star 21/9/93

BY NORMAN CHANDLER
PRETORIA BUREAU

Public servants — concerned about their future under a new government — yesterday called for a phasing-in period of affirmative action, which they are certain will be part of the political scene from April.

Their reservations about the future were echoed by Minister of Education and Training Sam de Beer when he addressed the Public Servants' Association annual meeting in Pretoria.

De Beer said the implications of constitutional reform were being carefully considered to ensure an orderly transition.

"Despite these preparations, many public servants have, quite understandably, certain reservations about the future.

"Their fears are fuelled by claims that the public service

MINISTER Sam de Beer assures public servants that the goal is an orderly transition after the election

was so involved with the policies and programmes of the past that it should be overhauled completely," he added.

De Beer said it would be "totally impossible to replace the public service".

PSA president Johan van Wyk told delegates representing 750 000 civil servants: "Affirmative action after April 27 is on the cards"

He said PAC negotiator Benny Alexander had suggested that all public servants be fired by a new government,

while ANC president Nelson Mandela had been realistic. Van Wyk added that if Alexander believed "the accumulated human resources, skills, know-how, technologies and competence can be replaced overnight or even over months, we must warn him that he is living a nightmare".

Public servants had accepted the reality of change, and claims that they could not handle it were unfounded, he said.

"A future government which would prefer not to make use of the existing structures to evolve the public service into an effective and non-discriminatory machine will make the biggest mistake possible."

Urging public debate on the issue, Van Wyk said there were fears that preferential treatment or quotas would amount to discrimination in reverse, leading to lower standards.

Back the Car win

Public servants' skills 'cannot be discounted'

DIRK VAN EEDEN

PRETORIA — No future government could afford to forfeit the expertise of existing public servants, outgoing Public Servants' Association president Hans Olivier said yesterday. **BIDAY 21/9/93**

He also warned that strikes and labour dissatisfaction in the public service sector would increase unless the salary bargaining system was changed.

In his address to the organisation's AGM yesterday, Olivier said the PSA realised affirmative action was on the cards, and realised the sector had to reflect the population composition to gain the confidence of society.

However, he warned that affirmative action had to be based on upliftment rather than the filling of quotas.

However, the biggest threat to labour stability was still salaries. Public servants were at a disadvantage of more than 30% compared to the private sector.

In his address, Commission for Administration Minister Sam de Beer agreed affirmative action had to take into account the requirements of existing officers.

The morale of the corps had to be protected by guaranteeing existing pension and retirement age rights.

The pension funds had to be well maintained and funded and all parties had to be involved managing the fund, he said **(250)**

In pursuit of diplomacy

250

5044

179

WIM 24-30/9/93

Ferial Haffajee

ITS going to be a real test of diplomatic skills: aspirant diplomats from the African National Congress and Inkatha Freedom Party thrown together for a 10-week course in Europe

Tomorrow 25 aspirant diplomats drawn from the ANC, the IFP, non-political organisations and universities will jet off to England and Europe where they will be trained in protocol, statesmanship and discretion. Most of the group are ANC members, while two or three are IFP members.

Their trip is being sponsored by the European Community and the British government and is being co-ordinated by the British Council in South Africa.

Their training will last 10 weeks, with eight weeks' study at Birmingham University's Department of Political Science and International Studies. They will spend the rest of the time in Belgium, Germany and France and will visit the North Atlantic Treaty Organisation, the Council of Europe and the European Community in Brussels.

According to the British Council, the course aims to "introduce the group to the practical skills required for the successful pursuit of diplomacy and brief them on major issues of contemporary international affairs".

Course members were nominated by their organisations, while the British Council did the final selection.

During the final selection, the diplomats-in-waiting traded ideas with representatives of the IFP, the Department of Foreign Affairs and various other international relations institutions.

ANC man stabbed

A NEWLY-ELECTED African National Congress local executive committee member has been murdered outside his home in Komga. WIM 24-30/9/93

Liaison officer Lieutenant-Colonel Christo Louw said Mbulelo Archie Mbelekane was stabbed and stoned to death at about 4am on Sunday after answering a knock on his door.

Mbelekane was a member of the financial executive committee of the Komga ANC branch.

The Border police are also investigating an apparently motiveless killing on Saturday night near Kidd's Beach outside East London. Ncedise Snyman (26) and a 24-year-old companion were walking on the Kiwane-King William's Town road at about 9.30pm when they were attacked by three men. — Ecna

Public sector growing

By CIARAN RYAN

PUBLIC sector employment continued to grow since the onset of recession in 1989, says the latest issue of the Reserve Bank Quarterly Bulletin. (BUSS)

A total of 23 400 new public sector jobs were created since 1989 but rationalisation programmes at Transnet, SA Post Office and Telkom nevertheless resulted in public sector employment declining by an annualised 4,7% in the first quarter of 1993.

The total number of registered unemployed is 316 000, 18,7% higher than in 1992. 2619193

The tougher job market did little to dampen demands for wage increases. The increase in average monthly labour rates in the non-agricultural sector declined only modestly from 18% in 1989 to 15,2% in 1992. (250)

Productivity improvements of 0,4% in 1990, 1,3% in 1991 and 1,2% in 1992 were recorded. (255)

Iscor in early retirement deal

(187) CT 28/9/78
PRETORIA. — Iscor has offered early retirement packages to 4 000 employees older than 50, managing director Mr Hans Smith announced yesterday (250)

He said the company needed to reduce its staff and fill positions with younger people, but certain key personnel would be retained.

Employees who reject the package may remain with the company until normal retirement age.

— Sapa

Dispute arbitration cost R259 000

(250) (S) ARG 29/9/93
ARBITRATION of the council's wage dispute with the SA Association of Municipal Employees cost R259 000.

Arthur Wienburg.

A court interdict against SA Municipal Workers Union members who occupied the Civic Centre executive suite during the August strike cost R10 000.

SAAME members have not been paid increases in terms of the arbitration because the council is waiting for legal opinion.

Mr Kreiner said the lack of a central bargaining forum meant SAAME and SAMWU members could be on different pay scales.

Exco chairman Lous Kreiner said this in reply to questions by

Focus on union unity

Sowetan 29/9/93

By Ike Motsapi

THE Johannesburg Municipal Combined Employees Union will hold a special general meeting next month which will focus on trade union unity with the South African Municipal Workers Union. (250)

The general secretary of JMCEU, Mr Hassen Lorgat, said the meeting, which will be held on October 12 at the Johannesburg City Hall, has been called in line with the annual general meeting resolution which calls for the development of a process for unity.

He said, "It is worth recalling that JMCEU was the only union in the Johannesburg City Council which took

solidarity with Samwu during the wage dispute

"While JMCEU realise that all unions may be ready for unity now, it has nevertheless forged ahead with its intended objectives of getting JMCEU, the Union of Johannesburg Municipal Unions and Samwu together.

"These three unions will represent between 16 000 to 21 000 workers in Johannesburg alone.

"Unity is urgently needed especially with the envisaged formation of a major public sector union for all local government, civil servants and health sectors scheduled for May 1994," said Lorgat.

Mr John Ernszen, general secretary of Samwu, confirmed that he will be addressing the meeting.

Wage deadlock (250)

JOHANNESBURG (AP) — The Commission for Administration and the Public Servants' Caucus have reached a deadlock in their latest round of pay talks. A spokesman for the Association of Public Servants said negotiations on the use of R850 million made available by the government for salary increases would continue.

Star 13/10/93

Vaal council staff get ultimatum

Staff of the Evaton Town Council in the Vaal Triangle have been given until Friday to accept voluntary retrenchment packages.

A council spokesman said the municipality was offering the packages as it could no longer afford to pay all its workers. The council employs about 370.

The local authority has been plunged into a financial crisis as only 22 percent of Evaton residents have been paying their municipal accounts. (250)

The council intended reducing its workforce to about 160 in the belief that this number would still be able to render basic services, the spokesman said.

The council will review its position on Monday, when it knows how many have chosen retrenchment. — Vereeniging Bureau.

Star 14/10/93

Training centre for civil service opens

A new civil service post-graduate training centre was opened at the University of the Witwatersrand yesterday to prepare civil servants for a changing South Africa.

The School of Public and Development Management (SPDM) falls under the same faculty as the Wits Business School.

Credible

This followed trends set in countries like Japan which promoted closer working relationships between public and private sectors, faculty dean Professor Keith Yeomans said.

In a message to the faculty, ANC president Nelson Mandela said he hoped the SPDM would

ensure that a future civil service became "credible and legitimate".

The arduous tasks of reconstruction and social upliftment would make huge demands on the civil service. (250)

He hoped the SPDM course would go a long way towards meeting the pressures.

It would be up to the civil service to implement new development policies and transform apartheid administrative practices, Mandela said.

Liberty Life Foundation chairman Donald Gordon said the interests of business and the civil service should be similar. He hoped that the SPDM would be the "harbinger of a new social structure". — Staff Reporter

Buthlezi denies 'army' plan

KWAZULU chief minister Mangosuthu Buthelezi yesterday moved to counter reports that his administration would establish a fully fledged army to ward off attacks against Zulus.

Buthelezi said the voluntary R5 levy in KwaZulu would be used to set up "plain self-protection units" to defend the Zulus. He said KwaZulu had

people to train these units. "We have no intention of stating where the training will take place although it is not secret," he said.

He would not divulge the nature of the training members of the planned units would receive, but said KwaZulu had no plans to establish "anything more than self-defence units".

New checks on public service

BILLY PADDOCK

GOLDEN handshakes, improper, irregular and rushed public service appointments and promotions are to be reviewed and the recipients stripped of the benefits. This provision was being entrenched in the constitution "to prevent exploitation of the circumstances surrounding constitutional and political transition", negotiators heard yesterday.

They were considering a section of the constitution dealing with setting up an independent Commission of Administration, giving security of tenure to public servants for a period after the new constitution comes into force.

But the final clause states that the appointment, promotion and awarding of permanent benefits in terms of legislation passed prior to the constitution, may be reviewed within a year of the new constitution being enforced.

The period covered by the review has still to be decided, but the technical committee has suggested October 1 1993 to September 30 1994. ANC negotiator Mac Maharaj said he was concerned that the recipients were being punished, not those who granted the promotions and appointments. But he agreed with the concept.

He was also concerned that the security of tenure of appointments could prevent the restructuring of the public service and halt affirmative action. The technical committee disputed this. No party opposed the clause.

Solution SOON on local government

B/Say 14/10/93

PATRICK BULGER

Sanco co-ordinator Andrew Boraine met a government delegation in Cape Town on Tuesday to add the finishing touches to proposed legislation for local government in the transitional period.

Civics negotiators said they had stressed three non-negotiable aspects. These were

- No arrangement in terms of which richer parts of towns or cities enjoyed preference and weighted votes,
- No subcouncils or wards that could frustrate the will of the duly-elected majority in any local government elections; and
- That there be an agreement to write off debts incurred during the apartheid local government era.

However, Sanco negotiators felt despite the distance that separated the two parties' negotiating positions, they had arrived at what was described as a "tentative agreement".

The local government negotiating process has now been attached to the national negotiating process at Kempton Park.

A committee on local government affairs has been established there, comprising Transkei delegate Zam Titus, negotiations heavyweight Pra-veen Gordhan and Bophuthatswana's Rowan Cronje.

Three meetings had taken place between a committee representing the Local Government Negotiating Forum and national constitutional negotiators

GOVERNMENT and civic organisations were within days of agreement on local government restructuring, civic and government sources said yesterday.

Local Government Minister Tertius Delpoort met a delegation representing the ANC and the SA National Civic Organisation (Sanco) on Tuesday. Delpoort warned at the meeting that unless there was agreement on local government restructuring — which he said would constitute chapter 10 of the interim constitution in terms of which elections would be held in April next year — there would be no agreement on any aspect of the constitution.

Civic sources said they understood Delpoort to mean that without an interim constitution there would be no election.

An indication of how serious government was approaching this crucial and decisive round of local government negotiations was the fact that the government delegation included three Cabinet Ministers — Delpoort, Regional and Land Affairs Minister Andre Fourie and Home Affairs Minister Danie Schutte.

TPA MEC Andre Cornelissen was also present. The negotiators had drawn up a Local Government Transition Bill which they intended to submit to Parliament on November 8.

Sanco/ANC negotiators — ANC local affairs head Thozamile Botha, Salie Manie, Lechesa Tsenoli and



Bolton Properties Limited

Reg No 71/03132/06

Interim report for the six months ended 31 August 1993

(R000)	Unaudited		Audited	
	6 months ended 31 8 93	6 months ended 31 8 92	6 months ended 31 8 92	year to 28 2 93
Consolidated income statement				
Turnover	141	189	499	
Net income before taxation and extraordinary items	176	282	533	
Taxation	72	135	254	
Net income before extraordinary items	104	147	279	
Extraordinary items	570	71	(1 523)	
Transfer (to)/from capital reserve	(435)	(71)	1 388	
Net income attributable to shareholders	239	147	144	
Earnings per share before extraordinary items (cents)	2.0	2.8	5.4	
Dividends per share (cents)	0.0	0.0	3.0	

Abridged balance sheet

Shareholders' interest 7 695 10 800 0 105

Star 14/10/98

Public sector gets post-poll guarantee

Public servants will be guaranteed their jobs after the April election.

