

PUBLIC SECTOR-GOUT. GENERAL

1994

Mandela warns of changes

ET 10/1/94
250

Own Correspondent

JOHANNESBURG. — Widespread changes in the public service, the economy and land ownership are in store under an ANC government, according to the organisation's annual policy statement

Delivering the statement on Saturday, ANC president Mr Nelson Mandela said much had to be done to change the organs of government "so that they are representative of all our people"

Redistributed

In view of massive unemployment, job creation had to get top priority. Programmes would be needed to ensure that those left behind because of apartheid received a chance to catch up and become competent workers

He said land could be redistributed without disruption. "We are convinced this can and must be done without threatening those who work the land today and help to feed the nation"

Key public servants who had recently taken up new contracts would not be sacked. It was likely the top 3% and the bottom ranks would be targeted

Rand.

Strike is on

Sowetan 17/11/94

By Mzimasi Ngudle
Political Staff

MUNICIPAL services are expected to stop in Diepmeadow today after more than 1 200 municipal workers decided at the weekend to go on strike until they were paid money they say is owed them by the local town council.

Workers' representative Mr Bheki Phakathi said the workforce — all members of the SA Municipal Workers Union — decided to down tools after the council reneged on its promise to pay back salary increases for two years.

Phakathi said MEC for Local Government Mr Piet Coetsee told workers last October that they would get their salary increases — which accrued to them after the upgrading of the council in April 1990 — after the signing of the Greater Soweto Accord in December last year.

"Coetsee told us the money would be released soon after the signing of the accord," Phakathi said. Instead, Phakathi said, money was diverted to capital projects.

"What incensed us most was the R2 million payment to lawyers for the prosecution of residents who defaulted on their payments for services," Phakathi said.

City Administrator Mr Howard Weale said he knew nothing about the promise and said the matter had been referred to the Local Government Negotiating Forum.

Workers debate strike

About 1 200 municipal workers met yesterday in Diepmeadow, Soweto, to decide whether to strike over a dispute with the town council. (SA) (250)

The workers, members of the SA Municipal Workers Union (Samwu), claim the council reneged on a promise to backdate salary increases two years. "Diepmeadow municipal work-

ers are the only council workers who have not benefited from the salary grading scales instituted during 1992 and 1993," a Samwu spokesman said yesterday.

The Diepmeadow Council could not be contacted.

Workers are due to decide today whether to launch a strike. — Staff Reporter.



Flat pay hikes for top civil servants

5 Times

23/1/94

By JOCELYN MAKER



TOP public servants have been given huge pay increases just months before a new government is due to come to power (250/254)

The hikes — up to 20 percent for the most senior people — are, in some cases, double last year's private-sector pay increases and up to five times those of rank-and-file public servants.

The big pay increases put the country's top bureaucrats in line for better and bigger pensions and gratuities should they be edged out by a new government. These pensions are guaranteed by the new constitution.

Two public servants' unions this week condemned the increases. One accused the National Party of feathering its own nest, and said it would refer the increases to the Transitional Executive Council.

The biggest hikes are for the country's 37 directors-general, who administer state departments. They will get 19 or 20 percent more pay.

Directors, chief directors and deputy chief directors — the other 1941 public servants in the so-called "management echelon" — cashed in with increases averaging 17 or 18 percent.

Brigadiers and higher-ranking officers in the army and police — they are classified on the same scale as directors — got 18 percent increases. Meanwhile, ordinary policemen were only granted 3,4 percent.

The Commission for Administration, which regulates public service pay, insisted this week the adjustments — which came into effect on December 1 — were merely part of a salary rationalisation aimed at eliminating "unjustifiable disparities".

The intention, said commission spokesman Corrie Smit, was to reduce the number of salary levels within each category in the management echelon.

But a study of the new pay scales released by the commission this week shows the "rationalisation" is achieved by bumping up the pay of the lowest-paid official in each of the four categories to the level of the highest paid.

Chief directors, for example, who were on the lowest pay scale in the 513-strong chief-director category were given 18 percent increases to bring them up to the top scale in the category. In some cases, officials are now earning up to R2 000 a month more — without having to assume any additional responsibility or work.

The commission confirmed that most of the management echelon fell into these previously lower paid brackets.

The Sunday Times requested the information on pay increases in December, when a general announcement was made about pay improvements in the public service, but was only given the figures this week.

The commission claimed this week it was unable to give precise details of pay increases for every official in the management echelon, or the total amount of money involved.

But calculations by the Sunday Times, based on average increases in each category in the management echelon multiplied by the number of officials, gives a conservative figure of R25-million added to the payroll.

Mr Smit said some public servants did not receive any adjustments at all, while others only received small increases.

He said agreement on

Viva to

Sunday Times Report

VIVA is set to change its game dramatically

Friday night's Viva draw will be the game's present format a next draw on February 4, Viva completely new guise

No longer will Viva be an ins scratch card game, but a simple number draw. In other words, a forward lucky-number draw

"The redesigned Viva cards are eye-catching and the prize has been increased considerably to a fortnightly prize of R500 000," said Africa spokesman Debbie Cart

Games Africa took over the n of Viva cards for the Viva Trust year. Besides the R500 000 prize, can be won every two weeks.

Cards will still cost R2 but will

"When new neigl who should make th



* A doyen of etiquette for the present resident in a friendly manner. He accepted the offer of M's Sp... welcomed, everyone fe... and aroma of Millis Spe



Friday a nightmare

More than the city was shaken by the devastating earthquake. And, as luck would have it, they were in the Northridge epicentre.

The roof of the house where they were staying in caved in, they had to be dug out of the rubble by neighbours.

They must be the unluckiest holidaymakers in the world, said Mark this

The family are now recovering from their ordeal in Britain, they only have the weather and snow to worry about.

Robbitt

As the American through marriage is reaping the harvest of an American fame

He paid-for chatter on the radio and talk shows is a likely prospect. Newspapers and magazines are prepared to print his cheque books as "revelations".

TAKE THAT ... AND THAT! A delighted President de Klerk savours the attention of two female fans on the steps of Potch University's auditorium on Thursday night. Mr de Klerk said later that it felt as if he had shaken 4 000 hands during his tour of six towns in the new North West region this week.

Picture: JUHAN KUUS

R10 notes 'for lunch'

By RAY HARTLEY

A GROUP of black people was paid R10 each before they entered the Edwin Frykholm Stadium in Ventersburg to hear President F W de Klerk speak on his whirlwind tour of the new north-west region yesterday.

Astonished journalists who witnessed the incident approached the man handing out the notes for comment.

Mr Frans Morobe said he worked for local farmer Ben Skoonwinkel, who had asked him to give the R10 as "lunch money" to his 40

How a priest ran rings around BOSS

By PETER MALHERBE
London

THE incredible story of how a clandestine organisation in London smuggled more than £100-million in aid to activists in South Africa is to be revealed in Britain this week.

For the first time the lid will be lifted on the activities of the International Defence and Aid Fund for Southern Africa, which outwitted the now-defunct Bureau of State Security (BOSS) for nearly 40 years.

Founded by an Anglican priest, Canon John Collins, in the early 50s, the organisation was banned in 1966. But it continued to pay the legal costs and support the families of anti-apartheid activists.

More than £70-million was paid out in legal defence in trials, while another £30-million went in aid to activists and the families of those detained.

How this was done has until now remained a secret, hidden in the IDAF archives.

But on Thursday Britain's Channel Four will screen a documentary on the IDAF, *White Lies* — a reference to the untruths told by the organisation's agents to protect benefactors in South Africa.

The Sunday Times has obtained a copy of the programme, which features interviews with ANC leaders Nelson Mandela and Walter Sisulu, along with retired

money it was getting in a way that had a definite impact and effect on the South African state. It was also effective from a propaganda point of view," he says in the programme.

From its headquarters in London, the IDAF set up a host of bogus trust funds to conceal the origins of funding destined for lawyers in South Africa. Trustees included three peers and wealthy Establishment friends of Canon Collins.

The organisation paid for the defence of the 156 accused in the 1956 treason trial and the Rivonia trial, and also secretly paid for Steve Biko's family to be represented at the inquest into his death.

To get money into South Africa a clandestine network of letter-writers was enlisted to distribute welfare payouts to the families of victims.

Among those who received welfare payments were the family of Western Cape activist Ashley Kriel and the Sisulus. Mr Walter Sisulu said: "Defence and Aid has done absolutely marvellous work."

IDAF worker Rica Hodgson said that most of the money posted to families in South Africa reached them and was not intercepted by security police.

"They knew it was us, but they couldn't prove it," she said.

General Coetzee said the opening of letters was done under strict supervision

To Page 2

P.T.O

Fat pay hikes for civil servants

RANK	PRE-REVISED	REVISED	% INCREASE
	SALARY+ (PER ANNUM)	SALARY+ (PER ANNUM)	
DIRECTOR	R108 075	R126 411	16.97
	R110 592	R126 411	14.30
	R113 835	R126 411	11.05
	R119 313	R126 411*	5.95
	R128 481	R126 411*	0
	R138 213	R138 213	0
CHIEF DIRECTOR	R126 411	R148 599	17.55
	R128 928	R148 599	15.26
	R137 649	R148 599	7.96
	R148 115	R148 599	1.7*
DEPUTY DIRECTOR- GENERAL	R155 326	R183 432	18.09
	R157 845	R183 432	16.21
	R159 828	R183 432	14.77
DIRECTOR GENERAL	R221 602	R266 784	20.28
	R224 319	R266 784	18.93

* SERVING PERSONNEL RETAIN THEIR PREVIOUS SALARY ON A PERSONAL BASIS
 + SALARY INCLUDES SALARY RELATED ALLOWANCES

SITimes 23/11/94

From Page 1

the new pay structure had been reached after intense negotiations with 11 employee organisations.

He defended the increases on the grounds that (250) (55)

● Since the beginning of 1989, the minimum wage in the public service had increased by 251 percent, while that of the manage-

ment echelon by only 34 percent.

● Adjustments in the "educator" sector had been necessary because of the small difference between various levels.

● The management echelon will not benefit from the general salary increase on April 1; and

● Salaries in the management echelon are considerably behind those in the private sector.

Mr Neal Thobejane, assistant general secretary of the National Education, Health and Allied Workers' Union — the only employee typical of the government to give certain employees "fat increases".

"Our executive committee meets next week, and we will discuss taking the matter to the TEC," he said.

"The reason we did not sign the final deal was because the majority of civil servants would not benefit from it."

He warned the union would first try negotiations on the salary issue, but if these were not successful, its 60,000 members would strike.

The national organiser of the SA Police Union, Mr Gerhard van der Merwe, said the increases were an absolute disgrace.

"Giving top police officials up to 20 percent while ordinary officers received a mere 3.4 percent is proof of the ignorance and contempt the state has for the people from whom they expect loyalty and a professional service," he added.

"If this scandalous treatment by the state continues, the SAPU will be forced to re-evaluate its position — and stronger action cannot be excluded."

'Freeze public service pay rise'

Stat 24/11/94

■ BY ESTHER WAUGH
POLITICAL CORRESPONDENT

The ANC is to ask the Transitional Executive Council to freeze pay increases to public servants. (250)

It is also to request the TEC subcouncil on finance to review public service salary structures. (254)

The ANC noted that recent increases — as high as 20 percent in some cases — would affect civil servant pensions guaranteed by the Interim Constitution.

The organisation further noted that thousands of State employees had been given 5 percent increases and top government officials granted 20 percent salary raises.

But Minister responsible for the Commission for Administration Sam de Beer last night defended the 20 percent increase as necessary to guarantee that upper management played a "central role to ensure a stable public service".

The boost to the upper echelon had become necessary to maintain the salary and wage gap between top officials and the rank and file, he said.

A programme to lift the wage scales for workers on the lowest levels had seen their wages increase by a total of 251 percent since 1989 while top bureaucrats' salaries had "only" increased by 53 percent.

De Beer said the increase at the top had not been enough to allow civil bureaucrats' sa-

laries to catch up with those of their private-sector counterparts.

The decision to reject the pay increases was taken at the ANC's Reconstruction and Development Conference yesterday.