In terms of a report by the technical committee on constitutional matters, civil servants in South Africa and the self-governing territories "shall continue to hold their posts and positions in accordance with the applicable law" (250)

The new public service will be impartial and civil servants will have the right to bargain collectively

The negotiations process has been extended by three weeks to allow more time to reach an agreement with parties outside the Negotiating Council. — Political Correspondent

Public servants welcome jobs deal

ET 15/10/92

Staff Reporter
PUBLIC servants have welcomed the agreement by multi-party negotiators yesterday that civil servants will keep their jobs after the April 27 elections.

The rider attached by the ANC that at the same time affirmative action would have to be introduced to make the

public service more representative of the broader population, was also in line with public service caucus recommendations, it was said.

Mr Hans Olivier, general manager of the Public Servants' Association in Pretoria, said the caucus of 11 public sector organisations had no problem with the prin-

ciple of affirmative action and was drafting a policy to submit to government.

"We are very, very happy with the announcement. Things are developing positively," he said, adding that if the public service collapsed, no matter what government was in power, "then it would become night".

Professor Tom Lodge of Wits University's political science department said the ANC would have been "insane" to have announced to 751 000 potential voters that they would be sacked after April 27.

He said the announcement came as no surprise as ANC president Mr Nelson Mandela

had announced in early 1991 that civil servants need not fear for their jobs.

Mr Bernard Wentzel, Public Service League general secretary, embraced the announcement yesterday but also stressed the need to retrain white civil servants to serve all members of society without prejudice.

ANC backs down on public servant jobs

250 (199) ARLT 20/10/93

The Argus Correspondent

PRETORIA — The African National Congress, under pressure from its alliance partner, the Congress of South African Trade Unions (Cosatu), has said it does not support a clause in the interim constitution guaranteeing public servants their jobs after an election.

This follows an apparent rift between the trade union federation and the ANC over the clause, proposed at the World Trade Centre talks last week. The ANC had given the clause its reserved support

Cosatu has threatened a general strike on November 15 unless this clause, and another giving employers the right to lock out striking workers, were deleted by negotiators.

The labour body's general secretary, Sam Shilowa, said today his organisation would go ahead with the strike even if the ANC opposed it.

"The ANC is being pushed too

far to the limit (at the negotiating forum) We want to put a stop to that," Mr Shilowa said in an interview on SABC TV.

ANC spokesman Carl Niehaus said today discussions between his organisation and alliance partner Cosatu were continuing and Cosatu's objections to two clauses were not far from the ANC own's position

"Cosatu has a right to be upset if there is blanket tenure for civil servants and that is also certainly not the ANC's intention," said Mr Niehaus, emphasising that the clause needed greater clarity.

Mr Niehaus said the "door is still wide open" and Cosatu's position as he understood it was not that there would be a strike "come hell or high water".

Negotiators had until November 5 to reach clarity on these clauses.

Mr Shilowa denied a rift between Cosatu and the ANC, saying there was "ongoing consultation" between the two.

SA regime 'still killing opponents'

ARC 20/10/93

214

□ 10 000 have died since 1990 — Amnesty

GARNER THOMSON
The Argus Foreign Service

LONDON. — The South African regime continues to imprison, torture and kill its opponents despite moves toward a political settlement, the human rights group Amnesty International claims.

But it says "the opposition ANC was itself found responsible for torture, ill-treatment and executions in its detention camps over a 12-year period in the late 1970s and 1980s"

The organisation had since accepted full responsibility for the abuses

Political killings and "disappearances" worldwide now pose the greatest threat to human rights this decade — and the international community is failing to stop them, Amnesty reports. Even in countries struggling to achieve political reform, such as South Africa or Cambodia, the 1990s have seen "horrific levels" of killing and cruelty.

"While military dictatorships

and authoritarian regimes were once the main culprits, increasingly governments supposedly committed to human rights are gunning down or abducting their opponents as deliberate policies of repression," the organisation reports.

Since 1990, when the process to end apartheid began in South Africa, about 10 000 people have been killed as a consequence of the actions of the security forces or, more frequently, as a consequence of the actions of armed groups acting with their acquiescence, the report says. Added to this, is "a growing body of evidence" linking hit squads responsible for political killings with covert police and military operations.

"Dozens of leading opponents of the apartheid system have been gunned down in their homes or on the streets. Middle and high ranking members of the ANC, the SACP and the trade unions, members of the ANC's military wing and other returned exiles have been, and are still being, assassinated by

hit squads composed of elements within the security forces or killers acting with their acquiescence."

Amnesty alleges security force involvement in two well-reported killings — that of trade union organiser and former political detainee Hlanathi Sibankulu and human rights activist David Webster

It remarks. "Human rights activists in many parts of the world risk death and deprivation of liberty for standing up for what they believe to be right. It is often only because of their courage that human rights crimes become public knowledge — the very reason why they become victims of the violations they are trying to stop."

Amnesty blames political killings and disappearances on governments reacting to their authority being challenged, and calls for immediate international action to end the abuses.

Amnesty is also asking armed political groups to uphold their obligation to respect basic human rights standards

Don't wait until April, Mbeki tells investors

ARC 20/10/93

JAMES TOMLINS
The Argus Foreign Service

PARIS. — ANC No 2 Thabo Mbeki has urged foreign businessmen to invest in South Africa without waiting for the April 27 elections.

Interviewed by Figaro-Eco, he was asked whether, in view of the violence in the country, investors would be better advised to wait for the outcome of the elections.

He replied: "It is untrue to say that the whole country is ravaged by violence, for 85 percent of the people are not touched by it. So investors need not hold back on this account."

"What is certain is that after April the police force will be at the command of a much more representative government. This will enable it to act with greater legitimacy, which is not the case at present."

Asked whether the ANC planned to break up large pri-

vate enterprises, Mr Mbeki said: "It is important for South Africa's economy to be so organised that it is competitive. At present, it is dominated by four or five large conglomerates, and this might harm the competitive drive. We are therefore planning to adopt an anti-trust and anti-monopoly law."

"Privatisation is an instrument of policy, and not a policy in itself. Certain public enterprises like Eskom will not be privatised so that they can continue to provide inexpensive services."

"Basically we have no problems over privatisation. But we do not want it to buttress the power of the big conglomerates. They have the funds to buy shares in the newly formed companies, which would give them a measure of control. Eventually, when wealth is spread out more, privatisation can take place."

US to urge training of civil servants

ARC 20/10/93

PETER FABRICIUS
The Argus Foreign Service

WASHINGTON. — A United States Congress sub-committee has approved legislation which would urge international financial institutions such as the World Bank and IMF to fund programmes to train government officials for the new South Africa.

The proposed legislation was introduced yesterday by black Illinois congressman Bobby Rush as an amendment to the South African Democratic Transition Support Bill which will lift remaining federal sanctions against South Africa and empower US agencies to assist the transition to a new government

The bill with the Rush amendment was approved by the sub-committee on international development, finance, trade and monetary policy.

NEWS 'Non-students' feted at festival • Municipal staff's long wait for increases

Soweto council workers strike

Sowetan 2/10/93

By Mzwandile Jacks

THE entire work force at the Soweto City Council went on strike yesterday in demand of a 5 percent wage increase which has not been paid to them since last year.

This has added to the woes of Soweto residents, who have been threatened with the electricity cuts starting from yesterday.

The 2 800 workers include the administration staff, nurses, social workers and blue collar workers at the council's premises in Jabulani

Workers, who are members of the South African Municipal Workers Union, downed tools after a series of futile meetings with the council's management over the money owed to them since July 1 1992

The salary increase was supposed to be effective from the end of July last

year and to this day none have received it. ~~(250)~~ (250)

Addressing the workers yesterday, acting town clerk Mr Louis Geldenhuys said the council was in a very difficult financial position and thus could not pay its employees ~~(100)~~

"This situation is not of our making. We are not responsible for it and we are part of the staff," he said. ~~(250)~~

Asked if he would sign a letter guaranteeing that he would pay the workers at the end of this month, he said he would not make promises that he could not keep

Mr Lantie Sethapelo, a union spokesman, said the council was using "delaying tactics" and this prompted the decision to go on strike. Workers demand that they get their increased salaries at the end of this month and that Geldenhuys should sign a letter assuring workers that they receive their increased salaries, Sethapelo said

()

No pay at Thabong

Sowetan 27/10/93

By Ike Motsapi

■ PROTEST THREAT Council

WORKERS of the Thabong Town Council in Welkom have been told not to expect their October salaries because there is no money to pay them (250) (250)

The South African Municipal Workers' Union (SAMWU) has meantime threatened mass action against the council if their members are not paid at the end of the month

In letters to the workers, town clerk Mr PG van der Merwe said the council's funds had run dry

He said "As has been feared, the nonpayment of service charges by the

warned to pay workers:

public of Thabong has resulted in a shortage of funds, with the inevitable consequence that virtually all services have to be terminated.

"It must also be noted that the Government has also stopped subsidising the council. It is with regret that you are informed that all indications are that the Thabong Town Council can no longer pay your monthly salary after 30 September 1993

"If you wish to continue your services with effect from October 1 1993 it will be of your own free will. You will be kept informed of any further development in this respect"

Sowetan could not reach Van der Merwe for comment yesterday

Samwu spokesman Mr LM Monnelwa told *Sowetan* the union rejected the council's reasons for not paying workers.

Council staff in strike vote

CITY ratepayers, already hit by one municipal strike this year, may face another, if council employees belonging to a different union vote today in favour of mass action over wage demands.

250 (235)
Members of the predominantly white South African Association of Municipal Workers held a ballot yesterday and today to decide which of six proposals on wage and leave issues to adopt. The results will be known by Monday.

CT 29/10/93
One proposal is that if the council fails to pay an 8% across-the-board increase, the union will institute mass action "to effectively shut down the city until council complies".

Facing hard times On the potato land

CIPread 31/10/93



By ALF JAMES and JANET HEARD

IT is often a struggle to survive in the platteland of the western Transvaal, especially if you are a manual worker with little education.

David Daniel, a 47-year-old butcher, was born and bred in the conservative Bloemhof district. He lives with his wife and three children in a council house in the "coloured" township of Coverdale.

Oom Daan, as he is affectionately known in the area, is one of the 41 municipal workers involved in a dispute with the Conservative Party-controlled Bloemhof Town Council.

Oom Daan has worked for the council for 16 years. His salary pay slip shows that he earns R423 a month, which amounts to R313,25 after deductions.

On this salary, Oom Daan has to try and support his family of five. "My children have had to find part-time work to pay for their own uniforms," he says.

The workers embarked on a strike on September 6 in protest against what they call "slave wages". They demanded a R500 across-the-board salary for all workers while the council offered a five percent increase.

Dug in their heels

Negotiations deadlocked and the result was that the workers were asked to sign a new contract if they wished to return to work.

While a few of the workers opted to return, 41 dug in their heels, refused to sign a new contract and in the words of the town council "dismissed themselves".

When 41 workers are dismissed, one would not expect an entire community to rally behind their cause. However, the civic associations of Coverdale and the neighbouring black township of Botumelong, a community of about 16 000, and the 46 Indian families who live in nearby Salamaat, put their weight behind the workers and embarked on a consumer boycott of white-owned businesses in Bloemhof on October 6.

In addition to protesting against the dismissal of the workers, the consumer boycott has also served to rally the community against the planned privatisation of public services in Bloemhof.

When asked why there was a boycott of Bloemhof, the town's mayor Johan Visser said "I don't know why they are boycotting, only they themselves know".

The Bloemhof council is one of the largest single providers of employment for township-dwellers - em-

DESPERATE MIGRATION . . . One of the many shantytowns that have sprung up alongside townships in the Western Transvaal due to the influx of out-of-work farm labourers.

employing about 65 workers - so the dismissal of 41 workers has had a devastating effect on the impoverished community.

Oom Daan said there were few other employment options in the area. There are only two other major employers - a dairy factory and an agricultural co-operative. The remaining jobs are made up of domestic work, gardening and a few jobs in the town's small CBD.

Patrick Dintwa, projects officer of the Botumelong Civic Association, estimated that unemployment runs

at 80 percent in the township.

Dintwa said that in Botumelong and townships throughout the western Transvaal shack dwellings had sprung up following the influx of farm labourers laid off due to the protracted drought.

Oom Daan says he fears victimisation as a result of the strike. "Because I am known as a striker, it will be hard to get work in the area. It is a small community".

The years of hardship have taken their toll on Oom Daan, who looks much older than his 47 years. His

face bears many lines and his fragile frame is that of a much older man.

When asked if work conditions had improved during his 16 years at the municipal abattoir, Oom Daan was adamant that things had in fact got worse.

"Working conditions are bad. We are given no gloves to work with or masks to shield us from the stench. We have no medical aid and are never taken to the doctor for check-ups," he claimed.

Added to that, inflation eats into Oom Daan's salary, increases never having kept pace with the rising



FILE PHOTO

SLAVE WAGES . . . Oom Daan's three children have to find odd jobs to scrape together money for their own school uniforms.

cost of living.

Oom Daan and his fellow workers are counting on winning back their jobs with improved working conditions and pay. Or else, Oom Daan says, he sees little hope for the future and his children.

Embarking on a boycott in the town of Bloemhof can be dangerous, says Dintwa.

"In May this year, when a boycott was undertaken to support the demands of the civic association that Bloemhof's facilities be opened to all races, an armed column of AWB members marched on Botumelong, bulldozer in tow, threatening to flatten the civic leaders' homes. The AWB was stopped at the entrance of the township by the SAP," he said.

Boiling point

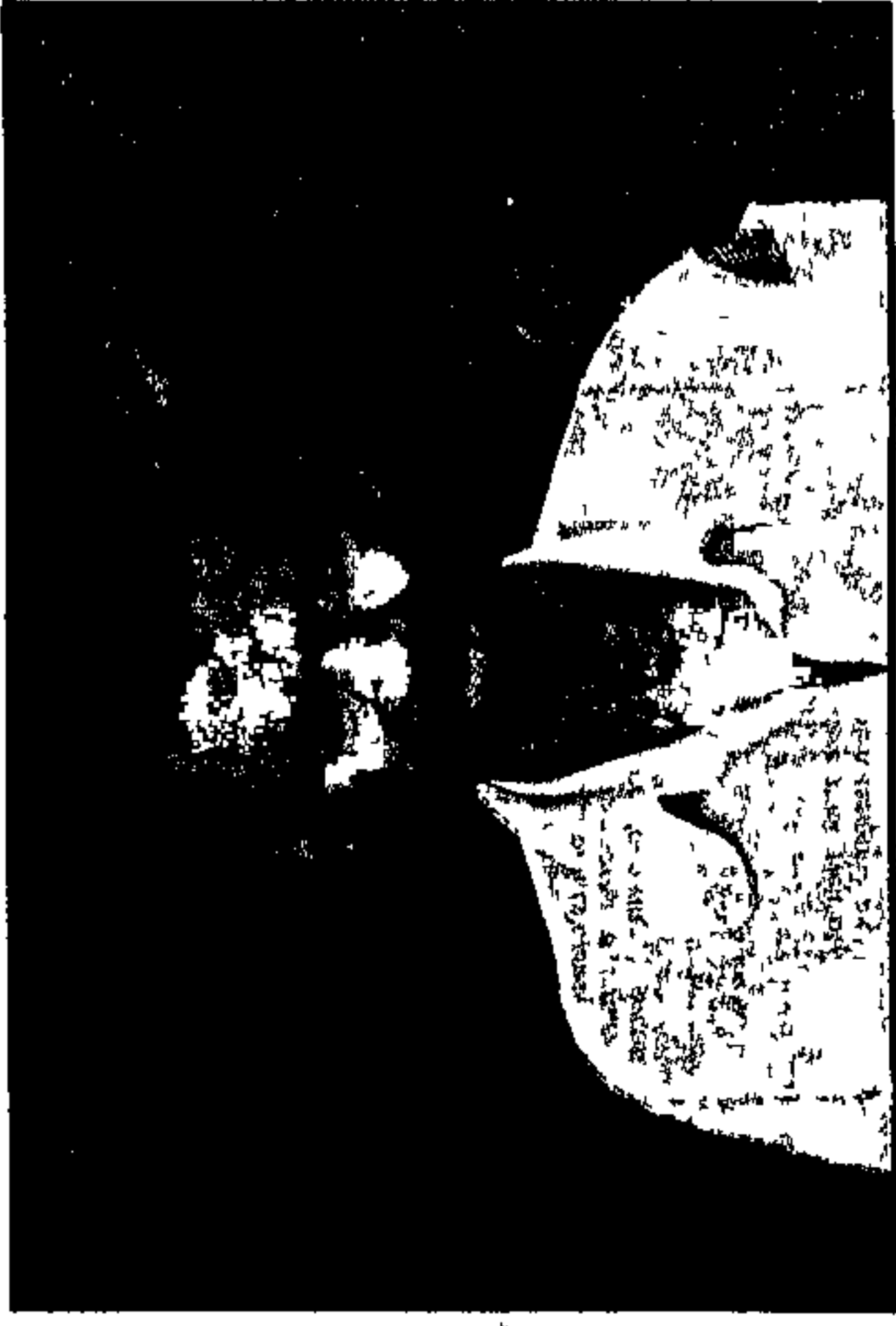
Unlike many townships around Johannesburg Botumelong is a peaceful place and has not been the scene of political violence.

"However, racism in the town is at boiling point," said Dintwa. "South Africa is undergoing change, yet Bloemhof still wants us to live in the times of the 1960s. Besides the workers' grievances, we are protesting because the council shouldn't be allowed to privatise government services unilaterally without involving the black community who have contributed to the development of the town".

Bloemhof's mayor confirmed that the town was one of 21 CP town councils in the western Transvaal that last week announced they were not prepared to integrate their town councils.

Visser said a poll had recently been held in the town in which 97 percent of white residents took part and 99,4 percent voted in favour of maintaining a segregated town council.

The boycott enters its fourth week tomorrow and at the time of going to press, there is little sign of a break in the deadlock between the two communities.



Union threat to shut down city council

S. Times EC 1/12/72

HARD on the heels of the recent strike by municipal workers — which crippled services in Cape Town for two weeks — comes a threat by employees belonging to a different union "to shut down the council" if their wage demands are not met. (250)

August's strike was called by members of the South African Municipal Workers Union (SAMWU), which has about 80 000 paid-up members. The strike led to a wage settlement

Membership

The latest threat is contained in a ballot paper sent out to 48 000 members of South African Association of Municipal Workers (SAAME), which has been involved in separate salary negotiations since April

The unions were formed during apartheid's heyday — SAAME for whites and SAMWU for other races.

SAMWU's membership is now open to all. SAAME's membership is open to people other than whites, if they earn

By EVE VOSLOO

above a certain amount.

After the strike in August, SAMWU members accepted a pay increase on a sliding scale — up to 9,5% for lower-paid workers and from 6,5% upwards for higher-paid members, spokesman Mr Roger Ronnie said this week. (254)

Separate negotiations between SAAME and the council went to arbitration in September. On September 13, the arbitrator awarded eight percent across the board, but with certain "give-backs", including limiting accumulated leave and sick leave.

City council spokesman Mr Ted Doman said the award meant amending by-laws and the

council was on the verge of legal action when it decided instead to put forward two alternative proposals to bring the increases into line with those given to SAMWU

These were discussed by a meeting of SAAME members last week.

Indignant speakers said their increases should not depend on sacrificing leave and put forward four more proposals — one demanding the arbitrated eight percent with no give-backs and reimbursement of SAAME for the arbitration costs

If council failed to comply, mass action ("leave taking, stayaway or similar") "to effectively shut down the city until council complies"

Public sector becomes flashpoint for strikes

WMI-7/10/93(250) 52

Ferial Haffajee

THE public sector is set to become a fiery site of labour conflict with 70 percent of recorded strike action in the past three months notched up in that area.

And this figure could increase in the future, suggests Andrew Levy and Associates, which compiles quarterly strike statistics. The labour consultancy says: "With the passing of the Public Sector Labour Relations Act in August, which allows for true collective bargaining in this sector, it is anticipated that as unions increase their influence, they will more readily resort to strike action to enforce their demands."

Another potential problem could be the Congress of South African Trade Unions' opposition to the new Act. The federation says that it was unilaterally passed despite trade union objections to certain clauses.

In addition, both Cosatu and the National Council of Trade Unions (Nactu) are planning mergers of their public sector affiliates, which will place the new unions among the biggest in the country.

What the unions save on administrative costs, they will spend on strengthening unionisation in the sector and drawing in new members.

Should there be strike action, they will also draw out all state sector workers, not just sections like municipal or health workers.

The teachers' and municipal workers' wage, retrenchment and rationalisation strikes accounted for 895 000 and 162 995 working days lost respectively.

But general strike action for 1993 at the end of September dipped by about 20 percent on last year's figures for the same period: 2,4-million working days have been lost to strike action this year, while the figure at the end of September last year was 3,1-million working days.

The retail sector chalked up the second-highest number of strikes with 16,4 percent of strike activity measured happening in that area. The textile sector accounted for 5,4 percent of strikes, while the mining, manufacturing and chemical sectors were relatively quiet and accounted for less than two percent of strike activity on average.

The recession continues to dictate that wage disputes trigger most strikes. This year is no exception, with 67,5 percent of the strikes being the result of such disputes.

Grievances accounted for 16,9 percent of the strikes, while retrenchments and dismissals and disciplinary disputes accounted for 13,5 and 1,8 percent of the strikes. Recognition of trade unions is becoming less and less of an issue and strikes for such disputes accounted for less than one percent of strike activity.

Almost 85 percent of strikes were national and there was generally little regional strike activity.

Settlement pre-empts housing subsidy ruling

(253) Wm/5-21/10/93

Gaye Davis

A LEGAL bid to overturn public service regulations barring married women from getting housing subsidies unless their husbands are declared medically unfit for work was settled out of court this week in a deal which will effectively save the government R571-million a year.

That is how much the chairman for the Commission for Administration, Dr Roelof Venter, estimated it would cost the government if it extended housing subsidies to married women.

Venter cited the figure in an affidavit which came before the Cape Supreme Court this week, when an application by Nomonde Ndzunga (54), a senior nursing sister at Valkenberg Hospital, was due to be heard.

Ndzunga's husband lost his housing subsidy when he was forced into early retirement; the couple had already bought a home in Langa after being encouraged to do so by his employers. Without his subsidy, the family was plunged into a financial crisis and faced being evicted.

Describing the relevant clause as discriminatory and unjust, Ndzunga wanted the Cape Administrator to show why the decision not to pay her a subsidy should not be reviewed and set aside — and wanted the Commission for Administration to show why its decision not to regard her as a special case should not also be reviewed and set aside.

Before the hearing began, however, presiding judge Mr Justice Les Rose-Innes took the unusual step of asking, in open court, whether the respondents had given sufficient consideration to the case.

While it appeared state officials believed that conceding Ndzunga was a special case would set a precedent and open the floodgates on a stream of applications from married women, the deluge would really start if the court made a finding on the question of whether or not the clause should be declared *ultra vires* because it was discriminatory.

Referring to draft legislation in parliament outlawing discrimination against women, Justice Rose-Innes said the court was wary of having to decide on a matter where the principles involved had already received the government's attention. The court would intervene if it had to, but would prefer not to in what was essentially an area of policy.

The matter was stood down to allow counsel for the Cape Administrator and the Commission for Administration to consult, and settlement negotiations followed.

Ndzunga will now receive a housing subsidy on the same terms as a married man in the public service, back-dated to May this year. Her attorney, Alan Dodson, told the *Mail & Guardian* that even though the matter had not been decided in court, there was no doubt in his mind that the provisions of the Public Service Code were *ultra vires* in law, in so far as they discriminated against married women.

Thousands of women in the public sector would agree with him.

Pay settlement
averts strike

CT 2/11/93 (250)

Staff Reporter

CITY Council employees belonging to the South African Association of Municipal Employees (SAAME) have voted for a 7.5% across-the-board increase — thus averting the possibility of mass action over wage disputes which some members had threatened would “shut down the city”.

Announcing the results of the ballot yesterday, a union spokesman said members had voted “overwhelmingly” for option B, one of six options, which is for a 7.5% increase and certain conditions concerning the amendments to bylaws governing accumulated leave and sick leave.

Civil servants: Cosatu threat

CT4/11/93 (250)

JOHANNESBURG — Labour organisations would not allow a "gravy train situation" or golden handshakes after elections, former Cosatu general-secretary Mr Jay Naidoo said yesterday.

Speaking at a news conference hosted jointly by Cosatu and the Congress of SA Public Service Organisations (Cosapso), Mr Naidoo said the two organisations would demand from negotiators at the World Trade Centre that the present contracts of civil servants be reviewed.

They would present a document to negotiators regarding the future of public servants in a new government.

Contracts found to have been entered into purely because of an individual's skin colour or other unacceptable reasons would have to be nullified.

'Contracts may be nullified'

Mr Naidoo said Cosatu and Cosapso would ensure a future government did not "inherit excessive wasteful practices, and continue the misuse of resources that the National Party regime has perpetrated over the years".

Cosapso mainly represents civil servants based in several homelands.

Reading a joint statement, National Education, Health and Allied Workers Union secretary-general Mr Phillip Dexter said although public servants' fears

were genuine, they had to realise their important role in providing services did not mean they were guaranteed more in the way of salaries or job security than other workers.

Some employees holding high positions would not be guaranteed their jobs by a democratically-elected government even if contracts extending their terms of office were signed to this end.

Recently-signed contracts would be open to review by the new government which would decide which to honour.

They would also have to support the reconstruction and development programme envisaged by Cosatu and its political allies the ANC and SACP, Dexter said.

He said active affirmative action programmes would have to be implemented to redress past imbalances and ensure the public service accurately reflected the community it served — Sapa

Strikes

hit seven

Sowetan 4/11/93

councils

By Ike Motsapi

AT LEAST seven Transvaal black councils have been hit by go-slows or full-blown strikes because workers have not been paid their salaries and bonuses. (250)

Officials of the Transvaal Provincial Administration, South African Municipal Workers' Union and the National Education, Health and Allied Workers' Union confirmed yesterday there were problems at several towns.

Those on strike include clerks, traffic officers, nurses, labourers, cleaners and switchboard operators

TPA liaison officer Mr Sakkie van der Walt said yesterday they were concerned about what was happening, especially in Diepmeadow and other areas surrounding Soweto

"We are concerned about what is happening and we are talking to various parties to try and resolve the problems.