The ANC resolution said the increases were "nothing less than a misappropriation of public funds".

ANC national executive member Cheryl Carolus told a press conference yesterday that part of the subcouncil on finance's brief was to ensure that no wasteful expenditure took place.

She said her organisation would want to see the Government justify "this misappropriation or wasteful expenditure".

SA Communist Party central committee member Jeremy Cronin said that the TEC had to ensure that these "exorbitant raises" were frozen.

The largest increases — just three months before a new government is to take power — went to 37 directors-general. They are set to receive up to 20 percent more.

Directors, chief directors and deputy chief directors — almost 1,950 civil servants — stood to receive increases of between 17 and 18 percent.

While policemen had been given a 3,4 percent raise, senior officers had received 18 percent increases, he said.

► More reports
— Pages 3 and 14

ect-
E AFP

ANC will ask TEC to freeze senior public servants' salary hikes

THE ANC would ask the TEC to freeze senior public servants' salary increases pending an investigation, the organisation decided at its reconstruction conference yesterday.

The ANC would also refuse to implement the increases of up to 20% if it took office after the April 27 election, officials said.

ANC information secretary Pailo Jordan said the latest government move was a misappropriation of public funds. He told a news conference the ANC wanted to ensure public servants were paid for their services and not for nepotism and service to apartheid. "The gravy train must end."

Pay hikes of 20% for people earning R250 000 at the end of the present government's term would raise the pensions that a new government would have to pay. ANC national executive committee member Jeremy Cronin said the TEC had to ensure the "exorbitant increases were frozen immediately".

Committee member Cheryl Carolus said the same government had told poorly paid public servants it could not afford increases of more than 5%. "The TEC must ensure the family silver is not stolen or misplaced."

Delegates also resolved to develop draft legislation by May 1994 to ensure the re-

structuring and transformation of the public service. In terms of the resolution, effective use had to be made of the TEC sub-councils to begin the process of transforming the public service.

The ANC's public service unit, public service project and parliamentary unit had to work together to draw up a coherent programme of deployment of appropriate people into the public service at all levels.

The reconstruction and development programme depended on major restructuring of the public service, including parastatals. A review of all existing public

service structures was necessary and a detailed and effective affirmative action programme had to be drawn up.

The ANC asked everyone at the weekend conference to address the need to make large numbers of appropriate people available for the new public service. In another resolution, the ANC said that it had to agree soon on the number and character of the ministries it intended to instal in May.

The ANC had to identify ministries and departments which would be strategically critical for its reconstruction and development programme.

Designated individuals would be chosen

soon to begin preparing themselves to head and work within these ministries, and shadow executive teams had to be built. They would have to prepare budgets in conjunction with the TEC. Discussions would have to be held in the regions with provincial and homeland administrations.

Former Cosatu secretary-general Jay Naidoo said there would be no significant changes to the published draft of the reconstruction programme. He said it had been suggested that to deepen certain aspects, working groups be set up to investigate financing proposals and look at a detailed quantification of the programme. Minor changes to resolutions were still possible.

Future uncertain, say civil servants

Star 251194

■ PRETORIA BUREAU

The country's largest public service employees' organisation says politicians are "keeping mum about the real motives for the future" in regard to the civil service even though there is what it calls a "reasonable degree of goodwill".

The Public Servants' Association of South Africa (PSA) says it is "not really possible at this stage to determine what the future holds for the public service and officials under the future government" and predicts a drastic change in personnel composition through "unavoidable" affirmative action.

Its views are published in the latest edition of the PSA-owned publication *The Public Servant*, which is circulated to tens of thousands of government workers.

Although some aspects of how civil servants will be treated in terms of the Interim Constitution are still subject to negotiation, there is a guarantee of existing benefits enjoyed by them. These include a pension, but only in terms of the *real* value of the benefit in accordance with the actuarial liability of the Government Service Pension Fund (GSPF).

Accrued pension interests have not been entrenched in the Interim Constitution because of an underfunding of the GSPF by about 45 percent.

The PSA warns that if there is a substantial change in the GSPF, it could have dire results for officials. A future government is not expected to violate pension rights and interests of officials because, says the PSA, the GSPF forms an important pension-provision basis for future members of the civil service.

Lower echelons back top brass's pay hikes

PRETORIA — The Public Servants' Association (PSA) yesterday strongly supported the 20% salary hikes received by some senior public servants, saying they merely rectified disparities created since 1990.

PSA GM Hans Olivier said the salary adjustments followed the recommendations of independent consultants who had compared salaries of the public service and private sector management echelons. The increases had been agreed on at last year's salary negotiations attended by trade unions and staff associations.

Disparities in the salaries paid to some

BINDON 25/1/98
STEPHANE BOTHMA

departments' directors and directors-general had been created by a lack of funds and government policy. Thirty-seven directors-general and about 1 941 directors, chief directors and deputy chief directors received increases of up to 20% in December as part of the agreed restructuring process, Olivier said. However, some directors and chief directors had received no increase and some received only 1%-2%.

Even after the adjustments, private sector salaries were still about 100% more.

While a director-general received only R266 000 a year, his counterpart in the private sector earned R540 000.

Although the PSA did not represent the management echelon, the association and other structures representing public servants had been involved in the salary increase talks. "An amount of R850m was set aside for salary restructuring throughout the public service... the increases for the top echelon came from this (250)

The Commission for Administration defended the increases as an attempt to eliminate "unjustifiable disparities" (250)

DP joins

Sowetan

in row

25/1/94

THE Democratic Party has joined the African National Congress in slamming the multi-million rand payout to top public servants

The Commission for Administration decision to grant pay rises of up to 20 percent for 37 directors-general of State departments was described as "outrageous" by DP public service spokesman Mr Roger Burrows yesterday

The commission has also awarded 1 950 directors, chief directors and deputy chief directors rises of between 17 and 18 percent (250) (~~350~~)

Govt defends pay hikes

BY KAIZER NYATSUMBA
POLITICAL CORRESPONDENT

The Government has stoutly defended its recent salary increases of up to 20 percent for top public servants, arguing that the increases were necessary to address structural pay disparities for people in senior positions.

Education and Training Minister Sam de Beer, also responsible for the Office of the Commission for Administration, said yesterday that the salary reviews had been initiated by the Public Servants' Association (PSA) and not by the Government.

He said it was a pity that attempts had been made to discredit the management echelons of the public service.

De Beer said minimum salaries in the civil service had increased by 251 percent since President de Klerk took over in 1989, but during the same period the salaries

250
923

HUGE rise in salaries of top civil servants is justified, says Sam de Beer

of directors-general — not including the recent 20 percent increase — had increased by a mere 33 percent.

The hike increased directors' salaries from a minimum of R108 000 a year to R126 000, and that of chief directors from a minimum of R126 000 to R148 000. The highest increase went to deputy directors-general, who would now get R266 000 a year.

PSA deputy general manager Casper van Rensburg confirmed that the PSA had been instrumental in negotiating improvements in the salaries of top civil servants to remove "unjustifiable disparities". He said not all directors and chief directors had received the increases.

WEDNESDAY, January 26 1994

TEC halts public service pay hikes

B/D ay 21/1/94

PRETORIA — The TEC yesterday announced a moratorium on the implementation of salary increases for senior public servants. (250) (33)

The increases, up to 20% for the most senior officials, were allegedly aimed at putting top bureaucrats in line for more comfortable pensions and gratuities after retirement.

The TEC agreed that no increases should be implemented until its finance subcommittee had considered the matter and reported back to the TEC next week.

But government TEC representative Fanie van der Merwe said the moratorium could have the effect that no salaries would be paid to the public service.

Van der Merwe, who was absent from the council chamber when the vote to suspend the increases was taken, said some of the increases could have been put into effect towards the end of last year and this could complicate new decisions.

NP TEC representative Leon Wessels said the decision was based on few facts other than those gleaned from newspaper reports. He urged the council to gather all the relevant information.

Aside from government and the NP, the other 17 parties represented on the TEC

ADRIAN HADLAND

voted in favour of imposing the suspension. TEC chairman Zam Titus said the council did not intend denying public servants their increases but wanted only to investigate the matter.

"Salaries will be paid out but the increases must be halted until the subcommittee has had the opportunity to look at them."

STEPHANE BOTHMA reports that Sam de Beer, the Minister responsible for the Office of the Commission for Administration, said the salary hike was the result of extensive negotiations with employee organisations in accordance with the new Public Service Labour Relations Act.

He denied that the increases were aimed at ensuring good retrenchment packages for public servants who would not be employed by the post-election government.

"The public service is not coming to an end on May 1," De Beer said, adding that the new government would prefer to keep public service structures in place to ensure the continuation of an effective administration.

The improvement plan was a package, spread for implementation purposes from November 1 1993 to April 1 1994.

PSA fights for increases

Sowetan 27/1/94

By Donwald Pressly
Political Staff

THE largely white Public Service Association and the nonracial Public Service League have both questioned the Transitional Executive Council's decision to suspend salary hikes for top public servants

But the National Education, Health and Allied Workers' Union has welcomed it saying it was wrong to give poorer paid public servants low increases when highly paid ones got big

increases PSA general manager Mr Hans Olivier said the decision to give top bureaucrats — including directors-general of State departments — up to 20 percent increases was the result of salary negotiations with 11 unions and staff associations (250) (354)

Agreement had been reached in terms of the Public Servants Act 102 of 1993

Only two staff organisations, the PSL and Nehawu, opposed the agreement — which included a 5,6 percent hike for rank and file public servants

Olivier said if anything was being done to jeopardise that agreement, the

PSA would have to consider remedies, including legal action

Nehawu secretary-general Mr Phillip Dexter said the TEC decision would give everyone time to reconsider the position of public servants

PSL media spokesman Mr Derrick Apollis said while his league had opposed the agreement, they did not oppose the hikes for top bureaucrats who had fallen behind in salary hikes in recent years

They had, together with Nehawu, opposed the agreement on the grounds that a 5,6 percent hike was inadequate

Why the secrecy?

As a rule of thumb, say actuaries, the liabilities of a private-sector pension fund are about eight times the salary of a long-serving employee at retirement. Based on this formula, the recent round of pay increases, worth an estimated R25m, to the country's top civil servants, will have added about R200m to the liabilities of the State pension fund (250) (354)

This is not a significant sum, given the existing deficit of R28bn in the government service pension fund, but it is a reminder of how that deficit arose in the first place. Before September 1987, civil servants were allowed to buy back service they didn't give, at a rate calculated on their starting salary (often at the age of 16), while pension payouts were based on salary at retirement.

This was exposed by Andreas Wassenaar in his book *En Route to Fairyland*

Should they retire in April, the beneficiaries of the latest increases will be getting a substantially bigger monthly payment than would have been the case, if the increase had been only the 8% or so awarded on average, in November to special classes or occupa-



cut - dpe

ECONOMY & FINANCE

FM 28/1/94
tions in the service. But their own higher contributions to the fund would have been made only for a few months (250) (354)

Of course, there could be a legitimate case for the increases. The Commission for Administration argues that, in the past five years, minimum remuneration in the public service has increased more than 250% but salaries of the top level of the management echelon rose only 35%.

Certainly key people in the administration should be paid their money's worth. If the salaries offered by government departments are way out of line with those in the private sector, then clearly the quality of work delivered will be inferior.

But, if SA's directors-general, chief directors, directors and deputy directors deserved an increase substantially greater than the increases awarded the rest of the public service, the adjustments made on December 1 should not have been in secret. If they were justifiable they should have been announced publically before the event.

The information was reluctantly provided, in response to a request from the *Sunday Times*, that senior civil servants have received increases of up to 20% — at a time when inflation is running at less than 10% and falling. The inference is that the adjustments would not stand up to public scrutiny.

There is nothing unusual about the secrecy. DP MP Roger Burrows explains that traditionally the year-end adjustments, which affect either a class of government worker or an occupation group, are not published. This practice was unfortunate in the past but in the present situation, in the run-up to a new dispensation, with constant demands from those outside of government for transparency within it, this management style is totally unacceptable. ■

FM 28/1/94

THE CIVIL SERVICE

One last splurge

There will be those who will try to defend the secret 20% salary increase for top civil servants on the grounds that, under a new government, their tenure will be increasingly insecure. In other words, the top *apparatchiks* are being given extra money before the ANC kicks them out.