"I must, however, stress that the nonpayment of staff salaries is a result of residents not paying for services. Again, I must stress that the local authorities are responsible for paying staff," the TPA official said.

Yesterday about 1 500 Diepmeadow Council workers downed tools because they were allegedly owed money — including bonuses — dating back to 1990.

A spokesman for Diepmeadow Council work-

ers said they were concerned about, among other things, deductions from their pay for pension and provident funds, medical aid and housing loans and subsidies

In Soweto, Dobsonville and Daveyton on the East Rand, council workers are taking part in "go-slow strikes" because their grievances have not been addressed. Workers employed by these councils are demanding money owed them, Samwu official Mr Martin Sere said.

Sere said there was general dissatisfaction among workers about not being paid their salaries. He said in Soweto and Dobsonville workers had failed to get guarantees from the Metropolitan Chamber about whether they would be paid money owed them.

In Atteridgeville, Pretoria, about 500 council workers downed tools yesterday after they were apparently told they would not get a five percent salary increase promised them.

On Tuesday about 400 employees of the Mohlakeng Council near Randfontein refused to work because they claimed they had not been paid their October salaries. About 900 employees of the Thabong Council in Welkom stopped work over wages two weeks ago

Some of the workers told *Sowetan* they had not been paid their October salaries and that they had been warned not to expect any pay in future because funds had run dry.

Workers at other councils on the East Rand have also embarked on go-slows.

Public servants 'not guaranteed' their jobs

COSATU yesterday called for close scrutiny of certain sections of the public service, especially white males, and said a new government could not guarantee the jobs of certain people in high positions

A democratically elected government would not guarantee that some employees retained their top posts, even if they had contracts extending their terms of office, National Education, Health and Allied Workers' Union general secretary Philip Dexter said

All recently signed contracts would be open to review by the new government.

ERICA JANKOWITZ

Only incumbents who showed themselves to be properly trained and having attained their posts on the basis of merit could count on keeping their jobs. They would also have to support the reconstruction and development programme envisaged by Cosatu, the ANC and SACP.

Active affirmative action programmes would have to be implemented to redress past imbalances and ensure that the public service accurately reflected the community it served. An integral part of affirma-

tive action, training and skills development, would be a major focus of the restructuring process.

A transparent and inclusive representative forum was required to consider who would lose their jobs during the restructuring process, Dexter said. (250)

Cosatu's ex-general secretary Jay Naidoo said "We will not allow the public service gravy train to develop any further. Nor will we accept bonuses and golden handshakes being paid to public service

To Page 2

Public service

bureaucrats who accept early retirement as this would bankrupt the state treasury."

In a new move, Cosatu was joined by the 120 000-strong Congress of SA Public Service Organisations, which was formed in April, in rejecting the protection of public service posts after the April elections. President Gcinile Qokweni said his organisation — mostly homeland-based — had thrown its weight behind the Cosatu initiative after discussions on Tuesday when

Cosatu clarified its position on the future of rank-and-file public service workers

Both federations felt there was no threat to blue-collar jobs as staffing levels would have to be increased in many categories.

The Commission for Administration came under specific attack as the "dinosaur of SA's political and economic scenario", with Naidoo calling for its urgent restructuring to ensure real changes.

● Picture: Page 3

From Page 1

Public Services

removed after election

(250)

WITNESSES TO PUBLIC SERVICES

WITNESSES TO PUBLIC SERVICES

It had been agreed the restructuring process should be implemented by a democratic forum on which all stakeholder would be represented.

But National Education, Health and Allied Workers Union secretary-general Philip Dexter, whose union represents thousands of State-paid hospital workers, gave the assurance that the restructuring process would not mean a total overhaul of the bureaucracy.

Services will continue, and there will probably not be a reduction of service staff. It will be in the mainly white, male upper echelons that changes will happen, he said.

Hans Olivier said that while his organisation was "fully supportive of affirmative action", all stakeholders had not been involved, and the restructuring, all stakeholders did not carry much weight.

Referred to the proposed forum to decide on restructuring, Olivier said: "I don't understand why another forum should be created when we already have the Public Service unions sitting which Cosapso should have created when we sit."

Manpower director-general Joel Fourie for another three-year term — merely opposed a candidate for a contract review, Naidoo indicated.

WITC negotiators will be presented to present contracts by April.

A DEMAND that will be presented to WITC negotiators will be presented to present contracts by April.

Both came out in strong opposition to public services in being guaranteed job tenure in the draft In-

ing of the civil service held to discuss the restructuring. The recent reappointment of former Cosatu general secretary Jay Naidoo said: "We will not allow a general strike to continue."

BY HELEN GRANGE

Public Service organisations purged of their obvious racial bias after the April election.

Addressing a joint press conference, Cosapso said they would demand from negotiators at the World Trade Centre that the present contracts of Cosatu and Cosapso representatives be reviewed after the election.

the rejection which perpetuated the policies of job reservation for the National Party.

the rejection which perpetuated the policies of job reservation for the National Party.

Strikes, go-slows hit councils

Star 4/11/93

■ OWN CORRESPONDENT

At least seven Transvaal black councils have been affected by go-slows or full-blown strikes because workers have not been paid their salaries and bonuses or over wage disputes.

Transvaal Provincial Administration liaison officer Sakke van der Walt said the "non-payment

of staff is a result of residents not paying for services".

About 1 500 Diepmeadow council workers downed tools yesterday, claiming they were owed money from 1990.

Workers in Soweto, Dobsonville and Daveyton on the East Rand are on a "go-slow" because the Metropolitan Chamber failed to give them a guarantee on the payment of money owed

them.

At Atteridgeville, Pretoria, some 500 civic employees stopped work when their request for a 5 percent salary increase was rejected. (152)

Council workers in Mokoleng, Randfontein, and Thabong, Welkom, have also decided to stop work because they have not been paid their October salaries. (354) (250)

Civil servants warned of purge

Political Staff

JOHANNESBURG — The upper echelons of the public service can expect to be purged of "obvious racial bias" after the election, Cosatu and the Congress of SA Public Service Organisations (Cosapso) said.

Addressing a joint press conference, representatives of Cosatu and Cosapso said yesterday they would demand from negotiators at the World Trade Centre that the present contracts of civil servants be reviewed after the election, adding that the contracts which perpetuated the policies of job reservation that the National Party practised would be nullified.

□ Top echelons to lose 'racial bias'

These resolutions were the outcome of an historic meeting between the organisations, held to discuss restructuring the civil service.

Both strongly opposed public servants being guaranteed tenure, as had been proposed in the draft interim constitution.

They said that present legislation, together with the Bill of Rights, would adequately protect public servants. "We will not allow a gravy train situation to continue," former Cosatu general secretary Jay Naidoo said.

The recent reappointment of Man-

power director-general Joel Fourie to serve another three-year term which caused an outburst of opposition from Cosatu — would be a clear candidate for a contract review, Mr Naidoo indicated.

National Education, Health and Allied Workers Union secretary-general Phillip Dexter, whose union represents thousands of state-paid hospital workers, gave the assurance, however, that the restructuring process would not mean a total overhaul of the present bureaucracy. "Services will continue, and there will probably not be a reduction of

service staff. It will be in the mainly white, male, upper echelons that changes will happen," he said.

Cosapso president Phillip Gcinle said there was a need to form a single labour union covering all public servants, which would work closely with Cosatu to protect their interests.

Cosapso, formed in April, mainly represents homeland-based civil servants' unions and associations.

Reacting to Cosatu and Cosapso's statements, Public Servants Association (PSA) chairman Hans Olivier said while his organisation was "fully supportive of affirmative action", their resolutions made were not representative of all the stakeholders involved, and thus did not carry much weight

METROPOLITAN

Union threat to halt regional services over worker rights

ARC 4/11/93
250
134
□ 'Cape Town will see mass action such as it has never seen before'

SHARON SOROUR
Labour Reporter

PUBLIC sector union Nehawu is threatening to bring the regional civil service to a halt, occupy hospitals and stage mass workplace protests over "attempts by political parties to deny workers basic rights"

A National Education Health and Allied Workers' Union meeting this week resolved to support Cosatu's programme of action, including the national strike set for November 15, if a clause pertaining to lock-out rights for employers was not removed from the bill of rights

Cosatu has also opposed a constitutional tenure for civil servants

"Cape Town will see mass demonstrations by health, social and road workers and other state sector employees as it has never seen before

"Our action will be a mere indication to the political parties that we will not allow anyone to infringe on basic worker rights," said regional secretary Alistair Charles

Union members were set to occupy government institutions today and tomorrow, with workers staging mass protests

"We will issue letters to management asking them to confirm that they did not ask any party at the World Trade Centre to include these clauses in the bill of rights or constitution."

"If management refuses to sign these letters, it will be a clear indication to us who our enemies are," Mr Charles said

The mass action would send a clear message to political parties that the union would not allow anyone to infringe on basic worker rights

"We will vigorously fight against any attempt to guarantee racist and corrupt public servants job security after April 27 next year"

The union was committed to the SACP/ANC/Cosatu alliance and called on people to vote for the ANC in the elections

More pay for civil servants

Star 5/11/92

■ BY NORMAN CHANDLER
PRETORIA BUREAU

Public servants — including teachers — are to get a 5,6 per cent pay rise from April next year but some lower-paid people will be receiving more money from this month (250)

It is the second time in a year that the Government has agreed to increase salaries. The previous rise was 5 percent, which was granted in July. (250)

Civil servants had earlier asked the Government for a 12 percent increase from January next year.

The latest rise follows months of talks between the Commission for Administration and public service employee organisations, including the Public Servants' Association and teachers' organisations.

It was announced yesterday that teachers, particularly those at the lower end of the scale, and other "needy" civil servants would get extra money backdated to November 1 — the exact percentage is still being worked out — and would also be in line for the April increase.

The increases come at a time when the SA Democratic Teachers' Union and other similar bodies have been agitating for national strike action to force the Government's hand.

Agreement signed to give teachers 5,4% salary increase

PRETORIA — Teachers and other public servants would receive a 5,4% salary increase from April 1 next year, it was announced yesterday. *Biday*

The Commission for Administration said an agreement had been signed by the state and employee organisations after months of intensive negotiations. *5/11/93*

Teachers' Federal Council chairman Billy Nel said the rise was unsatisfactory but was the best that could be achieved.

The SA Democratic Teachers' Association (Sadtu), which staged a series of strikes over the July increase of 5%, had not signed the agreement, a commission spokesman said. But they were bound by the agreement, which had been approved by a majority of employee organisations.

KATHRYN STRACHAN reports that Sadtu secretary-general Randall van den Heever said the union boycotted the meeting because it "queried the right of the current education administration to make salary deals for a new financial year". Sadtu, which demanded a 12% salary increase, did not consider itself bound by yesterday's agreement. *(250)*

It was also agreed yesterday that an

ADRIAN HADLAND

amount, which in May this year President F W de Klerk estimated would be in the region of R850m, would be distributed to "address the plight of limited categories in the public service". Effective from November 1, the amount affects categories, including educators and other public servants, at the bottom of the salary scale.

The commission spokesman said while government had approved the equivalent of a 5,4% across-the-board increase, details of how this would be apportioned was subject to further negotiations.

Nel said the increase was insufficient bearing in mind that the previous adjustment of 5% was also insufficient.

"The council must pursue this matter as speedily as possible," he said.

The exact implications of the agreement for teachers would be known only once further negotiations had taken place.

On the positive side, said Nel, greater clarity had been obtained regarding salary adjustments public servants and teachers could expect from April 1994.

Union demonstration at CPA on jobs for public servants

1488 (250) ARLS/11/93

Staff Reporter

MORE than 100 members of the National Education and Health Workers' Union demonstrated today outside the Provincial Administration offices against some of the agreements reached at the World Trade Centre.

The workers, mostly hospital employees, said they wanted the province, as a public service employer, to voice its disapproval of clauses being entrenched in the new interim constitution.

One was the guaranteeing of public servants' jobs.

Union spokesman Jimmy van Dyk said workers wanted the public service overhauled after the election.

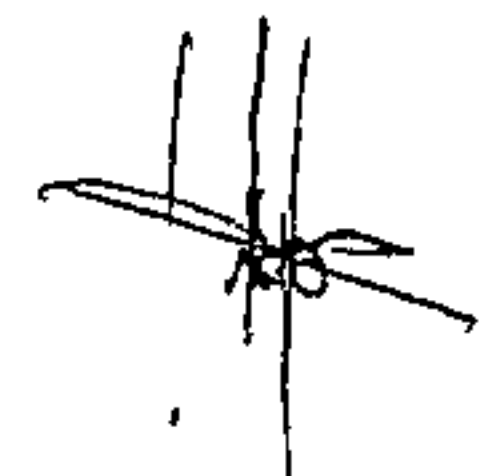
One of the placards carried by the protesters read "Nehawu says no job security for racist and corrupt public servants. No job security for thieves. No lockout of workers and no to regionalism."

Mr Van Dyk said protests would be held daily and there would be a Co-satu rally next Thursday.

In a letter to the union yesterday, the CPA said the body rendered services which were apolitical.

The CPA was not prepared to express an opinion on whether it supported agreements reached at the World Trade Centre, the letter said.