Despite the public indignation of at least one Democratic Party spokesman, few parliamentarians will be able to argue against this increase for the loyal servants of apartheid. For MPs have gone as far as they can to do a similar deal for themselves. They, of course, have made use of their pension fund benefits.

Just before Christmas we pointed out that MPs had voted R550m for this purpose from the Exchequer, with top-up payments to follow — and they increased the benefits from the fund far beyond those that prevail in the private sector. In effect, they were attempting to isolate their pensions from what they feared might be the depredations of an ANC government if their pensions had to be voted annually in parliament.

The *FM* remarked at the time that the debate in parliament was characterised by MPs telling one another how hard they worked and how much they deserved their pensions and tax-free lump sum payments. There was extraordinary unanimity from all sides and shades of political opinion. We did not expect otherwise.

Can anyone blame civil servants for trying to emulate their political masters, especially those in the ruling party whom they have served so assiduously? And, indeed, they all have good reason to be afraid of a new government.

No doubt there are civil servants who will remember what happened in the early Fifties, when the Nats took over and tried to turn this country into an Afrikaans-speaking and National Party-serving land.

Able and experienced English-speaking administrators, conspicuous by their honesty, disappeared overnight. Those who could not be dismissed immediately were retired on fictitious grounds of poor health or persecuted and demeaned by an Afrikaans language *toets*.

This time around, the Afrikaans-speaking Nats in key civil service jobs may not have been the ones who conceived the rigours of apartheid — but many of them implemented the harsh, preposterous and self-serving objectives of their superior *broeders*.

The levels of corruption and incompetence reached depths that would in the period 1910-1950 have been thought impossible. The ends, all too often, justified and corrupted the means.

(250)

There are plenty of examples, but the two most notorious were the Department of Information and the Department of Education & Training. Neither the police nor the officials at Bantu Affairs were known for a tradition of honest and impartial public service.

Yet there are some civil servants who believe they will survive a new government, at least until they can claim a generous pension. Their skills and experience, they believe, are too valuable, especially in the realms of finance, tax and the diplomatic service.

That, we are afraid, is no more than self-delusion, if not conceit. Most will be replaced far faster than they expect — and probably by those no worse equipped than the public servants who took over so swiftly in the early Fifties with such authoritarian zeal.

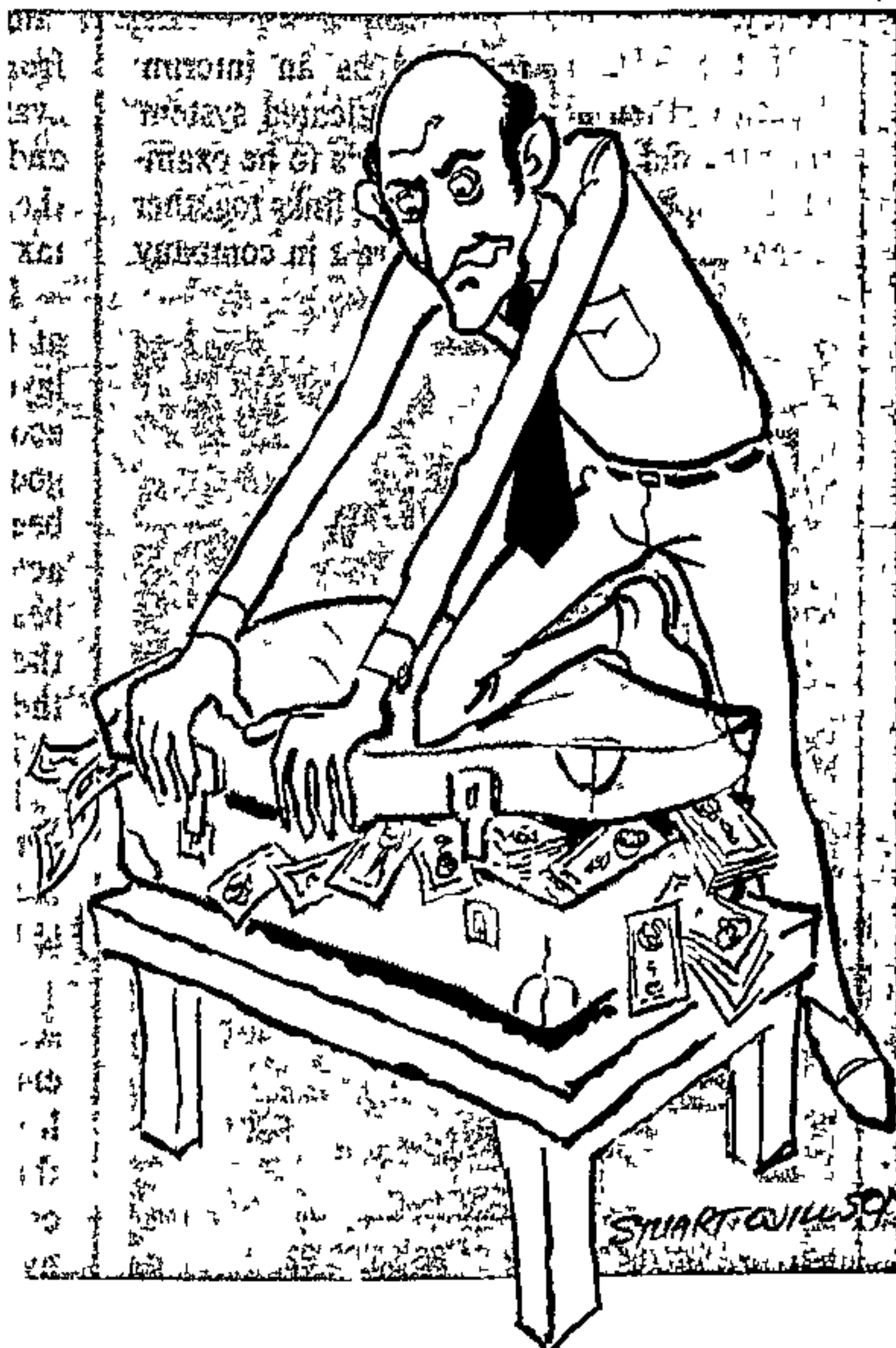
About three years ago, at a *Cape Times* function for the Businessman of the Year in Cape Town, Anton Rupert reflected with nostalgia on the loss of the honest, Scottish administration that characterised SA's early years. In those days, public servants were few in number, respected in their communities and carried a proud tradition of service and responsibility — sometimes to eccentric lengths.

It would have been beyond the comprehension of Ministers or senior public servants at that time to contemplate an increase in benefits of the measure envisaged now, without open discussion and frank explanation.

A strong challenge facing the administration which takes office after April 27 will be to remove the contagious mendacity so characteristic of apartheid — and so evident elsewhere in post-colonial Africa — from the public service.

The only way to do this may be through what amounts to cauterisation. And, in that event, equity suggests that those public servants who have to go should be given reasonable compensation.

But the more parliamentarians and public servants attempt to put their own value on their expected loss of office, the less is the likelihood that it will find approval within a wider democratic government. ■



New civil service bombshell

Star 29/11/94

TAXPAYERS face a multimillion-rand squeeze to finance top salaries for a completely new corps of highly paid provincial directors-general — in spite of the controversy surrounding huge pay increases for D-Gs. DAVID BREIER reports.

CAPE TOWN — South African taxpayers are to be lumbered with a multi-million rand bill for an exploding population of provincial directors-general.

A brand new corps of about 100 provincial directors-general is due to take the place of the present four who currently do the job. (250) (350)

This could cost the provinces R30 million a year in new salaries, as each director-general is paid R266 000 yearly. Their bureaucratic support staff would cost hundreds of millions of rands more.

Urgent negotiations are currently under way between provincial officials and the Commission for Administration to find ways of limiting top-heavy bureaucracies that could mushroom in the nine new provinces after the April election. At present each of the four provinces has only one director-general.

But officials predict that the nine new provinces to be formed after the election could each have 11 or 12 directors-general to administer new powers to be devolved to the provinces — making a total of about 100 new officials, with the most senior receiving top civil service salaries.

Massive costs possible

Director-general is the highest rank in the civil service. There are at present 37 — mostly in central government — while the existing four provinces between them have four. This excludes directors-general in the 10 homelands to be incorporated into the new provinces. There are another 1 942 civil servants with the rank of director, chief director and deputy chief director, who also received pay increases of up to 20 percent last month.

The Transitional Executive Council has demanded the Government suspend these increases after a further this week.

Provincial Administration Director-General Herbert Beukes said the future nine provinces would incur "massive costs" if each of their 11 or 12 departments had its own director-general.

This would mean 99 to 108 provincial directors-generals instead of the present four — in addition to those in central government, he said.

"We are working with the Commission for Administration on this, but it still has to be worked

● TO PAGE 2.

Star 29/11/94 Salaries

● FROM PAGE 1.

out. We are looking at a rationalisation approach to prevent department heads mushrooming," Beukes said. (250)

He said this could entail clusters of departments whose interests coincided falling under a director-general. (350)

This would mean each province could make do with three or four directors-general instead of 11 or 12.

Beukes said it would be impossible for each

province to have only one director-general, as was the case with the present four provinces.

Major new powers granted to the new provinces would increase their workload beyond the capacity of a single director-general.

The newly-formed provinces will gain a number of new functions such as police, agriculture, casinos, environment, housing, public transport, tourism, trade, industrial promotion and welfare.

In addition, traditional provincial functions of education and health are due to be expanded.

TEC set to back down on salary increases

B/Say 2/2/94

ADRIAN HADLAND

PRETORIA — The TEC is set to back down on its demand for a moratorium on public servants' wage increases.

The TEC's finance subcouncil reported yesterday that the increases of up to 20% for some senior officials had been awarded "according to pre-defined salary structures and policy".

After meeting Administration Minister Sam de Beer, the Commission for Administration, the 10 public service trade unions and other parties, the subcouncil said wage negotiations had been conducted in accor-

dance with the Public Service Labour Relations Act. (250) (334)

There had been no unilateral decisions by government, nor had the increases been initiated by government or management echelon officials, the subcouncil said.

The salary improvements had been "the result of intensive and extensive negotiations with employee organisations".

The improvement plan was a package, spread for implementation purposes from

November 1 1993 to April 1 1994, and was subject to strict financial guidelines.

The general salary increase for public servants for 1993/94 was 6,9%, which represented only a modest improvement.

"The increases for senior officials might appear relatively large, but the adjustments were effected from levels which lagged far behind pay rates for comparable responsibilities in the private sector."

The TEC is likely to support the subcouncil's views at its full meeting next week and lift its moratorium.

No one in to collect rent

51 Day 2/2/94

THEO RAWANA

THE eagerly awaited end to the 10-year rent boycott did not materialise in greater Soweto yesterday because residents who went to pay found the municipal offices deserted — the entire work force was striking over pay.

SA Municipal Workers' Union (Samwu) members employed by Diepmeadow city council were in the third week of a strike while Soweto and Dobsonville workers began theirs yesterday.

The three councils owed staff about R25,4m because of the councils' failure to implement increases promised during the past two years, according to Samwu.

Witwatersrand Metropolitan Chamber CE Vic Milne said yesterday the breakdown of arrears was. Diepmeadow R21,6m, Dobsonville R825 000 and Soweto R3m.

He said the money was available but an agreement reached in the chamber during December, to advance the money to workers, had not been signed by all 18 chamber parties.

Efforts were being made to get the parties to sign the agreement. A letter had been written to the TPA asking that the money be released.

Milne said he hoped the employees would be paid by today.

Samwu Soweto branch vice-chairman Laiti

Setlhapelo said the assembly of 2 000 strikers at Soweto city council's chambers ended with the union and council management agreeing that money owed would be paid by February 28.

The strike caused the indefinite postponement of the symbolic payment of a R45 interim flat rate by the Greater Soweto Services Committee. (250) (150)

Milne said a new date for the symbolic payments would be announced soon. (250)

The few residents who answered the call to end the boycott yesterday found township administration offices closed, with some doors bearing messages saying that staff would be back later.