Members of the Internal Stability Unit initially blocked the entrance to the building but left later.



Public servants will fight purge

SI Times 7/11/93

(250)

By TENDAI DUMBUTSHENA

WHITE public servants will not tolerate post-election moves to purge top office-holders, Public Servants Commission chairman Hans Olivier warned this weekend.

In the wake of this week's statement by Cosatu that a new government would not guarantee the jobs of top public servants and would review all recently signed employment contracts, Mr Olivier said: "Public servants have rights which cannot be ignored or cancelled because some people don't like it. We will have to see that these rights are protected in every way."

Any white public servants unfairly dismissed would have the legal right to take the government to court, he said.

The contracts of top people, such as department heads, could not be unilaterally terminated, he added. "Whichever government is in power, they cannot fire people because they are blue, black, red or white."

Mr Olivier acknowledged there was "great concern" among white public servants about their future. "Threatening noises" such as those

made by Cosatu had resulted in an unprecedented number of resignations and retirements in recent months. These vacancies should create sufficient opportunity for affirmative action to be implemented in the public service, he said.

Cosatu's call to purge the public service of its domination by "white male Afrikaners" follows a threat of a national strike over a proposed clause in the draft constitution guaranteeing the tenure of incumbents.

ANC publicity and information chief Dr Pallo Jordan said his organisation was still debating the issue and would formulate a firm policy shortly.

The ANC's officer in charge of public service matters, Mr Tony Mongalo, said the bulk of existing public servants would be retained in the interests of continuity, but "many" would have to undergo re-orientation courses.

However, 500 blacks would be given "crash courses" to equip them to fill top positions in the public service and blacks with degrees would auto-

matically qualify for appointment without additional training, he said.

Mr Sam de Beer, the minister in charge of the public service, said no "quotas or timetables" had been worked out, but the government accepted the need for a future public service that reflected the composition of South Africa's population.

He said no whites had been given job guarantees and the clause Cosatu was opposing was intended only to ensure the public service continued to function at maximum efficiency during the transitional phase.

● RAY HARTLEY reports that it was significant this week's Cosatu statement was made jointly with the conservative Congress of South African Public Servants' Organisations. This was the first sign that the traditionally apolitical Cosapso was on the road to unifying with Cosatu's public sector unions.

Cosapso vice-president Vee Moodley said his federation agreed one union was needed for the sector, but this remained a long-term goal.

Should Cosapsu agree to join Cosatu's proposed new public sector union, they will swell its ranks by 120 000 workers.

Deal struck, Civil service

Compromise has Cosatu's support

Star 8/11/93

BY KAIZER NYATSUMBA
POLITICAL CORRESPONDENT

The ANC-led tripartite alliance and the Government have reached a compromise agreement on the position of civil servants after the April 27 election, according to reliable sources from both sides.

The agreement, reached at the ANC's bilateral meeting with the Government on Saturday, will be tabled this week before the 21-delegation Negotiating Council, where it is expected to be passed without major hitches. (250)

According to the sources, the agreement — which followed Cosatu's vociferous objections to a clause in the Interim Constitution guaranteeing protection to the present crop of predominantly white civil servants — now enjoys the support of the giant labour federation.

Cosatu spokesmen could not be contacted for comment last night.

Affirmative

However, Government and ANC sources said the deal would allow for affirmative action within the civil service, while at the same time addressing job security fears of present employees.

Cosatu, a key member of the tripartite alliance, had previously called for a transformation of the civil service after next year's election, with some union officials saying the top echelons of the civil service would have to be axed.

Although the sources would not give details, it is understood that the agreement would not seriously threaten those now employed in the civil service, although it would make provision for a radical absorption of blacks into what was previously a white preferential job market.

"The agreement most certainly enjoys the support of Cosatu, which has been part of the ANC's negotiating team on this matter. It enjoys the support of the entire alliance, including the South African Communist Party," said an ANC source.

In addition to the question of civil servants, the Government and ANC discussed other outstanding constitutional issues at their meeting on Saturday, according to the source.

Labour briefs

Municipal strike ⁽²⁵⁰⁾ ~~(250)~~ in Atteridgeville ^{WMS-11/11/93}

■AN illegal strike by municipal workers in the Pretoria township of Atteridgeville this week seriously affected removal and maintenance services, according to the Pretoria City Council.

It said the five percent wage demand at the root of the strike by the non-aligned National Union of Employees of Local Authorities could not be met because of the failure of many Atteridgeville residents to pay service charges.

A five percent increase is due in terms of an industrial council agreement. However, the Atteridgeville council said it would apply for an exemption. — Sapa,

ANC and govt in deal on civil ⁽²⁵⁰⁾ service

Own Correspondent

JOHANNESBURG. — The government and the ANC have reached agreement on the role the public service will play in a new South Africa, including a formula that grants public servants a degree of security of tenure without forgoing affirmative action and restructuring.

Both the government and the ANC were tight-lipped yesterday about the agreement and would not divulge details. One source said there could be too many hiccups, especially from Cosatu, if details appeared before the negotiators had passed it formally.

The two sides worked on outstanding constitutional matters and "made good progress so that we can finalise the constitution this week", one government source said.

Govt and ANC agree on formula to give public servants

GOVERNMENT and the ANC have reached agreement on the role the public service will play in a new SA, including a formula that grants public servants a degree of security of tenure without ruling out affirmative action and restructuring.

Government and the ANC would not divulge details yesterday, with one source saying there could be "too many hiccups", especially from Cosatu, if details appeared before negotiators had formally approved the agreement.

The two sides met at the weekend to discuss outstanding constitutional matters

A government source said they "made good progress so we can finalise the constitution this week".

Another said government and the ANC were holding back from "writing agreements in stone" early in the week to "allow for accommodating changes that could result from discussions with the Freedom Alliance".

Sections of the constitution agreed to by negotiators on Thursday and Friday — the powers and functions of regions, their relationship with central government and fiscal arrangements — would be amended

regional powers and fiscal arrangements clinched in talks between government and the Freedom Alliance last week needed to be cleared with the ANC.

It is understood that the changes include giving regions more say in how taxes are levied and determining the "reasonable percentage" of VAT and individual company taxes regions will receive.

Government and the Freedom Alliance meet again today in Pretoria. An alliance

source said he was optimistic that there was "a possibility that we can find ways of making the constitution more acceptable".

He said alliance members also wanted to meet the ANC this week, after their discussions broke down two weeks ago.

Another alliance source was less optimistic. The Inkatha negotiator said, however, that the alliance would approach talks with an "open mind and see what government has to offer".

He reaffirmed that his party would not take part in "the two-phase process" nor would it accept any deadlock-breaking

security

mechanism. It wanted a two-thirds majority entrenched for any changes to the constitution.

Government and the ANC are still fine-tuning proposals on the problem of the final constitution not getting the requisite two-thirds parliamentary support. But it appears that the period to reach agreement has been stretched to five years. If a referendum does not win two-thirds support for the final constitution, new elections will be held at the end of the five years.

□ To Page 2

Agreement

Government and the ANC also need to finalise the issue of official languages this week, to sharpen up areas of the Bill of Rights, and to work on the role and composition of local government.

Meanwhile, the Cabinet meets tomorrow to consider the constitution and the implications of going ahead with elections without the Freedom Alliance.

It is understood that even if the alliance does not accept the constitution and threatens to boycott elections, negotiating channels will be maintained by government and the ANC in the hope of drawing

□ From Page 1

some members into the process.

Bophuthatswana Acting President Thate Molathwa said at the weekend that Bophuthatswana was "decidedly sceptical" about the outcome of negotiations.

He said almost every important aspect of the process at Kempton Park had been flawed. "In essence, we have a disastrous situation where the process is being pushed dangerously fast, where an unrealistic election date has been set, where the emphasis is being placed on maximum central power, and where the aspirations of minorities are being ignored."

B/Day 8/11/93

Compromise agreement on civil servants

Political Staff

(250)
ARC 8/11/93

JOHANNESBURG — The ANC-led tripartite alliance and the government have reached a compromise agreement on the position of civil servants after next year's April 27 election, according to reliable sources from both sides.

The agreement, reached at the ANC's bilateral meeting with the government on Saturday, will be tabled before the 21-delegation Negotiating Council this week, where it is expected to breeze through without a hitch.

According to the sources, the agreement — which followed Cosatu's vociferous objections to a clause in the interim constitution guaranteeing protection to the present crop of predominantly white civil servants — enjoys the labour federation's support.

It is understood the agreement would not seriously threaten those now employed in the civil service.

Agreement on future of 1,2-m public servants

Star 9/11/93

■ BY ESTHER WAUGH
POLITICAL CORRESPONDENT

The Government and ANC appear to have bridged their differences with regard to the future of South Africa's 1,2 million public servants.

They have made a joint submission on constitutional principles regarding the public service for inclusion in the draft Interim Constitution.

Pensions (250)

The submission arises from agreements made between the two parties at a meeting on Saturday. A further meeting took place last night at the World Trade Centre.

The document provides for the restructuring of

the civil service and guarantees pensions of serving public servants. It is to be discussed today by the Cabinet.

■ South Africa had a bloated civil service which needed to be reduced, ANC president Nelson Mandela told a rally in Umtata yesterday.

This would be done "carefully" and re-trenched public servants would be paid their pensions in full.

■ The ANC and Government have agreed that the proposed nine regions will be able to levy taxes. In terms of the proposal regions will be able to collect their own revenue by levying taxes while also receiving national government funds.

MK cadres set to get state pensions

B/day 9/11/93

BILLY PADDOCK

UMKHONTO we Sizwe (MK) members are likely to qualify for state pensions under a new deal on the public service thrashed out between government and the ANC.

The deal also secures the conditions of service and pensions of the 1,2-million public servants in SA and the TBVC states.

The details of the deal relating to Umkhonto were not given. However, in terms of the deal hammered out at last week's bosberaad, provision has been made for a new principle to be entrenched in the constitution. This states that people who have not served in any public service prior to the new constitution, but "who have made sacrifices or who have served the public interest in the establishment of a demo-

cratic constitutional order" will qualify for pension payments (250) (250)

Public servants are guaranteed that their conditions of service and pensions will not be threatened by restructuring and affirmative action. In the event of a public servant being retrenched, his package will be governed by current law, not new laws promulgated by a new government.

In terms of the deal, if the law governing pension funds is changed, the real value of accrued benefits will be maintained. The retirement age will not be changed without the public servant's consent.

□ To Page 2

Pensions

B/day 9/11/93

□ From Page 1

The constitutional principle to be entrenched states that the public service will be non-partisan, career-oriented and based on equitable principles. It will be obliged to promote a broadly representative and efficient public service; it will be regulated by laws dealing specifically with such a service; and its structure, function and terms and conditions of service will support the government of the day. (250) (250)

Every member of the public service will be entitled to a fair pension. It is proposed that another constitutional principle dealing with labour rights be amplified to include protecting public servants against unfair labour practices.

A public service commission, accountable to Parliament through the president, will be set up to regulate the organisation and administration of the service.

Provision has also been made for a regional commission to maintain national norms and standards for public servants.

During the transitional period, public service will be regulated by current legislation until new laws are promulgated.

Public servants will remain employed subject to the provisions of the new constitution and the laws governing employment in the public service.

Until consolidation and restructuring of the various administrations takes place, public servants will continue in their jobs.

Provision is also made for a judicial commission to review all promotions, appointments, amendments of contracts and awarding of terms and conditions of service and other benefits occurring between April 27 1993 and September 30 1994.

ANC, government in pension pact for public servants, MK

Political Staff

PRETORIA — The government and the ANC have broken their deadlock on the future of the 1.2 million public servants

They have also made provision for pension payouts to non-civil servants, like Umkhonto we Sizwe, and their dependants who made sacrifices or served the public interest in the establishment of a democratic constitutional order

Although this provision is a new clause in the constitution, it is not new to the Defence Force

Earlier this year senior SADF sources said they recognised the need to pay some form of pension to members of the ANC's armed wing.

It appears that the minders of the SADF budget have already factored this into their calculations.

In government circles yesterday there was clearly relief at the agreement on "the very sensitive matter of the future of public servants"

In the interests of what sources described as "the need for balance between opposing views", the deal that appears to have been struck is that no presently-employed public servant will suffer financially in

terms of pension commitments but that there will be an element of restructuring of the service after elections

There is a clause destined for inclusion in the constitution which guarantees pensions and another which prevents arbitrary alterations to retirement ages of public servants as established on October 1 this year

But the deal also recognises the need to restructure the public service "to promote a broadly representative" body

This will not only be written into the interim constitution but will be enshrined as a constitutional principle in the important list of principles against which a future constitutional court will measure the drafting of a new constitution after elections.

The principle also emphasises the need for an "unbiased and impartial" public service which will "loyally support the government of the day".

The controversy surrounding the government's bid to have public service jobs guaranteed in the constitution appears to have been averted by guarantees instead that no one will be discriminated against financially in the event of losing a job to restructuring

250

ARCT 9/11/93

Govt, ANC yield to ⁽²⁵⁰⁾ 'lackeys' ^{ET 11/11/93}

JOHANNESBURG — The government and the ANC were accused yesterday of abusing their positions as major players by treating negotiating parties as "a rubber stamp" and the constitutional technical committee as "lackeys".

The technical committee refused to carry out instructions by the government and the ANC to draft the public servants chapter of the constitution on the basis of the agreement reached by the two parties.

They said they only took their instructions from the Negotiating Council and the government/ANC deals were merely submissions.

As a result, the rough draft agreement of the deal, without the technical and legal refinements, was tabled in the council yesterday to allow negotiators to comment on it and instruct the technical committee

Cosatu to scrap strike after ANC deal?

It is unlikely Cosatu's strike will go ahead this week after the deal reached by the ANC and the government on the future of the civil service, reports

WAGHIED MISBACH

WILL it or won't it happen? That's the question bedevilling South Africa's toughest trade union movement on whether the threatened national strike will bring industry to a halt on November 15.

Cosatu and its tripartite alliance partners — the ANC and the SACP — were locked in discussion earlier this week in an effort to resolve the strike impasse.

The 1,2 million-member trade union federation announced the national strike last month to protest against the inclusion of the controversial clause which gives employers the right to lock out striking workers. It also opposes the protection accorded to civil servants after the April elections.

However, the ANC is confident the deal struck with the government this weekend on the future of the public sector will appease Cosatu on the eve of the strike.

ANC spokesperson Mr Carl Niehaus said the deal, which will be reflected in the interim constitution, "would address Cosatu's fears".

The ANC and the government agreed on a formula, which still guarantees jobs for current civil servants after next April, but which will also allow for affirmative action and restructuring of the sector.

Mr Salie Manie, the chairperson of the Western Cape South African Municipal Workers Union (Samwu), is convinced the strike will not go ahead.

"The ANC has not given the government a blanket guarantee on the public sector."

Manie, who is also vice-chairperson of the National Local Government Negotiating Forum, said the deal between the ANC and Cosatu meant new laws could be passed after elections to enable restructuring to take place.

"The government initially wanted posts, pay scales, benefits and security of tenure entrenched in the constitution."

"All we promised was that civil servants will continue to get what they are getting now after the April 27 elections," he said.

He dismissed suggestions that the civil service will be a burden on a new government.

Cosatu's reaction to the deal could easily be interpreted as a move towards compromise. A resolution at Cosatu's September congress rejected special protection for civil servants under a democratic government.

"The deal is a very positive development," said Cosatu spokesperson Mr Bheki Nkosi. "We said we will only go ahead with the strike if all avenues of communication had failed."

Niehaus said the ANC will avoid a "bulky public sector" that would place extra strain on the resources of a new government.

But, he warned, those people who refuse to abide by the basic principles of a non-racial South Africa "may have to take early retirement".

Niehaus was clearly trying to appease those within Cosatu who are calling for the expulsion of public servants whom they accuse of stealing public resources.

Niehaus pointed out though that other issues, like the lock-out

clause, had yet to be resolved, and did not want to say outright that the strike would be called off.

Cosatu affiliates like the National Education, health and Allied Workers' Union (Nehawu) and the Southern African Clothing and Textile Workers Union (Sactwu), have already started campaigns at the workplace in the Western Cape.

They have asked employers to sign an agreement that they do not support the lock-out clause.

Both unions have been at the forefront of the call to

strike. But discussion around the issue is currently taking place in the National Manpower Commission (NMC) and will be resolved this week, said Nkosi.

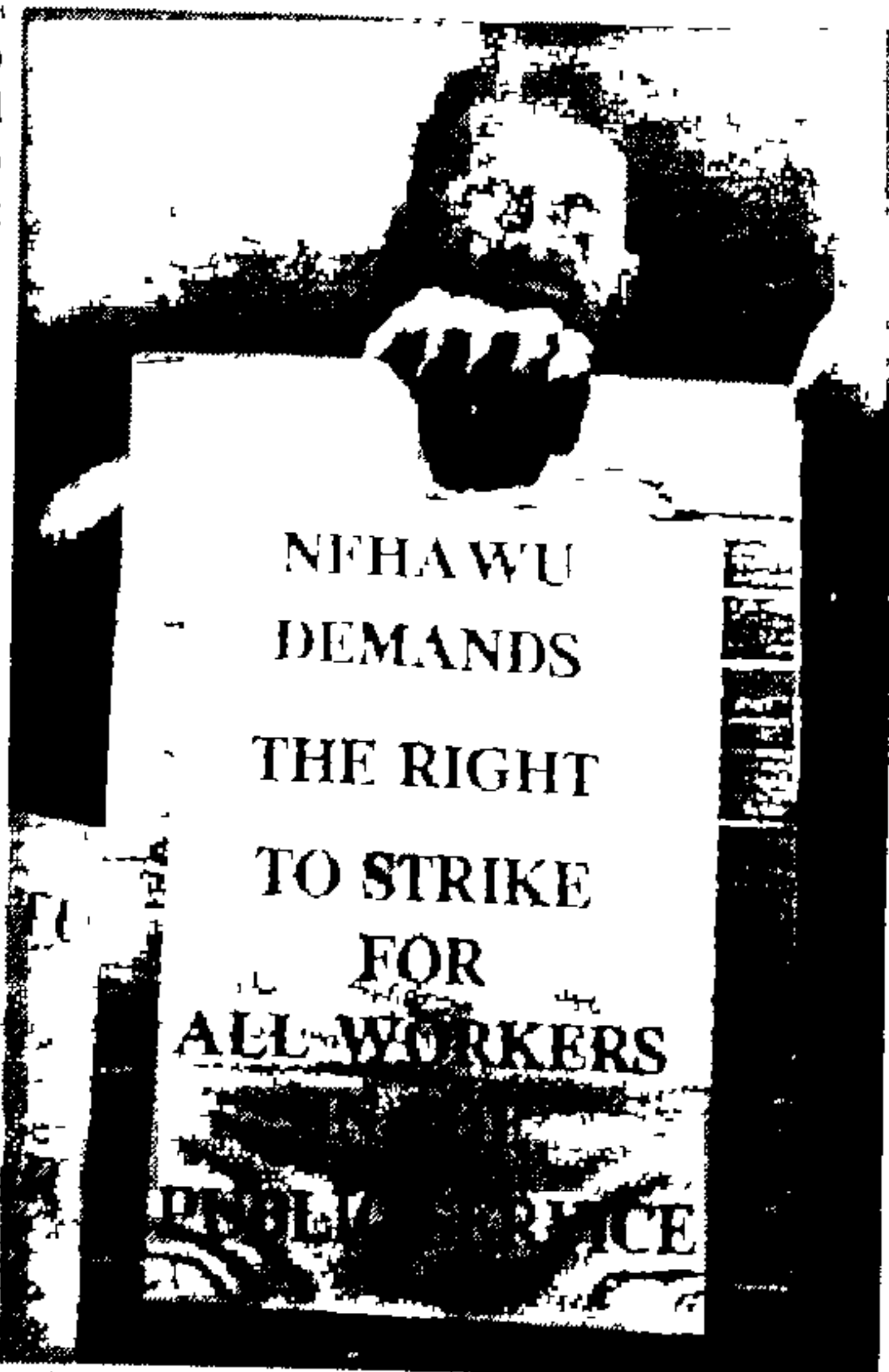
He said a Cosatu central executive committee meeting to decide on whether to strike had been postponed until a decision was reached in the NMC.

Bheki was optimistic the talks between labour, government and business in the NMC would favour Cosatu's demands.

Niehaus brushed aside reports that there was division in the tripartite alliance because "talks were continually taking place between the three partners".

The ANC and Cosatu have consistently denied any tension in their relationship.

That Cosatu will support the ANC in the upcoming election has never been in doubt, but there are



STRIKE OUT: Workers protest, but Cosatu's general strike may be called off this week

problems.

One has been Cosatu's perception that its nominees for the ANC election list could be sidelined.

Whether the list issue was related to Cosatu's call for the strike is unclear. However, Cosatu is determined to stay independent from the political mainstream.

At its recent congress it resolved not to rubber-stamp constitutional agreements reached at the multi-party talks.

In fact, Cosatu called for the strike without consulting either the SACP or the ANC.

However, with all the manoeuvring and behind-the-scenes talks, Cosatu is likely to get what it wants in the end. Only a foolhardy political organisation would ignore the rumblings of a federation with Cosatu's clout only a few months before South Africa's crucial democratic elections.

New course in 'diplomacy'

Political Staff 250

A TRAINING programme for future South African diplomats was launched yesterday at the University of the Western Cape to address the exclusion of black people from South Africa's foreign service.

OT 16/11/93
The three-week course is being attended by 34 aspirants from various professions, and 15 will be chosen for eight weeks of formal training in the United States.

Co-ordinator Ms Minnie Venter said the programme was funded by the US Agency for International Development.

UWC training 34

would-be diplomats

Education Reporter

(256) ARG 17/11/13

A TRAINING programme for future diplomats has started at the University of the Western Cape

It is designed to address the exclusion of blacks from South Africa's foreign service and 34 aspirant diplomats, including middle-level managers from various professions as well as students, have begun a three-week workshop

Fifteen will be chosen for an eight-week diplomatic training course in the United States.

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

It will culminate in a panel discussion on "what the world expects from South Africa".

Those taking part will include former US ambassador to the United Nations Don McHenry, assistant-secretary for Africa in the Clinton administration George Moose, Austrian ambassador Peter Brückner and French ambassador Joëlle Bourgois

Samwu to walk out of Council talks?

The Cape Town City Council is still white-controlled, despite the political changes countrywide. Its reluctance to change has angered the South African Municipal Workers' Union, which is threatening to break off negotiations.

CHRISTELLE TERREBLANCHE reports:

THE South African Municipal Workers Union (Samwu) is on the brink of walking out of negotiations with the Cape Town City Council (CCC) because of the Council's reluctance to change from its "white's only" control.

Mr Sahe Manie, chairperson of the Cape Town Samwu branch, said the confidential negotiations over several months have all but reached deadlock.

"What we wanted from the outset of the talks was a commitment for an affirmative action programme under joint control," says Manie, who is also the vice-chairperson of the National Local Government Negotiations Forum.

"Our point of departure is the creation of an affirmative action board. But after months of negotiation they don't seem willing to agree with this. They are dealing with us on an ad hoc basis in the first place, so to get any agreement is extremely difficult."

Manie, also part of the ANC think-tank on the civil service's future, says the CCC is dragging its feet and no affirmative action programme has been formulated.

"They have an option now to agree to our proposals. Otherwise we will use the new dispensation to get a more representative political body at the helm of Cape Town in order to force through change," he says.

Ms Pat Lockhead, a personnel

senior positions and vacant senior positions still go mostly to whites. "You cannot deal with affirmative action in an evolutionary way. It means intervention and extraordinary steps to correct the imbalances." **SOUTA**

Until a few years ago the previously whites-only union, the South African Association for Municipal Employees (Saame), had an agreement with the City Council to veto any appointments they disliked.

This often meant people not classified white. **19111 - 2311192**

This section of the employment statute was scrapped, but the legacy it created lives on.

"This and the Coloured Labour Preference Act are not adequate justifications for why things have remained the way they are for so long," Manie states. **(250)**

If the union gets its way and an Affirmative Action Board is instituted, Saame will be drawn into the process. But Samwu also insists that, in the light of the money shortage experienced by the CCC, a budget solely for affirmative action should be part of the deal.

"We made a total proposal and don't want to work on any piecemeal basis," Manie says.

"All appointments from then on should be done against a definite affirmative action agreement and we want to oversee the process."

Manie believes an agreement with the CCC could be an example to all municipalities in the country.

But he has little hope. "What has gone wrong with the CCC is that, although there has been willingness to discuss affirmative action, these people don't realise we are in a new political era, while their structure is out of step with those of national politics."

"I think the problem is that they are reluctant to let go of their authority in an area where they see themselves as exclusively dictating



SALIE MANIE

"For years the CCC has professed to be not politically aligned. The fact that they have now established a DP caucus, makes them a bigger problem."

employment policy." "For years the CCC has professed to be a liberal institution, but not politically aligned. The fact that they have now established a DP (Democratic Party) caucus, makes them a bigger problem. And they need our input even more."

"We now see them only implementing DP-sanctioned policies. That can clearly not be acceptable, because the DP does not represent the majority of Cape Town people." "I know they have been saddled with two serious crises — the rates issue and the election of a new executive council. But these are not excuses for dragging their feet."

Bomber McBride — the new diplomat

~~##~~ ARG 20/11/93

250

JOHANNESBURG. — The African National Congress has designated almost 300 of its members to be trained for the South African diplomatic corps — including Magoo's Bar bomber Robert McBride.

McBride has completed a training course in Malaysia and is attached to the ANC's foreign affairs department in Norway, on secondment to acquire experience in the day-to-day operations of a diplomatic mission.

In 1986 he was sentenced to death for planting a bomb in a Durban bar that killed three young people, but the ANC says it has no problem with his being trained to represent the country abroad.

"McBride happens to be a very intelligent young person," said Stanley Mabizela of the ANC's international department.

"He asked for training in this area and we saw no objections to his taking part. We don't apologise for him because what he did was in the interests of the struggle and at the behest of the ANC."

Mr Mabizela disclosed that the ANC's preparations for full participation in the diplomatic services was going "full speed ahead" with nearly 300 candidates trained or in training. "We expect to have nearly 350 people ready by next April," he said.