Some residents did not even know the boycott was over, indicating that the call had been poorly communicated in some areas.

President F W de Klerk and ANC leader Nelson Mandela last month signed an agreement heralding the end of the boycott, which had accumulated a R1,8bn debt nationally.

The agreement was also meant to usher in a programme to upgrade black municipal facilities and install multiracial local government.

Charles goes walkabout in western Oz



Prince of the Outback . . . Prince Charles visited the remote area of Deep Gorge, in the far north of Western Australia, yesterday to see Aboriginal carvings. PICTURE AP

Maritzburg — The Sunday Star's retrenchment offer fell far short of its obligation to the SA Union of Journalists members who were being retrenched, SAUJ president Yvonne Grimbeek said yesterday.

This was particularly so "considering that Sunday Star's closure can also be attributed to a

host of poor management decisions", Grimbeek said.

The offer was the barest minimum: one week per year of service, a month's notice and one month *ex gratia* payment.

Argus management has rejected the SAUJ's demand for an improved package, to the dismay of the affected members.

"There are strong signs of mismanagement, one being that

the paper made losses of R22 million before it closed," said Grimbeek.

The SAUJ would discuss future action, including obtaining legal advice.

The general manager of The Star, Graeme King, today declined to comment on the SAUJ allegations. — Sapa.

Paper 'mismanaged'

Star 2/2/94

Municipal workers end

wage strike

Star 2/2/94

BY MOKONE MOLETE
SOWETO BUREAU

A strike by Soweto City Council workers ended yesterday after management had promised to pay outstanding wages at the end of the month.

The agreement, made on the day the seven-year rent boycott ended, was struck after council workers had heckled and booed senior council staff at a meeting.

However, at midday the council and the South African Municipal Workers' Union met and agreed that:

■ The council will pay wage arrears dating between July last year and January this year at the end of the month.

■ A moratorium on rationalisation. This means no council employee will be victimised for taking part in a strike while the moratorium is in effect.

Workers from all three Greater Soweto councils will meet at the Orlando Stadium on Sunday to discuss recent developments (250).

Meanwhile, Metropolitan Chamber chief executive Vic Milne said "major progress" had been made in negotiating for the TPA to provide funding to cover the debts of the three Soweto councils to their workers.

Strikes hit Soweto

Sowetan 21/2/94

By Joshua Raboroko

■ BETTER PAY Council workers

MORE THAN 2 500 Soweto Council employees joined their Diepmeadow Council colleagues yesterday when they downed tools in support of a demand for better pay

Meanwhile, a strike by 2 500 Diepmeadow Council employees entered its 16th day yesterday

The new development came as officials of both councils expected thousands of residents to flock to their offices to pay rent after an eight-year boycott of service charges

demand "overdue pay" rises:

The workers, most of them members of the South African Municipal Workers Union, demand that the two councils grant them "overdue pay" rises retrospective to 1988, a 7,5 percent increase for 1993/94 and an additional 10 percent for non-graded staff.

There were fears yesterday that essential services such as refuse removal and sewage disposal would collapse as throngs of chanting workers gathered at the headquarters of the two

municipalities at Jabulani Civic Centre and New Canada. (250)

Soweto town clerk Mr Louis Geldenhuys told the workers at a meeting that the council would pay them the increases they were supposed to have received from 1988 immediately. (250)

Samwu's (Soweto) vice-chairman Mr Lati Sethlapelo confirmed the council had agreed to meet most of the workers' demands

Star 2/2/94

Civil service pay rises 'okay'

■ POLITICAL CORRESPONDENT

The Transitional Executive Council sub-council on finance submitted a report to the TEC yesterday stating that the proposed increases for senior civil servants were accountable and that strict financial discipline had been applied in the process.

The TEC decided last week to freeze the increases pending an investigation by the finance sub-

council.

The report said: "The increases for senior officials might appear relatively large, but the adjustments were effected from levels which lagged far behind pay rates for comparable responsibilities in the private sector. (250) ~~(254)~~

"Even after the adjustments, pay levels were still substantially below those of the private sector."

tor."

The TEC increased its pressure on KwaZulu and Ciskei yesterday.

The country's first representative body is taking legal action against KwaZulu Police Commissioner Lieutenant-General Roy Doring for refusing to co-operate.

TEC chairman Pravin Gordhan said court papers were to be served on Doring yesterday.

is-
ce
le-
n-
c-
ty

New turn in row over public service pay rises

Friday 3/2/94

PRETORIA — A TEC finance subcouncil document released this week, which showed support for recent increases awarded to public servants, was made public prematurely, said ANC delegate on the subcouncil Tito Mboweni yesterday.

It was not the subcouncil's final decision, he said.

Speaking in his personal capacity, Mboweni said consensus had not been reached within the subcouncil, as further technical investigations into the matter were still being considered.

The document indicated the salary improvements, particularly the 20% granted to some senior civil servants, had been awarded "according to a predefined salary structure and policy".

It said the increases, which had been the result of extensive negotiations, fell within the ambit of the Public Service Labour Relations Act and formed part of a package spread for implementation purposes from November last year to April 1 1994.

Mboweni said the document was an initial draft prepared by government representative on the subcouncil Theo Alant and had been released in error.

Meanwhile, the Commission for Administration announced that almost 100 senior public service posts were vacant. This figure excluded vacant senior posts in the

ADRIAN HADLAND

administrations of the TBVC and self-governing territories.

One of the tasks of the finance subcouncil is to approve the appointments of senior public servants. (SAP) (250)

The commission said the vacant posts included 73 directors, 22 chief directors, three deputy directors-general and one director-general.

The total management echelon of the public service is about 2 000 officials.

Meanwhile, in Venda, public servants embarked on a sit-in yesterday.

The action was decided on at a mass meeting in Thohoyandou after it was reported that only R100 000 of R40m owed by a number of senior public servants, including former head of state Brig Gabriel Ramushwana and newly appointed head of state Maj-Gen Gerson Ramabulana, had been repaid.

It was reported only six of more than 500 public servants who owed the fund thousands of rands had repaid the money.

At the meeting, Civil Servants' Coalition Committee chairman Alidzulwi Muvhango said letters of demand had been sent to those who owed money.

The sit-in would continue until the money was refunded.

a
EC
or
EC
ch
the
aw
res
ng
its
on
on-
of
er,
rt's
bb
on-
ing
ed,
be
int

TEC denies approving pay increases

Star 312/94

The Government's salary increases of up to 20 percent for top civil servants have not been approved by the Transitional Executive Council's subcouncil on finance, according to ANC deputy economic planning head Tito

Mboweni.

A member of the finance subcouncil, Mboweni yesterday said press reports giving the impression that there was consensus in the subcouncil on the salary increases were incorrect

The truth, he said, was that the subcouncil had discussed the issue on which some council members held "certain views". Further discussions were still going to take place. — Political Correspondent.

(250)

Soweto workers may receive overdue pay

Biday #12/94

THEO RAWANA

GREATER Soweto municipal workers look set to receive their R26m in overdue salary payments at the end of this month after dissenting parties hinted they would sign a document to release the funds. 4/2/94

Parties in the Soweto Crisis Committee (SCC) had been embroiled in dispute over the signing of the Greater Soweto services crisis agreement, which government insisted had to be done before it would advance money owed to Diepsmeadow and Dobsonville.

ANC-SACP alliance members said they would not sign until they were assured the money would be paid this week. (2/5)

Central Witwatersrand Metropolitan Chamber CE

Vic Milne said a meeting yesterday had resolved that parties who had not signed the accord would do so at a meeting with the director-general of local government affairs in Pretoria "if they were satisfied that the workers would be paid at the end of the month".

Milne said a new claim from Soweto employees that they were owed money from as far back as 1988 would be discussed later.

Soweto Civic Association executive member Mohapi Thabedi said all the workers had resumed work and service payments were proceeding smoothly in the townships. (254) (250)

Efforts to pay debt to workers

Star 4/2/94

■ METRO STAFF

Urgent efforts will be made to secure speedy payment of the multimillion-rand debt to Greater Soweto's municipal workers when Services Crisis Committee delegates meet top officials of the Province and Department of Local Government in Pretoria today.

ANC and SA Communist Party representatives have made it clear that they will sign the Greater Soweto Services Crisis Agreement only if they are satisfied with the outcome of the meeting. (250) (3/4)

These organisations are particularly concerned that the Government should not delay in effecting payment and that all substantiated amounts owing to council workers in Diepmeadow, Dobsonville and Soweto should be covered by the grant.

Municipal workers in Greater Soweto have engaged in industrial action because of the failure of the authorities to pay.

There are grave fears that this heated issue could undermine the implementation of the Services Crisis Agreement, which binds parties to end the tariff boycott.

By VICTOR KHUPISO

TOWNSHIP residents this week began heeding ANC president Nelson Mandela's call to end their rent boycott — but some were hampered by striking office workers.

At Soweto's Orlando East rent office, residents were happy to pay their rent for the first time in nearly a decade.

Among them was Mrs Sophie Ngwenya, who has lived with a "terrible stench" from her broken toilet for four years.

"Now I am optimistic it will be repaired," she said.

But at Diepkloof, a dejected group gathered outside the office left de-

Boycott 'goes on' with shut rent offices

S. Times 6/2/94
serted by striking workers.

Reef township residents have lived under appalling conditions since the boycott began in 1985.

Cash-strapped councils failed to fix blocked drainpipes and sewage spilled into the streets.

Some Transvaal Provincial Administration workers were retrenched because councils could no longer pay their salaries.

A clerk at the Orlando East rent office said people had flocked to pay rent and service charges this week.

Mr Solomon Ngcayiya, of Naledi Extension, was happy to be the first to pay in his area: "I paid on the first day in February. I'm tired of living with a leaking roof."

The chief executive for the Witwatersrand Metropolitan Chamber, Mr Vic Milne, said negotiations were continuing to end the strike by members of the Municipal Workers Union. (250) (150)

Mr Milne hoped a settlement would be reached this week.

He could not say how many residents had paid rent this week.

"But from what I've heard, I'm very pleased," he added. (127)

B1504 15/2/84

Township clean-up marks end of strike

A BIG township clean-up campaign marked the end of Diepmeadow city council workers' two-month strike over unimplemented pay increases, acting town clerk Dave Mabalane said yesterday.

When the strike ended on Friday the parties decided that the first task would be an "all-hands-on-deck" campaign to clean up the refuse built up over the period.

Diepkloof was tackled yesterday and Meadowlands would be handled today.

THEO RAWANA

Central Witwatersrand Metropolitan Chamber Vic Milne said the success of the greater Soweto services crisis agreement, which was signed in December, depended to a large degree on a visible improvement in services. Greater Soweto city manager Howard Veale was still working out what services the municipalities of Johannesburg and Roodepoort should provide.

Strike delays land probe

SOWETO 15/2/94

By Joshua Raboroko

THE commission of inquiry into irregularities in land transactions in Diepmeadow, Soweto, has been delayed because of the strike by municipal workers

The commission was supposed to sit this month to gather information, according to an official of the commission, Mr Van Gend Botha

The wage strike by 1 200 Diepmeadow workers ended last Friday

Botha said people had made sworn statements regarding the land transactions, but it had been difficult to get more information from the Diepmeadow Council offices because of the strike

The commission, appointed by the Transvaal Provincial Administration last November, will now sit early next month and hopes to present its findings to the TPA executive committee by mid-March (250)

The appointment of the commission follows complaints by residents

that they had been promised homes by developers who claimed to have obtained council land

Property developers have allegedly ripped off hundreds of prospective home buyers after undertaking to build them homes on "promised land" in Diepmeadow and then disappearing with the deposit (250)

Irregularities can be reported to Mr Van Gend Botha, at (011) 498-5132

They can also be reported to (016) 71-2982, or Victoria Mokone at (011) 474-2763 or (011) 474-1510

Showing Soweto residents that they really do care

Star 16/2/94

Council workers clean up their act

DIEPKLOOF and Meadowlands experience a sudden flurry of lawn-mowing and rubbish removal

■ BY MOKONE MOLETE
SOWETO BUREAU

Diepmeadow council workers have ended four weeks of toyi-toying and fighting management with a gift with a difference for residents: a clean-up campaign in the townships of Diepkloof and Meadowlands.

At the best of times, rubbish is collected erratically in Soweto and after a month without services, the area was in desperate need of a "spring clean".

Touring the streets of Meadowlands yesterday, Maurice Mbonami of the council's public relations department said workers from all departments felt that the least they could do was to show that they cared.

And a platoon of office workers, clerks, cleaners, managers — in fact everybody who could be roped in — took to the streets. Pens were exchanged for shovels, suits for overalls.

There was one snag, though, not enough tools. The council provided front-end loaders, trucks, lawnmowers, tipper lorries and refuse bags (some of which doubled as aprons).

In Zone 4 we found a group

resting under trees, waiting for the refuse truck to collect the rubbish the workers had neatly piled up in an open field.

"Where are the tools?" one called out. "We could have finished a long time ago if we had enough tools" (250) (250)

Near the Zone 3 shops, the clean-up was complete and the group was considering moving to another area.

At the Meadowlands Cultural Centre two refuse trucks and a lorry were leaving with their cargo of rubbish.

Mbonami explained that the aim was not to clean up the whole of Diepkloof and Meadowlands, but to show residents that workers have pride in the townships.

"In Diepkloof we cleaned what we thought were the dirtiest areas. We aim to do the same here. The spirit is one of commitment," he added.



After the toyi-toyi . . . Diepmeadow council workers take to the streets for a "spring clean". PICTURE PETER MOGAKI

NEWS

Union wants Govt or TEC to help end hospital crisis

Star 22/2/94

BY JOVIAL RANTAO
LABOUR CORRESPONDENT

The National Education, Health and Allied Workers' Union (Nehawu) has called for the Government's or the Transitional Executive Council's intervention to resolve the hospital crisis, which it says threatens to develop into a national strike.

Nehawu general secretary Neal Thobejane said the crisis needed a political solution.

Only the Government or TEC could declare a wage increase agreement — which Nehawu is unhappy about — null and void.

Then wage negotiations could be reopened.

Thobejane said the agreement, which allows a 3,4 percent increase to lowly paid workers and a 20 percent increase for high earners, was biased against its members, the majority of whom earned "starvation wages".

Nehawu warned that there would be confrontation unless

the politicians intervened and reversed the decision to increase salaries.

Thobejane pointed out that his union objected to the salary increases but had been outvoted by other staff associations.

He said that if all negotiation avenues failed, workers in all State departments would embark on a national strike that was bound to cripple the civil service. (25) (254)

"Our members have legitimate demands. These increases cannot be justified morally or otherwise. They're biased against our members," Thobejane said.

In its response, the TPA's Commission for Administration urged Nehawu and other parties to respect principles in the Public Service Labour Relations Act of 1993. (260)

"It enshrines certain principles regarding employer-employee relations and provides certain mechanisms to deal with disputes."

Soweto workers down tools over wages

23/2/94
ERICA JANKOWITZ

ABOUT 2 600 Soweto municipal workers yesterday downed tools to negotiate a date by which their outstanding wages would be paid to them, an SA Municipal Workers' Union spokesman said.

And as management did not respond to worker demands, the non-performance of duties would continue today and indefinitely until the issue was resolved, he added.

He stressed the workers were not on strike, but merely sought an

agreed date by which their money, outstanding since 1990, would be paid. Thereafter, the question of the rent boycott could be addressed.

The workers tried to meet Howard Veale, appointed township manager by the Metropolitan Chamber, to put their demands to him.

The spokesman said Diepmeadow workers had been paid, but not Soweto workers, leading to widespread dissatisfaction.

Pensioners in limbo as strike continues

Soweto 1/3/94

By Russel Molefe and Kenosi Modisane

GRAVE PROBLEM Council workers

demand R35 million in wage arrears:

STRIKING Soweto Council workers yesterday threatened not to co-operate with the authorities when they pay out pensions to the aged today.

All the council's offices, some temporarily used by the Transvaal Provincial Administration officials during payouts, have been locked by the strikers who are keeping the keys.

The 2 800 council workers vowed to continue with the work stoppage until they were paid their backdated wages.

The strike has also affected emergency services, clinics, cemeteries and the traffic department

At a media briefing yesterday, South African Municipal Workers' Union vice-chairman Mr. Lite Sehlapelo said the union had lost contact with management

He said council officials "deserted" their Jabulani headquarters last Tuesday — the day

the strike started

"We wish to resolve this matter speedily. But because of the absence of management, the strike could go on for sometime," Sehlapelo said.

He expressed concern over the lack of control at graveyards as no records of the grave numbers were being kept, since all grave diggers were also on strike. (250) (152) (354)

The workers marched through the township yesterday to highlight their demands and seek support of the community.

They demand that they be paid a total of R35 million in wage arrears dating back to 1988. Numerous efforts to trace senior council officials for comment were fruitless

Meanwhile, a Lenasia undertaker said he had been inundated with demands for refunds by bereaved families who were forced to dig graves

themselves in the wake of the strike at the weekend

Mr Tony Guinness of City Funerals said he had been approached by several families who demanded that he refund them the R120 grave fee he included in the burial package

He said families had to get their own people to dig graves at the weekend

"This led to undertakers fighting for graves. There are no grave numbers and in future people will have problems in identifying graves of their relatives," he added

A spokesman for the National African Undertakers Association expressed "fears of more troubles if the strike is not resolved before the weekend"

"We have had to deal with serious problems of graves the past weekend and I hope not to see a repeat of that," he added.

Aged go hungry in the wake of strike

Sowetan 2/3/94

By Russel Molefe

SOWETO pensioners yesterday returned to their homes empty-handed after they found council offices where they normally receive their pensions locked. (152)

Transvaal Provincial Administration officials were also not there to pay out the pension grants (250)

Pension payout points at council offices throughout the township had been locked by the TPA since last Tuesday when about 2 800 Soweto Council workers went on strike (300)

The workers downed tools in support of a demand that R35 million in wage arrears dating back to 1988 be paid to them.

Hundreds of pensioners, some in wheelchairs, waited for hours at the payout points in the hope they would be paid their pensions.

Some of the pensioners said they were aware that council workers were on strike but did not know this would affect their pensions.

Most said they would return to the payout points today in the hope the offices would be open.

A TPA official, a Mrs Van der Merwe, said the strikers had intimidated officials who had come to pay out the pensions yesterday. She said arrangements were being made to use police stations as temporary payout points.

"I cannot, however, give assurances at this stage on when the pensions would be paid out," she said.

The vice-chairman of the South African Municipal Workers' Union, Mr Lite Sehlapelo, said the TPA had told the union it had made alternative arrangements to pay out the pensions.

He said a meeting between Soweto Council officials and the union had been arranged to take place this week in an attempt to break the impasse.

Meanwhile, services in Soweto have virtually collapsed because of the strike. Water is running in the streets from burst sewerage pipes and most robots are out of order as traffic officers are also on strike.

Workers defy court order • Residents march on police station

CRISIS IN SERVICES LOOMS WORKERS'

Sowetian 8/3/94

STRIKE Soweto

Services Agreement in

'serious jeopardy':

By Joshua Raboroko

THE Greater Soweto Services Crisis Agreement is "in serious jeopardy" following the two-week-long strike by municipal workers

A Soweto Council spokesman said the agreement would be 'irreparably prejudiced' if the strike continued. This would result in a service charges boycott and the entire breakdown of services.

Disruption of services, such as blocked sewerage and water supply networks, old age and other pension payments and the threatening of contract workers could lead to "major catastrophe" (250) (800) (150)

Numerous diseases, such as cholera, could also become endemic in the area, a Soweto Council spokesman said yesterday.

Yesterday, the municipal workers continued their strike, defying a Rand Supreme Court interdict declaring their action illegal. The workers are demanding wages apparently owed them since 1988.

The council spokesman said an urgent meeting between the council and a delegation of the South African Municipal Workers Union (Samwu) would be held today to discuss the crisis.

The extent of the crisis is detailed in an urgent Rand Supreme Court application filed by the council last Friday. The council was granted an interim interdict declaring the strike illegal.

The interdict also restrained workers from obstructing, harassing, threatening or intimidating non-striking staff, agents or members of the public.

The council's affidavit before the court referred to the killing last Thursday of an auditor, Mr Winston Lebenya, who was helping to calculate the arrear wage demands. He was shot dead in front of his wife at their child's creche.

The council said it appeared that the union and strikers "are bent upon creating a situation of near anarchy in Greater Soweto in an attempt to hold the council to ransom and to exhort undue benefits".

"It further appears to be of no consequence to Samwu and the striking workers that innocent parties are, in the process of their unlawful conduct, made to suffer dire hardship," the council said.

As a result of threats, a number of contractors have ceased operations and withdrawn workers from the area.

The council said the virtual total disruption of its offices and the extent of the crisis became apparent last Thursday when reports from contractors came to their attention.

TPA 'not liable' for Soweto wage arrears

B/Say 14/3/94

THEO RAWANA

THE dispute over unpaid wage increases was a matter between the Soweto City Council and its workers, and the Transvaal Provincial Administration (TPA) could not be held responsible for money owed to employees, Transvaal MEC for local government Piet Coetzer has said.

Coetzer was responding on Friday to allegations that the strike by about 2 500 Soweto workers had been caused by both the TPA and the council reneging on pay-rise pledges dating back to 1988, which had built up into a R35m backlog.

About 400 workers caused a Soweto Services Crisis Committee meeting to be abandoned last Wednesday

when they occupied the Johannesburg council chamber, demanding payment. (354) (250)

Coetzer said the TPA had complied with undertakings by the Greater Soweto Services Crisis Agreement and had made available a kick-start of R32m and advances on grants to enable Soweto and Diepsmeadow to implement the accord.

"The dispute about unpaid increases in wages is a matter between the Soweto Council and the workers. Negotiations between the parties are in progress," the TPA said.

The TPA had taken a leading part,

along with representatives of all role-players in greater Soweto, in reaching agreement to end the service charges boycott and to improve services. (250)

"I would like to make a call on the parties involved to spare no effort in reaching a settlement and in bettering the chances of success for the Soweto agreement," Coetzer said.

Soweto council officials could not be reached for comment.

SA Municipal Workers' Union spokesman Andrew Mkoenane said a team set up by the crisis committee to look into the backlog and work out the exact amount owed would report back today.

Municipal strikes still unresolved

Sowetan

16/3/94

Sowetan Reporters

■ SERVICES CRISES New

forum mooted to settle disputes:

THE African National Congress' PWV region and civic associations are to ask the Transitional Executive Council today to help in resolving the services crises in Soweto and Alexandra.

They said yesterday that steps should be taken urgently to establish the metropolitan negotiating forum provided for in the Local Government Transition Act because that was the only body that could solve the crises.

The groups said after a meeting yesterday that the Transvaal Provincial Administration and the Central Witwatersrand Metropolitan Chamber were incapable of resolving the problems in the two areas.

The decision came after a meeting between the chairman of the CWMC,

Dr Frederick van Zyl Slabbert, and trade unionists was disrupted by workers (250) (200)

Slabbert said those who wished to undermine the chamber and its attempts to play a constructive role in local government might succeed, but would inherit a "political whirlwind of unresolved issues" (120)

The parties met to discuss efforts to prevent the collapse of services in Soweto and Alexandra in the wake of strikes by municipal workers.

The Soweto strike resulted from claims by municipal workers that they are owed monies since 1988. In Alexandra workers went on strike last Friday claiming they are owed pay for

last July.

A spokesman for the Alexandra workers said yesterday the strike would continue until the Randburg Town Council had addressed their grievances.

The strikers include road workers, water works workers and personnel officers. Ambulance, traffic and cemetery workers were still working yesterday.

Randburg Council member Mr Gary Cooney said an urgent meeting was planned to discuss the dispute. He hoped the Central Witwatersrand Metropolitan Chamber would also become involved in the dispute.

NEWS Working groups to speed up payments.