"We have approached many countries to contribute to the foreign needs of a democratic South Africa."

"The response has been very positive. Britain, the USA, France, the Netherlands, India, Malaysia and others have opened their doors to our candidates," Mr Mabizela said.

The ANC and other liberation organisations had for years been training members to represent their organisations internationally, he added. "Those who have already proved themselves very able in terms of the positions are fully qualified," said Mr Mabizela.

"Our representative in India, Mr Mtutuzeli Mpehle, enjoys full ambassadorial status and we have many more who qualify."

Although the ANC and other liberation organisations have steadfastly refused to have anything to do with the Department of Foreign Affairs or to have any of their candidates trained by them, Mr Mabizela said the ANC now has "excellent" relations with the department and expected no resistance to qualified candidates being placed in the foreign service.

This good working relationship was confirmed by Foreign Affairs director-general Rusty Evans.

"The department has for a long time now had a policy of non-discrimination and we already have a lot of representatives of the various communities in our ranks," he said.

"We have been in discussion with all the various organisations and we anticipate that once the TEC is in

The ANC has chosen a 300-strong diplomatic corps to help present the face of the new South Africa to the world — including Robert McBride, who murdered three young people in the Magoo's Bar bomb blast.



ROBERT McBRIDE: ANC sees no problem with his selection

RUSTY EVANS: spearheading SA's diplomatic expansion

place we will be able to finalise plans for the absorption of a large intake of international personnel.

"There will have to be a major expansion, which has in fact already begun. It is in South Africa's interest to have functional missions in the Far East, Middle East and in South America where previously we were not represented."

Mr Evans said the department was adapting its training programmes to the needs of future candidates, "to make the process as smooth as possible."

He said that in the past 18 months 25 new missions had been added to the existing 89, and 20 more were planned for the next six months.

"We will be consulting closely with the TEC. On the basis of the country's policy interests, we believe that representation in the diplomatic service should be an apolitical matter."

"It is important that members of the diplomatic corps should not have the label of a particular political party hanging round their necks. They would be representatives of their country, not their party."

ARG

20/11/93
250

Star 23/11/93

ID delay as clerks strike

BY ZINGISA MKHUMA

Scores of people were turned away from the Department of Home Affairs office in Market Street, Johannesburg, yesterday because of a staff strike.

More than 36 clerks stopped work to demand the scrapping of job reservation and to call on whites holding senior positions to help at the counter. (250)

A spokesman for the striking workers said that since calls went out for potential voters to apply for IDs for next year's

election, they have had to work long hours processing thousands of applications.

The workers gave a petition to the department's regional director for the Witwatersrand, George Orr, on Thursday outlining their grievances.

When approached for comment, Orr said he knew nothing about the strike but confirmed that he had received a petition. He said the workers were demanding that staff members, "from top to bottom", should be engaged at the counter.



Move to secure MPs' pensions after elections

St. Times
28/11/93

By EDYTH BULBRING
Political Correspondent

THE government plans to set up a R550-million fund to secure parliamentary politicians' pensions under an ANC government.

The pension fund will be established under a bill to be tabled before the end of the present and final sitting of the tricameral parliament.

Ministers and ordinary MPs presently pay a percentage of their salary to the central revenue fund. When they retire or fail to be re-elected, their pensions are paid from the exchequer.

Finance officials say that over R300-million in government stock would be transferred to the Public Investment Commissioners who will hold the stock in trust until the fund is established by the Department of Finance.

The fund would need to be topped up by R50-million a year for the next five years. (250)

Many politicians have been anxious that a new government would not honour its commitments under the existing scheme.

The idea for establishing a political office bearers and parliamentary pension fund was first mooted by NP chief whip, Keppies Niemann, last year.

In a letter circulated to the chief whips of the other parties, he suggested that an R840-million pension fund be established to secure politicians' pensions under a new government.

When the letter was leaked to the press, he said that the idea for a separate fund had been scrapped.

Mr Niemann said this week that while he knew that a private pension fund was going to be set up, he had few details about it.

Officials from the Department of Finance first said the fund would be established with under R2-billion of government stock, but after this information reached the ears of the politicians involved in planning for the fund, the officials clammed up.

Public servants' concern over an ANC takeover in government was reflected in another piece of legislation this week.

The Exchequer Third Amendment Bill provides for the topping up of the five government pension funds by R6,9-billion in government stock.

A future government will have to pay about 11,7 percent interest a year on this stock, which will increase the public debt by R807-million a year.

DP pensions spokesman Brian Goodall said that fol-

MPs' pensions plan

After February 1990, the government's contributions rose to R4,60 for every rand, and to R6,04 for every rand last year, Mr Goodall said

He said by issuing government stock, it became an interest-paying proposition and an acknowledgment of debt that a future government could not easily renege on

The solution lay in political guarantees, not the issuing of government stock, Mr Goodall said

From Page 1
Following President F W de Klerk's February 2 1990 speech, the panic over pensions had been seen in an attempt to pump more money into the official pension funds to make them solvent.

In terms of the five government pension funds and those of Telkom, Transnet and the Post Office, the government used to match each rand contributed by the employee with about R2,70.

MPs up in arms over pensions

Own Correspondent

JOHANNESBURG.— Backbenchers have been threatening to revolt over a decision by the government to exclude MPs elected to Parliament in the 1989 election from lucrative pension deals won in multi-party negotiations.

A large proportion of both the House of Representatives and the House of Delegates MPs and several CP and DP MPs will be excluded.

There were rumours in Parliament last week that backbenchers would hold up the passing of the constitution if they were not included in the payout deal which was apparently reached between the government and the ANC during negotiations.

Legislation on the subject is due to be introduced next week, and a cut-off date for pension payouts under the old system has been set for the end of January.

NP spokesman Mr Martinus van Schalkwyk said he did not believe any NP MPs would put their own personal interests above the country's.

New hours for Govt workers

Star 29/11/93
The country's army of civil servants will soon be following flexitime ~~(S)~~

The Commission for Administration disclosed on Friday that working regulations set down in 1959 have been scrapped in favour of more up-to-date rules, and one of these includes flexitime.

In regulations published in the Government Gazette, the commission says that heads of department will still have the power to determine official hours of work.

Staff will, however, still have to be on duty between 8 am and 3.30 pm.

— Pretoria Bureau.

(250)



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— Pretoria Bureau.

(250)

ANC MPs 'must expect salary cuts'

29/11/93 (250) MWL
Paul Stober WWM 19-25/11/93

AFRICAN National Congress parliamentarians and cabinet ministers should expect to take salary cuts, argues an internal discussion paper on the role of ANC representatives in the constitutional assembly.

The draft discussion paper, *The ANC Inside and Outside of the New Parliament* also argues:

- The ANC should maintain a strong base outside the assembly to be able to "bring people on to the streets where the government encounters opposition to its mandate".

- The alliance with the South African Communist Party and Congress of South African Trade Unions should continue after elections.

- The ANC's national executive committee (NEC) should remain the leading policy-making body in and outside parliament.

Head of the ANC's political education department Raymond Suttner described the paper as "controversial — some people won't agree with many of the things in it".

Slamming the present parliament as "a gravy train", the paper says ANC MPs will have to drop any perks beyond what they need for the execution of their duties. "This will mean a reduction in the salaries of cabinet ministers and MPs.

"If people are elected to public office it should be seen as a way of serving the organisation, not a means of personal enrichment."

The paper suggests election to parliament should provide ANC members with "access to resources and terrains of operation that can enhance our organisation's power, capacity, membership and reach". Suttner insisted this did not imply MPs should abuse state resources for party political purposes.

"It is an attempt to ensure the process of nation-building is fulfilled," he explained.

Rubber bullets fired at workers

JOHANNESBURG — Police yesterday fired rubber bullets, teargas and stun grenades at protesting Midrand municipal workers, seriously injuring five people and slightly injuring three others

Police said the workers were protesting against the arrest of four colleagues accused of assaulting another municipal worker, who lost an eye in the attack

Protesters gathered with sticks, knobkerries and other weapons, and according to police, "an aggressive atmosphere" developed.

● Police reported finding the bodies of four men and a woman in East Rand townships on Tuesday.

They also reported that 24-year-old Constable Johannes Chauke was shot by strangers at his home in Tsakane's Extension One on Friday

He died from his injuries at Pholo'song Hospital.

● A report of four more deaths in Natal this week pushed November's toll to 216 — two short of the unprecedented 218 deaths in October. — Sapa

Municipal union backs exemption from forming nonracial councils

YACW

CLIVE SAWYER

Municipal Reporter

ARG 4/12/93
250 218
THE SA Association of Municipal Employees (Saame), representing thousands of white-collar council workers countrywide, has sprung to the defence of controversial interim local government laws

National president Hans Deetlefs said he was "amazed" certain political parties had said they might test in court a deal between the African National Congress and Transvaal Municipal Association.

The deal will allow councils below grade eight — which includes most small towns — exemption from forming interim nonracial councils.

They will be able to keep segregated councils until local government elections in November 1994, but will have to form

ARG 4/14/93
"over-arching" executive councils which will use a fraction of their rates-income to extend services to black areas

The interim local government package, which will allow race-based representation on interim councils, was accepted by the Local Government Negotiating Forum last month

This package has been rejected by the Democratic Party, Cape Town City Council, Western Cape Regional Services Council and several Peninsula ratepayers associations as being racist and undemocratic.

Saame was "not political" Mr Deetlefs said.

"We call on all parties not to do irresponsible things to block chapter 10 of the constitution"

Mr Deetlefs said his union would not allow protection of employees in a new dispensation to be jeopardised.

Poll could cause prison unrest — General

By BARRY STREEK
Political Staff

THERE was anger among prisoners that only some would be able to vote on April 27 and this could lead to conflict and violence, the new commissioner of prisons Lieutenant-General Henk Bruyn warned over the weekend.

Prison gangs were being used for political purposes and some mem-

bers of his own department could be involved in this, he said at a media briefing on Robben Island.

With a prison population that was 95% black and five percent white, and with overcrowding, there was potential for conflict.

"We cannot separate political factors. There is a political debate in prisons for the first time.

"We are geared for that. We are

prepared for violence. It is, however, calm at the moment," Gen Bruyn said.

There were also expectations among some prisoners that they would be freed after April 27.

It was for practical reasons impossible to allow politicians to address prisoners, Gen Bruyn said.

South Africa will for the first time host a conference of prison

officials from English-speaking African countries in Pretoria early next year, Gen Bruyn disclosed.

This would be held in preparation for the UN conference on the treatment of offenders in 1995.

Minister of Correctional Services Mr Adriaan Vlok said that at present all 18 generals in his department were white but there were two black brigadiers, one of whom

was in command of a major prison, Barberton.

He said a policy of affirmative action was in place and the percentage of black officers was increasing.

There are at present more than 113 000 prisoners in South Africa but with accommodation for only 87 292, an overpopulation of more than 25%.

Public servants to get raises of up to 16%

ARG 21/12/93

250
355

The Argus Correspondent

PRETORIA. — Public servants are in line for salary increases of between 3,4 percent and 16 percent next year.

Employees at management level, professional job-holders such as engineers and doctors, and general assistants will get the highest increases.

According to the Public Servants' Association (PSA), qualifying management staff this month already received increases of up to 28 percent, while general assistants are in line for an increase of between 13 and 16 percent in April next year.

Between 120 000 and 130 000 general assistants already received an increase of about five percent on December 1.

On April 1 all general assistants will receive a further increase, as well as a general 3,4 percent increase for all levels in the public service except management.

Funds for these increases come from two sources, one being R464 million of a R850 million grant, the remainder of which will go towards education.

The second source is a grant the equivalent of a general increase of 5,6 percent.

After the allocation of these funds, sufficient money will remain for a general salary adjustment of 3,4 percent.

PSA chairman Hans Olivier said the association accepted the offer because they wanted salary negotiations finalised.

"We realise there will be a new government next year and the salaries of public servants will be low down on their list of priorities," Mr Olivier said.

Mr Corrie Smit, a spokesman for the Commission for Administration, said today the commission had nothing further to add to its announcement of the salary increases earlier this month.

Public servants to receive wide range of salary increases by April

PUBLIC servants would receive salary increases of between 3,4% and 28% by April, in contrast to the across-the-board 5% increase granted for the 1993/94 financial year, public sector employee representatives said yesterday.

The Commission for Administration was unable to confirm the figures, although it restated that the state's salary bill would increase 5,6% overall.

It said that following negotiations with public sector employee organisations, it had been agreed that an overall 5,6% increase would take effect on April 1.

Two other sets of increases for some categories of public servants had also been finalised at the beginning of the month, following disputes and agreements during the year. These increases, mainly for teachers, would be effective from November 1 and December 1. About R850m had been made available for "category adjustments" to even out disparities in certain categories. This took effect on December 1, with R386m going to education.

The general increase would cost the state about R1,7bn. After increases for the priority groups, it would be possible to give

increases of only 3,4% to other categories, employee representatives said.

The commission confirmed that about 35% of the available funds would be used for the improvement of salaries at the lower end of the salary structure.

Employee organisations indicated that government had acceded to the Public Service Caucus's request that it should not provide a blanket increase, but provide differing increases for specific groups.

The result was that the lowest-paid pub-

lic servants, general assistants, would get increases of up to 16% and some professional classes would get up to 22%.

Public Servants' League GM Bernard Wentzel said this increase was inadequate, although the majority of other Public Service Caucus organisations had accepted it, mainly because they were uncertain about what a new government would do.

He said the increase should not be seen as a general salary increase, only a category increase. Further negotiations would be held early in the new year.

The SA Police Union (Sapu) objected to

police salaries not being given preference and to no provision being made for danger pay and overtime.

It said this showed that public servants' organisations did not recognise the distinctive needs of the police and were not able to effectively negotiate salary increases for policemen.

The police organisation insisted that any salary or wage increase regarding the SAP, which had already been agreed on, be enacted immediately and that overtime and danger compensation be rectified not later than February.

Pay hike for public servants

CF28/12/93
(256)
~~133~~

Own Correspondent

JOHANNESBURG — Public servants are to receive salary increases of between 3,4% and 28% from April, compared with this year's across-the-board 5% increase, public sector employee representatives said yesterday

The Commission for Administration was unable to confirm the figures, although it said the state's salary bill would increase by 5,6%.

It said it had been agreed in negotiations with public sector employee organisations that the increases would take effect on April 1

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Salaries to rise up to 28%

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This would result in the lowest-paid public servants, general assistants, getting increases of up to 16% and some professional classes getting up to 22%.

Public Servants' League general manager Mr Bernard Wentzel said this increase was inadequate, although the majority of other Public Service Caucus organisations had accepted it mainly because they were uncertain about what a new government would do.

He said the increase should not be seen as a general salary increase, only a category increase. Further negotiations would be held early in the new year.

The SA Police Union (Sapu) objected to police salaries not being given preference and no provision's being made for danger pay and overtime.

It said this showed that public servants' organisations did not recognise the distinctive needs of the police.



Assistants happy, but other civil servants want more

Boost for lowest paid

Star 28/12/93

BY NORMAN CHANDLER
PRETORIA BUREAU

The lowest-paid public servants, general assistants, have been given salary increases of up to 5 percent this month and are to get a further boost of between 13 and 16 percent in April when other government workers receive a 3,4 percent pay rise.

Some of the public service's top management will also be receiving increases in April, ranging between 3 and 28 percent depending on job title and experience.

MOST government workers will get an increase of only 3,4 percent in April

A number of doctors and engineers have already received the increase in terms of their specific conditions of employment.

However, thousands of civil servants, among them disgruntled teachers, are not satisfied with the 3,4 percent rise they will receive in April and will continue to press for more money.

Public Servants' Association chairman Hans Olivier said yesterday the salary offer had been accepted because the PSA wanted negotiations finalised.

"We realise there will be a new government next year and that the salaries of public servants will be low down on their list of priorities," he said.

The PSA says it wants to secure future increases through a long-term pay strategy which would see an automatic rise over a period of several years. In particular, the PSA wants to improve the wage structure of

thousands of lower-paid staff. Corrie Smit, a spokesman for the Commission for Administration, said the commission had nothing further to add to its announcement earlier this month on the salary increases.

The pay rise is part of a R850 million package worked out by government and various public-service employee organisations to improve living conditions, particularly for general assistants.

All pay rises are applicable to civil servants in South Africa and the self-governing states.



Govt salary bill set to rise R3,5bn

Biday 29/12/93

GOVERNMENT's salary bill is set to rise by about R3,5bn in the next fiscal year to more than R45bn — reflecting a 5,6% overall wage increase for the public service and a further 2,4% for notch increases, economists said yesterday.

They said the interest bill could rise by a similar rand value, taking it to about R26bn. With government locked into more than R70bn in current spending, there would be little room for significant real increases in capital expenditure in the next fiscal year. ~~(3,5)~~ (2,50)

Economists said these fears were further underlined by the apparent difficulties the State Expenditure Department faced in achieving a planned R2,5bn cut in current spending for the next fiscal year. A key element of the cut was to have been a dramatic reduction in export incentives — but the move had failed to get off the ground because of exporters' resistance.

The problem would be further compounded by extra spending — expected to reach R1bn — because of the political transition. The expenditure will include the elections and the integration of Umkhonto we Sizwe into the SADF.

It is understood that SA has told the IMF it will cut its deficit to 6% of GDP. Indications are that government will not be able to avoid a small real increase in spending, which is likely to take the deficit slightly above the 6% level.

Economists expect a robust revenue take for the next fiscal year. AHI econo-

GRETA STEYN

mist Nick Barnardt said revenue should be about R100bn (from this fiscal year's R90bn) — based on an economic growth rate of 2,5% and an inflation rate of 6,5%. Certain components of revenue were assumed to rise faster than GDP.

He said the deficit could, with a concerted effort, be cut to below 6% of GDP. If spending was kept constant in real terms at R122bn, a deficit of R22bn or 5,5% of GDP could be realised.

Market sources predicted government would produce a deficit of about R25bn for the next fiscal year. This would be virtually the same as the present year's deficit but slightly less as a percentage of GDP.

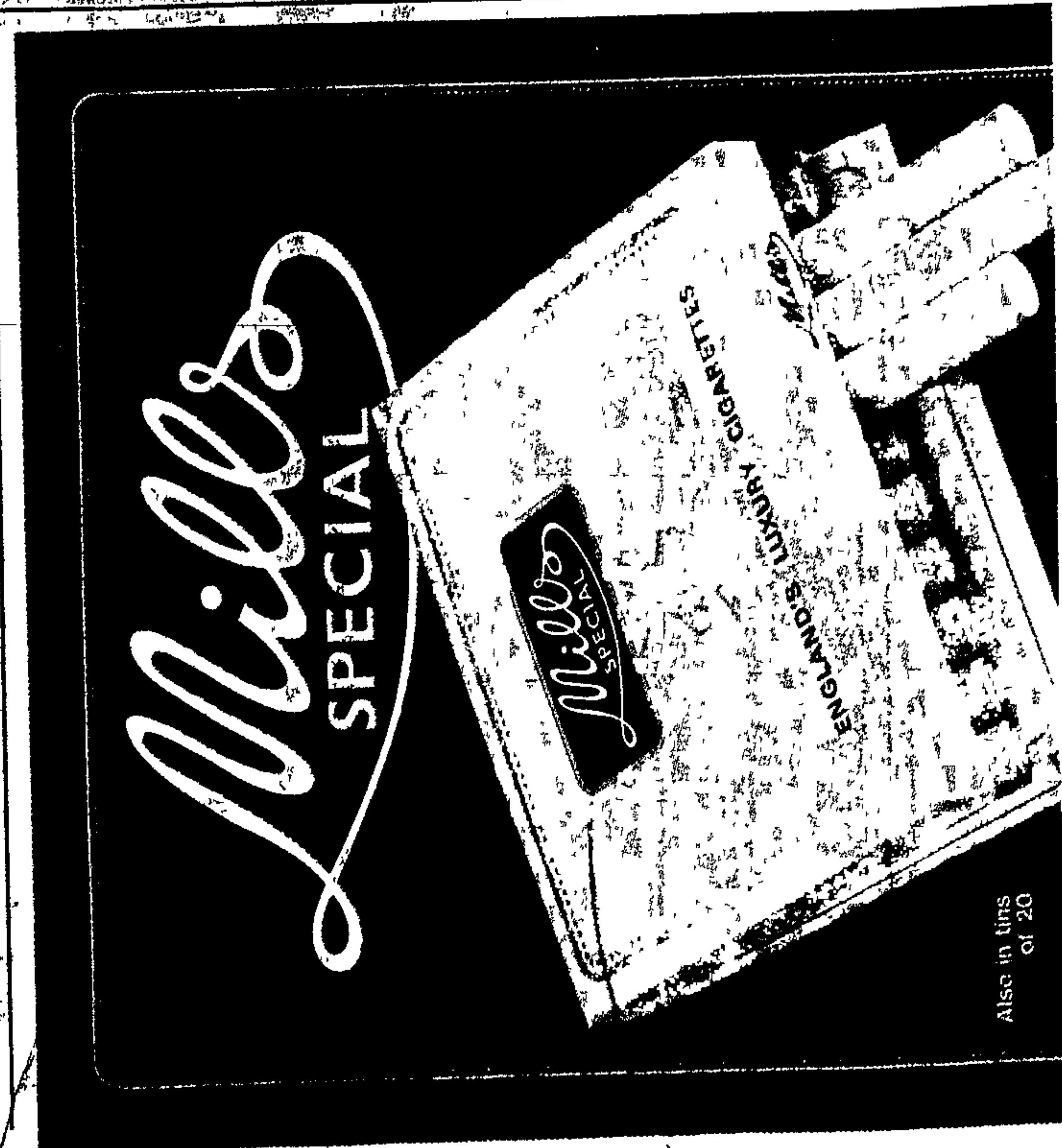
The deficit had been budgeted at R25,3bn for 1993/94, but savings on spending and unexpectedly robust revenue figures meant the figure was likely to be lower.

In its last statement on Exchequer figures, the Finance Department said it would borrow less if the deficit was lower. In previous years, borrowing continued even when enough finance to meet the needs of the present year had been raised. The funds were then either carried over to the next year, or used for commitments such as the state pension funds or the debt to the Reserve Bank for forward cover subsidies. Economists said the decision not to borrow more reflected a desire to contain the excessive interest bill.

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State's

pay deal



Also in this
of 20

Rejected

Sowetan 29/12/93

By Ike Motsapi

THE BLACK PUBLIC SECTOR UNIONS yesterday rejected the proposed 5,6 percent salary increases to be implemented next year saying the present Government had no jurisdiction to authorise them. **(250)**

And white public servant organisations have also reacted with outrage to reports that salary increases of middle-ranking civil servants will be limited to 3,4 percent next year.

"It is sickening, but what can we do?" said one State employee.

Black public sector unions warned that they were going to lobby the support of political and civic organisations to oppose the implementation of the proposed increases.

The increases are to be effected on April 1 1994.

Mr Neal Thobejane, general secretary of the National Education, Health and Allied Workers' Union, said the agreement reached between the Government and the staff association was "illegal" because it had been authorised by people "who will not be in power after April 27".

A spokesman for the Post Offices, Telecommunications Workers' Association said a campaign

to stop the increases from being effected would be launched next year.

The South African Police Union said in a statement yesterday that it was disturbing that police salaries have not been given preference in the latest salary increases for State officials.

Mr Gerhard van der Merwe, national organiser of Sapu, said: "We repeat our opinion that the South African society cannot risk to go towards the coming elections period with a demoralised, underpaid and over-exerted police force."

Thobejane said: "We are angry because we tried our best to stop the Commission for Administration and the staff association reaching agreement. We were defeated because we were in the minority."

After negotiations between employee organisations and the State in the Public Service Bargaining Council, it was agreed that pay increases would generally be 5,6 percent. However, certain professional categories would receive increases of up to 28 percent and the income of employees at the lower end of the scale would also be boosted, leaving a smaller cut for those in the middle. However, Thobejane said it was not true that some employees would get up to 28 percent salary increases.

Public servants slam pay rise agreement

~~250~~ 250 ARG 30/12/93

□ Huge new year headache looms for government

The Argus Correspondent

PRETORIA — The government is to go into the new year with a huge headache caused by militant public servants who want more money than agreed to three months ago

Policemen, teachers, health workers, and postal workers yesterday slammed an agreement reached with the government in October, which gives most civil servants an average 3,4 percent rise from April 1

Some workers will get 5,6 percent, others up to 20 percent and professionals such as doctors and engineers about 28 percent

ANC spokesman Ronnie Mamoepa said his organisation had not yet seen the formal agreement and an informed response would be made as soon as it had been studied by the organisation's civil service unit. The unit consults with a wide range of organisations, he said.

Angry unions say the government has no jurisdiction to authorise the increases "as it will not be in power after April".

According to Pretoria sources, public servants are to ask the unions to lobby the support of political and civic or-

ganisations to oppose the proposed increases

"We will make sure that the government has a headache over this," said one angry civil servant. He did not specify what action was being decided upon.

Neal Thobejane, general secretary of the National Education, Health and Allied Workers' Union, described the agreement as "illegal" while a spokesman for the Post Offices Telecommunications Workers' Association said a campaign to stop the increases from being effected would be launched next month

Mr Thobejane said "We are angry because we tried our best to stop the Commission for Administration and the staff associations reaching agreement. We were defeated because we were in the minority."

The Public Servants League said the rise was "totally unacceptable" and that its members wanted 15 percent. It has not signed the agreement reached between the organisations and the government.

The biggest civil service employee group, the Public Servants' Association, says it signed the deal because it wanted to ensure higher salaries for its members. It will

start negotiations for more money on January 20.

The newly formed South African Police Union said in a statement that it was disturbing that police salaries were not considered a priority

National organiser Gerhard van der Merwe said "We repeat our opinion that South African society cannot risk going into the coming elections period with a demoralised, underpaid and over-exerted police force"

After negotiations which lasted months between the Public Service Caucus — a joint employee organisations body — and the Public Service Bargaining Council, it was agreed in October that pay increases would generally be at the 5,6 percent mark.

With certain professional categories receiving increases of up to 28 percent and the income of employees at the lower end of the scale being boosted, there will be a smaller rise for those in the middle.

The vast majority of government workers are on middle salary scales, and from an amount of R1,3 billion which has been set aside for the general increase, it would mean these people would get about 3,4 percent