Soweto services strike suspended

Sowetan 18/3/94

By Ike Motsapi

TEC PROMISE R32 million in back pay for council workers:

THE strike by about 2 050 Soweto Council employees is over and workers are to resume duties on Monday

Workers went on strike in February to demand the payment of about R19,8 million allegedly owed to them since 1988. The strike was sparked by news that Diepmeadow Council workers had been paid money owing to them.

Mr Andrew Nkoanyane, general-secretary of the South African Municipal Workers' Union, which represents the workers, said yesterday that the strike was suspended after the Transitional Executive Council made an undertaking that workers would be paid money owed to them.

Samwu had approached the TEC on Wednesday as the strike, which entered its fourth week on Monday,

paralysed essential services in Soweto and surrounding areas

Nkoanyane said Samwu, the TEC and the Transvaal Provincial Administration had agreed to set up working groups that would speed up the payment of money to the workers

Undertaken

TPA spokesman Miss Hanlie Delpoort said yesterday the TPA had undertaken to make about R32 million available to the Soweto and Diepmeadow managements to implement the agreement reached between the parties

"The TPA played a leading role along with representatives of all role players in Greater Soweto to reach the

agreement to terminate the services charge boycott and to improve services in general," she said

Nkoanyane said the dispute resulted from upgradings within the Soweto Council in 1987

"Surprisingly, only top officials were paid the appropriate salaries. Workers went on strike in 1988 around this issue because the ungrading only benefited senior personnel

"As a result, several employees were dismissed and no attempts were made to resolve the problem. In 1992 the discrepancies were again highlighted to the council, which admitted it owed the workers but said it could not pay out because of lack of funds," he said

250 ~~300~~ ~~250~~

Civil servants march on Parliament, CPA

Staff Reporter

ABOUT 500 public servants marched on Parliament and the CPA yesterday threatening to bring the Cape to a standstill in a repeat of the Bophuthatswana incident if their demands were not met by today

The march was part of a national campaign to protest the 20% increase granted to directors-general, while most public servants are getting a 3,4% salary increase on April 1, he said

Protesters included workers from Tygerberg, Groote Schuur, Somerset

and Conradie hospitals as well as House of Representatives employees.

Mr Alistair Charles, regional secretary of the National Education Health and Allied Workers' Union, said the Commission for Administration was issued with an ultimatum three weeks ago and given until today to respond

Among their demands is a minimum wage of R1 300 and a 10% increase

Mr Corrie Smit, for the commission, said the demands and the state's response would be discussed during the next round of negotiations scheduled for March 28 to 31

250

~~250~~

27/18/3/94

Public service exodus

ST Times (Buss) 20/3/94

THOUSANDS of public servants are taking early retirement ahead of the change in government.

The number of vacancies in the public sector shot up 60% to 79 500 between September 1992 and September 1993, according to Central Statistical Service. Many are new jobs in provincial administrations.

Total public-sector employment, excluding the independent states, is 1,63-million. Including the independent states, the figure is 1,9-million. Hans Olivier, general manager of the Public Servants Association of SA, says "The number of public servants applying for early retirement packages has risen

"Some people will not be comfortable serving the new government. People will take any retirement package they can get. This is a good thing. It makes space for affirmative action."

By CIARAN RYAN

The normal retirement age is 65, but many public servants in their fifties are seeking early retirement packages.

The Human Sciences Research Council found a near doubling in the number of public servants taking early retirement between 1987 and 1992. The trend has accelerated in the last year, says the CSS.

The agricultural boards appear to be preparing for deregulation. Their employment dropped 20,7% to 2 179 between September 1992 and September 1993.

The biggest increase in vacancies was in provincial administrations, where the number leapt by 151% to 15 337 between September 1992 and September 1993. Vacancies in general affairs departments doubled to 27 284.

Total employment in the public sector fell by 3%, or 50 816 jobs, in the year to September 1993. There was a 0,2% decrease in employment in central government departments and provincial administrations, a 1,9% decrease in local authorities, 11,7% in public corporations and 20,7% in agricultural boards.

The average earnings of a public servant rose by 9% to R3 307 in the 12 months to September 1993. In constant 1990 prices, however, average earnings declined by 0,2% to R2 264.

Employment in the homelands increased 8,2% to 252 115 in a year. This excludes the 222 000 public servants in the four independent states, Transkei, Bophuthatswana, Venda and Ciskei.

The CSS figures show that white public servants earn 43% more on average than their black col-

leagues. The gap in 1992 was 45%. There are more whites than blacks in senior grades, which accounts for the discrepancy.

The average monthly pay of white public servants is R4 819, R2 954 for coloureds, R4 136 for Asians and R2 299 for blacks.

White employees of universities and technikons are best off, earning an average of R6 308 a month. This compares with monthly pay of R5 594 for whites in agricultural marketing boards (R1 318 for blacks) and R5 586 for whites in the Post Office and Telkom (blacks R2 664).

Their counterparts in the provincial administrations earn only R2 547 a month (blacks R1 402).

There is concern about how the public service is to be restructured into nine regional and one central government. A total of 1,2-million public servants will be involved in the restructure.

Cellular phones, not-so-free market

ST Times (Buss) 20/3/94

IF you thought independent cellular network operators would herald free-market competition in telecommunications, think again.

While operators are free to compete with each other, they are not allowed to compete with Telkom. Vodacom chief executive Alan Knott-Craig says their long-distance rates would be a third cheaper if they were free to set them at their own levels.

The cellular network operators' prices have to be accepted by the Postmaster-General who ensures Telkom will not be undercut.

Telkom's long-distance rates are among the highest in the world be-

By TERRY BETTY

cause they subsidise local calls which are around the lowest in the world.

Local calls account for about 80% of the volume, with long distance and overseas calls accounting for the balance.

MTN chief operating officer John Craggs says "Twenty percent of the volume cannot support the entire system so the money has to come from increased subsidies or by hitting the volume side of the business, which is how it is done elsewhere."

He says cross subsidisation is no longer feasible as heavy usage means equipment depreciates much faster and needs to be replaced more often. "Where it used to last around 20 years, it can be as little as seven years."

Mr Knott-Craig says even though MTN and Vodacom have been forced to set long-distance rates at a higher level, Vodacom will not use this to subsidise its local charges.

"If you start with cross-subsidisation then you cannot get out of the mess — we would rather work on lowering the long-distance rates."

Postmaster-General Ters Oosthuizen says "Balance has to be achieved in the industry because of the role Telkom plays in supplying services beyond what is economically feasible."

He says domestic users are able to benefit from cheaper local rates. Because of this the rates MTN and Vodacom published six weeks ago have been increased.

Mr Oosthuizen says the two parties have to charge the same rate until the "roaming" period ends — until the two parties start using their own networks, which is October 31 at the latest.

250

Six weeks before going to polls, how ready is the African National Congress to govern? CLAIRE ROBERTSON reports

SITING

SEATED behind grey desks on grey carpets, in soothing grey offices, where everything is a restful grey but the shoes of the men running the department, ANC officials are planning the perfect civil service.

It will be "efficient and effective"; "client oriented"; and will, most importantly, transform itself gradually into a civil service more representative of South African society.

Reality arrives in the form of a letter from a man who knows how to extract oil from the livers of sharks. He wants a job from Nelson Mandela

2013194
The new South Africa may well need another qualified shark liver oil extractor, but contrary to expectations that the ANC is gearing up to flood the civil service with thousands of its "own people" next month, Mr Mandela is not hiring.

The application goes the way of the more than 50 similar letters the ANC's human resources department receives every month to a private personnel firm.

As the day of governing nears, the ANC's election cry of "Peace, jobs, land" is being taken too literally in some quarters. Human resources projects co-ordinator Pappe Moloto is clearly irritated with the perception that an ANC government will follow the National Party, and most homeland governments, in treating the civil service as a family firm offering lifelong employment to relations.

"We will not embark on Zambianisation — the way they flooded the service with qualified and unqualified Zambians just because they were Zambians," he says.

Vigorous affirmative action will certainly characterise the civil service after April, but Mr Moloto says he is aware that "to put the streetsweeper in the surgeon's job is to invite chaos".

It was a tough task to dampen the high expectations and sort out those who wanted a job in government from those who could perform. "In a liberation movement, everyone is equal, but in government, one needs skills. We have to differentiate between loyalty and the ability to perform."

"We want the transition to be properly managed. You can have great legislation, but if we cannot manage the processes, we are delving nothing to the country."

Promising candidate civil servants have embarked on a system of apprenticeships — referred to as "attachments" in this department — in local, provincial and central government departments from Philadelphia to Harare, Delhi to Whitehall.

The system is continuing in co-operative government offices around South Africa, and the Harare-based Municipal Development Programme, independent and partly funded by the World Bank, is to run workshops through-out South Africa from next month.

In the calm, efficient ambience of the top floor of Shell House, far above the political scraps below, Mr Moloto and his colleagues have been applying their minds to the

Hopes, dreams,

and a large dose of trepidation

When Mr Mandela convened a task group to look at the administrative arm of government

"But it is not our job to train an entire civil service," says Eddie Funder, called back from the ANC mission in Australia to co-ordinate the administration of the civil service unit.

Rather, the CSU concentrated on identifying or training enough middle and senior managers to seed the present structures with people "who will act with the present civil service and direct it towards the needs of a democratic state".

Now, six weeks before it will govern the country, the ANC has 200 men and women ready to assume managerial posts in government departments, from mid-level up to director-general.

Mr Funder reckons it will take five years before the civil service looks noticeably different to the way it does now.

Mr Moloto anticipates an inter-



TRANSITION MANAGEMENT ... Eddie Funder of the ANC's civil service unit

250

the "conquering mindset of the guerrilla" meets a civil service "that has its own way of doing things. Both sides will have to adapt or be broken, these two mindsets will produce a third, it will be shaped by events, and it will neither be the training background nor the work ethic."

This adjustment will extend to those who pay the salaries of those civil servants, says Mr Moloto.

"I am facing the whole matter with trepidation. We may find ourselves having to grapple with the problem of adjustment at a very early stage.

"Many voters were looked after by the state — they are in love with the state. A similar attitude exists among some black people — they burn their schools and look to the government to build another.

"We simply cannot continue this relationship. From now on, the state must be the facilitator, not the father.

"One thing about change — it has the birth marks of the past on

Preparing to govern is "a nightmare, but I've got confidence because of the structures", says Mr Moloto, flashing two organisational charts — yet to be approved by the ANC NEC — which detail the tiers of government, organised at the top into 10 ministries at national level and echoed by a similar structure in the provinces.

The country has not had so compact and concentrated a top structure since Jan Smuts's 1947 cabinet of 11 ministers, including the prime minister. The present National Party cabinet is twice as large.

"The ANC just had no time given more time, we would have done better," says Mr Moloto.

In its years in exile, the ANC put more black architects through school than were trained in every South African university put together, and since setting up shop in Johannesburg in 1990, has trained 4 000 people in a range of largely technical skills, brokered

scholarships in Europe, Africa, America and Asia, run its own workshops and contracted with universities and technicians to train people.

But now "training sponsorships have been closed until further notice. No new applications are being considered at this time. Thank you", reads a large notice in the human resources department. Has the department run out of money?

"No, we have run out of time," says Mr Moloto.

"Every structure in the movement has now been geared toward the elections," says ANC spokesman Ronnie Marnoepe. Human resources is no exception instead of guiding aspirant town clerks, the department now trains transport managers to take voters to the polls on voting day.

In theory, many of the new civil servants — usually, but not necessarily, black — will come from local universities and technicians. No less than 30 of these institutions have responded to a growing need — and a popular cause with foreign funders — by setting up

courses in public administration. This should mean that enough public servants to stuff a dozen bureaucracies are being churned out every year, it does not.

"Public administration is used as a soft option for students who cannot get into B Comm or B Sc. All they want is that piece of paper, and then off they go to the private sector," says Enos Ngotshane, executive director of the SA Foundation for Public Management and Development.

With election madness impinging on his peaceful domain, Mr Moloto left this week for the relative calm of Zimbabwe, to visit government departments to see what they did right — "and especially what they did wrong".

In his office, two notices reflect the opposing tensions of his job — expectations of huge change versus inertia.

A cartoon he drew himself warns the incessant stream of visitors that "the bug stops here".

"It means stop bugging me," he says.

In a corner, a flip chart warns firms which believe they will be free to continue their white male ways after April a large diagram sets out acceptable proportions of black workers to white, and the affirmative action levy that will apply if these are not reached.

All races for MP villages

St. Times (Cape Town)

By NORMAN WEST
Political Reporter

CAPE TOWN'S traditionally "ethnic" parliamentary villages will become totally non-racial after the elections.

At present there are three separate parliamentary complexes — Acasia Park for whites, Laboria Park for coloureds and Pelikan Park for Indians — which, with a few exceptions, are still divided on racial lines. But after the elections all MPs, political office-bearers and officials will be housed in mixed parliamentary villages for the first time.

The Acasia Park complex consists in part of army barracks-type pre-fabricated structures that are almost 30 years old, as well as a new section of about 100 cottages identical to those in Laboria Park and Pelikan Park.

There are homes in a variety of sizes, ranging from one bedroom to three bedrooms, and they are allocated according to individual needs.

"Cottages are fitted with only basic furniture and MPs and senators will have to bring their own linen, cutlery and crockery," said Mr A J Meyerling, head of the Parliamentary Section of the Ministry of Public Works.

Laboria Park is, in terms of the time it takes to travel to central Cape Town, the same distance as Acasia Park. Pelikan Park is further away.

Travelling from Pelikan Park also "is much more of a headache" because of the slow-moving early morning traffic into Cape Town from the southern suburbs on misty and rainy winter mornings, said Mr Meyerling.

The integration of the villages will mean that conservative White MPs — particularly those who still believe in segregation and an own volkstaat — will have to be prepared to share the Acasia Park, Pelikan Park and Laboria Park complexes with black, coloured and Indian MPs and senators.

But they will not be forced to do so.

"It has happened in the past that quite a number of MPs, political office-bearers and officials preferred to make their own private accommodation arrangements," said Mr Meyerling.

The State did not traditionally

offer accommodation to people who ordinarily lived in Cape Town "for obvious reasons".

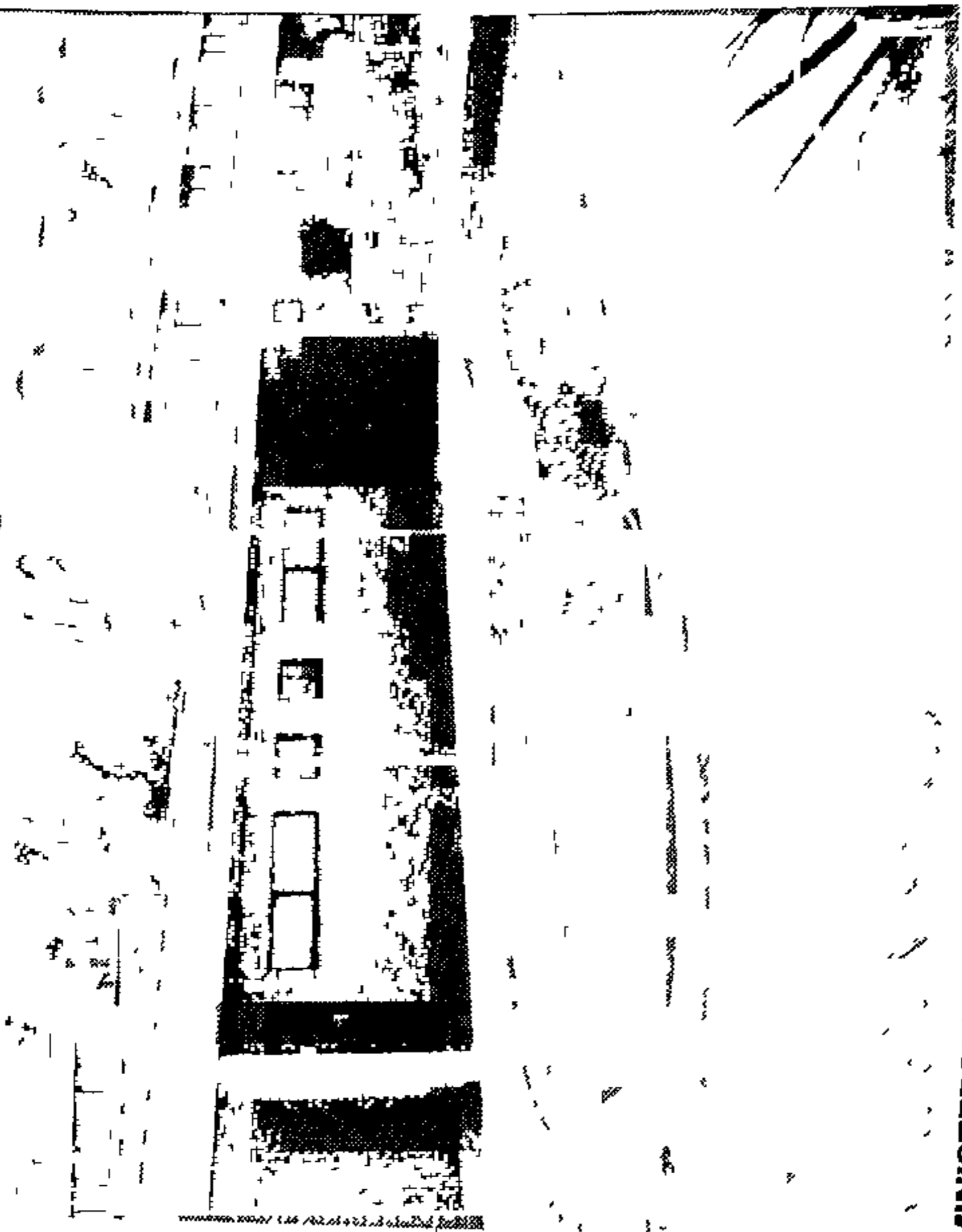
In a few cases exceptions to this rule were granted — usually for security reasons — for people to live in Pelikan Park and Laboria Park.

Mr Meyerling said the fate of the controversial R5-million Walmer Estate complex — built for Labour Party leader Reverend Allan Hendrickse and members of his Ministers' Council but never occupied because of pressure from residents in the area — remained in the balance.

Attempts to sell off the complex by public tender collapsed because potential buyers did not offer enough. Many potential buyers were also scared off by the political stigma attached to the complex.

The future of the complex must now be decided by the new government after it takes office.

Traditionally it was the responsibility of the Minister of Public Works to allocate accommodation to politicians and officials, he said and stressed that no racial exceptions or concessions would be made in the allocation of accommodation.



MINISTERS' HOUSES . . . Formerly segregated House, of Representative Walmer Estate

We're not pawns, says Public Service League

Star 25/3/94

Cape Town — The Public Service League yesterday criticised the manner in which own affairs departments were being phased out by the Government, saying it would not allow its members to be moved around like pawns

PSL general manager Bernard Wentzel said the league had a duty to protect workers from being "exploited at random by the Government".

He said members were not being consulted about the conditions of their transfers.

(250)

The PSL, which mainly represents personnel in the coloured House of Representatives administration, will meet Ministers' Council chairman Jac Rabie and administration management in the HoR for talks today — Sapa

Pay hike
for House
of Reps
staffers

PUBLIC servants working for the House of Representatives will receive a surprise three percent salary increase on May 1

The increase was announced at a farewell party on Thursday by the Chairman of the Ministers' Council, Mr Jac Rabie, who is on the National Party's election candidates list

He said employees not yet placed in alternative departments with the phasing out of own affairs would receive their monthly salaries from a pre-determined pay point — Sapa

(Report by C Molusi, 141 Commissioner St. Jhb)

(250)(254)

New bosses for own affairs

Star 5/4/94

Durban — Officials working for the three own affairs administrations will have new bosses when they report for work tomorrow.

The House of Assembly, the House of Delegates and the House of Representatives ceased to exist on Friday, except for their education duties. They had been operating for 10 years as part of the tricameral Government. (250)

In keeping with political reform, the own affairs administrations were slowly stripped of their powers.

Their last powers — housing, works, welfare and local government — were taken over by the provincial administrations and central government departments.

The three own affairs departments of education and culture will be maintained as complete entities until the relevant government bodies at

central and provincial level take office under the new constitution.

This means the education departments will continue to administer their schools and institutions with their existing staff and Ministers.

Adriaan Vlok, chairman of the Ministers' Council in the House of Assembly, said the administration and its officials had rendered outstanding service, and had achieved remarkable results during their 10 years in office.

"I express my gratitude and appreciation towards those officials who, during the existence of the House of Assembly and through the process of rationalisation, continued to excel in their duties. They are responsible people who care, and they serviced the public in a praiseworthy manner," Vlok said. — Own Correspondent.

Public service forum set up

PRETORIA — The Transitional Executive Council yesterday established a public service forum to ease civil servants into post-election administrations

The forum will meet for the first time tomorrow.

Members of the TEC's management committee made the announcement after a day-long meeting with public servants from central government, the TBVC states and the self-governing territories. Public sector unions were also represented.

The forum was formed to "ensure that in all matters relating to the public service during the transition period there will be transparency, consultation and employee participation"

The forum would deal with issues like promotions, pensions and salary parity, TEC manage-

Schools empty

CT 19/4/94 (354) (250)

Pensions, security on agenda

ment committee member Mr Pravin Gordhan said

He was speaking after a plenary session which followed 11 separate meetings of public sector workers in Pretoria

The meetings were held after continuing discontent among public sector workers, in particular in the homelands where vital sectors of public service have broken down by striking workers demanding pensions and job security in the future administration

The TEC's task force on the public service, comprising trade unionist Mr Philip Dexter and Administration Minister Mr Sam de Beer, was mandated to attend to a number of issues in which disputes have arisen, among them the threatened breakdown in health services and outstanding allowances

Hard work

Speaking after the plenary session, Constitutional Development Minister Mr Roelf Meyer said the reorganisation of South Africa's civil service structure was going to require hard work

"The transition is going to require rationalisation of the various administrations into one central and nine provincial governments. It is going to require good management. We all have to work hard to achieve these goals," Mr Meyer said — Sapa

Bid to ensure smooth transition

TEC sets up forum to guide civil service

Star 19/4/94

The TEC established a public service forum yesterday to ease civil servants into post-election administrations.

Members of the TEC's management committee made the announcement after a day-long meeting with public servants from central Government, the TBVC states and the self-governing territories. Public sector unions were also represented.

"The forum was formed to ensure that, in all matters relating to the public service during the transition period, there will be transparency, consultation and employee participation". The forum would deal with issues such as promotions, pensions and salary parity, TEC management committee member Pravin Gordhan said.

He was speaking after a plenary session which followed 11 separate meetings of public sector workers in Pretoria.

The meetings were held following continuing discontent among public sector workers, in

MOVE follows breakdown of public service provision especially in homelands

particular in the homelands where vital sectors of public service provision have broken down as a result of striking workers demanding their pensions and job security in future administrative arrangements.

The TEC's task force on the public service, comprising trade unionist Philip Dexter and Administration Minister Sam de Beer, was mandated to attend to a number of issues in which disputes have arisen, among them the threatened breakdown in health services and outstanding allowances.

The forum will meet for the first time tomorrow.

Speaking after the plenary session, Constitutional Develop-

ment Minister Roelf Meyer said the reorganisation of South Africa's civil service structure was going to require hard work.

"The transition is going to require rationalisation of the various administrations into one central and nine provincial governments. It is going to require good management. We all have to work hard to achieve these goals," Meyer said.

He said the TEC was the one body that was in a position to give civil servants valid reassurances on their future.

ANC secretary-general Cyril Ramaphosa said civil servants would be in the forefront of a new government.

"The new government of national unity will be able to rely on the civil service of our country serving under a new flag and a new constitution," he said.

"The election is really going to have to rely on you if it is going to succeed," Ramaphosa said. — Sapa.

(P Bulger, 141 Commissioner St, Jhb)

of Sandys on (021) 246535
and previous results can be found on (011) 00 74 00

BUSINESS DAY, Wednesday, April 13 1994

TEC wants moratorium on public service strikes

PRETORIA — The TEC yesterday called for a moratorium on all strike action and work stoppages by public servants until after the election to ensure a stable voting environment.

As strikes by nurses, ambulance workers, teachers and police in Natal, Venda, Lebowa and Transkei continued, the TEC approved more pay for police force members, Sapa reports

The move followed a threat by the SA Police Union to strike over the election period. The TEC resolved that police pay be equalised with that of members of the National Peace-keeping Force. This would cost about R120m. An increased daily allowance would be paid until May 10.

Meanwhile, a strike by Police and Prisons Civil Rights Union and Umkhonto we Sizwe members in KaNgwane over overtime ended after a

ADRIAN HADLAND

decision to pay police force members for overtime, before April 22.

ANC TEC representative Cyril Ramaphosa said a delegation from the TEC's management committee would discuss the moratorium on strike action with trade union federations and individual trade unions from this week. (250)

"We will appeal to trade unions and workers themselves that all of us need to put national interests first at this critical time in SA's history."

SACP delegate to the TEC Joe Slovo said the decision did not detract from the TEC's sympathy for the "justified grievances" expressed by state employees in the TBVC and self-governing territories

Ramaphosa said he hoped the trade unions would take the call

"very seriously" and added that union demands would be addressed and resolved after the election

The TEC called on all public servants to give their full support and participation to the administration and security of the election, to take part in the current process of rationalisation and to "refrain from any action, particularly strike action" which would benefit those who wanted to disrupt the election

LLOYD COUTTS reports that about 80 striking Lebowa civil servants demanding clarity on job and pension security yesterday occupied the Independent Electoral Commission offices in Pietersburg.

An IEC spokesman said the strikers were still in the building at 8pm last night, awaiting the arrival of TEC officials. Negotiations were continuing, the spokesman added.

Report by A Hadland, TML, 218 Vermeulen St Pta, and P Bulger, Sapa, 141 Commissioner St, Jhb

Chiavelli's son confirms deposit

THE son of late oil tycoon...

Fresh bid on

UNLIKE most countries, SA's first democratic elections will lead not only to a change of government but also to a change of state. The elections will, over time, herald far-reaching changes to institutions of government at national, regional and local levels.

Apartheid, by its nature, created a myriad of segregated institutions serving different racial groups. Now that a majority government is about to be sworn in, many of the old institutions will be abolished or recast and others created in their place.

It is against this background that recent controversies affecting the public service should be understood. As a distinct issue in negotiations, the public service rose to prominence late last year when the finer details of the draft constitution were being finalised. The controversy around post-elections employment guarantees for public servants, largely orchestrated by Cosatu, illustrated the differing sensitivities of the NP and the ANC towards the bureaucracy. It is widely accepted that the NP pressed for employment provisions under pressure from white public servants in central government, anxious about their career prospects after the elections.

Homeland public servants are, as events in Bophuthatswana, Lebowa and other homelands illustrate, also apprehensive. Some of the concerns differ but the point remains the public service is now firmly placed at the centre of the SA transition.

SA's public service has never been far removed from the centre of political conflict, whether within the narrow confines of white politics or in terms of black-white politics.

The Afrikanerisation of the public service, after the NP's 1948 election victory, placed the public service in the domain of white politics and most notably affected senior management echelons. Today 95% of senior public servants in central government are white; the overwhelming majority are Afrikaners.

Within the black community, the key role of the public service in implementing apartheid policies was primarily responsible for its poor

Continuity is the goal but not without fundamental change

R1 Day 21/5/94
RICHARD HUMPHRIES

standing. Only in the homelands from the late '70s did senior positions open up substantially for blacks.

This rapid upward mobility points to a characteristic common to all public service structures in SA that they operate within a "closed, ideologically confining patronage system". This comment was applied to the Transkeian public service last year by academics Southall, Segar and Donaldson, but it has wider relevance. With few exceptions, however, analysts have targeted their remarks on the central government public service, virtually ignoring the existence of 10 homeland public services, which employ nearly 500 000 people, and the coloured and Indian their own affairs administrations.

Various factors explain this myopic vision. The most important is a reaction against the centrality of "white Afrikaner males" in the policy-making process in Pretoria and fears that this group could hinder radically new post-election reconstruction policies. Options to limit any such resistance are thus high on the agenda.

A related explanation is rooted in the realisation that, since the pool of technically competent bureaucrats in the bantustans is shallow, these people will generally play a limited role in transforming the senior echelons in Pretoria. A much greater role is accorded to

bringing in people who have had little or no experience in public service structures, and to widening processes of policy-making to include organs or civil society.

A further factor might follow from an earlier belief that the homeland system would develop vested interests and be a conservative force. But homeland public servants have realised the need to destroy the system in order to protect and advance their own interests in a post-apartheid society. Some say we will have an "SA public service" only after the elections, when these apartheid-derived barriers will formally end and the structures are integrated.

Somewhat ironically, it would appear that both the ANC and the NP hold a much more nuanced view towards public service. This is perhaps not surprising since they have accepted that a government of national unity should rule for five years. That government is predicated upon an acceptance of "political realities", and this extends to the public service.

The first signs of such a convergence emerged in late 1992 after the record of understanding between the ANC and the NP revived negotiations. The ANC accepted the need for

continuity within the public service while the NP accepted that affirmative action was needed in the senior ranks of the public service. Both accepted that the changes would be through bureaucratic reform rather than large scale dismantling of apartheid institutions.

Formally the ANC is committed, through its reconstruction and development programme (RDP), to ensuring that by 1999 the personnel composition of the public sector reflects the national distribution of race and gender.

Within two years of the start of the RDP, recruitment and training patterns should reflect SA society in terms of race, class and gender. It is estimated that 60% of all public servants, including those in former TBVC states, are black while 26% are white. Some 48% are women, who are obviously disproportionately represented in health and education sectors.

Meeting the RDP projections entails a substantial increase in black employment, especially at senior levels, and a greater emphasis on female representation outside health and education.

However, the ANC has for some time accepted the need for continuity in public service operations. In November 1992, Nelson Mandela said that a new government would have to have the support of the pub-

lic service, army and police. Whites would not be "cruelly cast aside" and "existing contracts would be respected". In early 1993 Gill Marcus said of public servants, "We are not asking them to go. We will need their skills and experiences."

Albie Sachs has said that the ANC did not want to start a civil war by getting whites fired from their jobs, and accepted that it would not be possible to retrench large numbers of white public servants in order to advance affirmative action.

Stress on continuity is also partly explained by an acceptance that levels of skilled white personnel are more limited than might be popularly imagined. Political idealism aside, the public sector has to compete with a private sector and local governments willing to pay better salaries to improve black representation in its upper echelons.

The NP accepted in August 1992 that the racial profile of central government departments would have to become more representative. Government departments were instructed to attempt to ensure this change at all levels. At senior levels higher salaries could be paid, if necessary, to attract blacks into the public service. The NP government also seems to have accepted some senior public servants might have to be replaced, especially those not prepared to serve under an ANC government.

Thus the central government public service, at least, will be marked by a great deal more continuity at senior levels than might be expected. More fundamental changes can be expected at the regional level, given the need to amalgamate the existing regional public services.

Continuity does not suggest that no changes will be made. Clearly the immediate focus of a new government will be directed at the director-general, not only for symbolic importance but because conditions of employment in the public service are regulated by personal contracts. There is likely also to be an opening-up of extra-public service inputs into the policy-making process.

Richard Humphries is the Centre for Policy Studies' acting director. This is an edited version of an article in the Natal University Journal Indicator.

Eskom workers in dispute

By Joe Mdhlela

AT least 50 East Rand workers, who claim to have been forced to take a retrenchment package by Eskom last year, are now demanding their jobs back.

Shop steward and member of the National Union of Metal Workers of South Africa Mr. David Mabuse said they were asked by management to take the package because of a cost-cutting exercise by the company.

Claim denied

Company representative Mr. Altus Mulder denied the claim.

"The truth is that these workers on their own decided to take voluntary severance packages. At no stage did the company force them to do so," he said.

Mulder said negotiations were under way to resolve the issue.

Mabuse appealed to all retrenched workers to contact him at (011) 736-8572.

Mandela to earn R734 000 a year

Revised pay scales for new govt unveiled

Biday 6/5/94

~~554~~ 250

PRETORIA — Nelson Mandela will make R734 350 a year once he takes over the Presidency — but he will also be SA's first head of state to pay tax.

F W de Klerk, who earned R272 734 a year tax free as President, will receive R681 600 gross as an executive Deputy President, or R338 247 after tax, pension and medical aid contributions.

The salary packages of SA's new public representatives were announced yesterday by Judge DA Melamet, who chaired a Transitional Executive Council-appointed committee on the remuneration of provincial and national parliamentarians.

He said comparisons of the pre- and post-election salaries of the country's top job were complicated by the fact that De Klerk's former salary excluded pension contributions, tax, allowances and perks.

But Mandela's R409 632 net annual salary included parliamentary, car and other allowances — so nothing was "hidden".

Provincial premiers, Cabinet Ministers, the speaker of the National Assembly, the president of the Senate and chairman of the Constitutional Assembly would all qualify for Grade F salaries of R298 043 a year after tax and deductions.

Other grades range from R200 042 for the deputy chairman of the Constitutional Assembly, deputy speaker and deputy president of the Senate, to R137 001 for National Assembly and Senate members, and R132 121 for provincial legislature representatives.

Former MPs earned R124 818 net before the elections — excluding perks and benefits.

Melamet said Mandela had indicated that he wanted to be treated and taxed like

ADRIAN HADLAND

a private citizen. He said the President's salary, along with all the parliamentary salaries and allowances, had been set at a level equivalent to the private sector and was commensurate with responsibilities.

The TEC committee, which included representatives from a range of organisations including the African Bank, NUM, Nehawu, the Public Accountants and Auditors Board, Parliament and the TEC, had reached unanimity on remuneration levels for parliamentarians. "They are not being overpaid," Melamet said.

Significant revisions to previous remuneration procedures had been implemented in a bid to enhance transparency. All allowances, apart from car allowances, had been scrapped and incorporated into basic salaries.

Besides the President and his two deputies, no parliamentarian or Cabinet Minister would be given a state-owned house or housing subsidy. Those incumbents inhabiting state-owned houses would be charged market-related rates.

All parliamentarians, from President down, would pay tax.

A pension fund would be established and all MPs would contribute 7,5% of their salaries. Previously no contributions were required and pensions were paid out of the consolidated revenue fund.

Melamet said the committee had established several principles to provide a basis for remuneration in the new parliamentary system. The principles stated that the system should attract the best persons available, encourage individuals to work

To Page 2

Pay

Biday 6/5/94

From Page 1

on teams and committees, and provide for pay based on job content, career advancement and transparency.

One of the committee's tasks was to frame legislation establishing a remuneration commission to review and revise parliamentarians' salaries and benefits on a regular basis.

Melamet said the committee's recommendations had been accepted by the Cabinet as well as the ANC, and would be implemented until the commission had been established.

WILSON ZWANE reports that ANC spokesman Ronnie Mamoepa said the ANC could not make an informed comment until it had studied the announcement. However, its position was that the gravy train days were over and the issue of MPs' salaries had to be revisited.

He refused to say how much Mandela earned as ANC president, as it was a personal matter. During his recent public debate with De Klerk, Mandela said he would take a cut in salary as President.

~~554~~ 250

First S African president to pay tax on salary

Mandela's take-home pay R34 136 a month

Start: 6/5/94

(250)

BY NORMAN CHANDLER
PRETORIA BUREAU

President-elect Nelson Mandela will, from Tuesday, be eligible to draw a basic, taxable annual salary of R575 000, a special government committee on politicians' salaries has decided.

With a car allowance of R115 000 added, as well as a free house worth R94 350 per annum for tax purposes, his remuneration package adds up to R784 350.

This works out to R65 362,50 a month although his take-home pay will amount to R34 136 after tax and other deductions.

Mandela agreed to the salary package this week in consultation with the outgoing Cabinet, said committee chairman Mr Justice Melamet. He will be the

COMMISSION set out to bring transparency to salaries of parliamentarians, says Mr Justice Melamet

first president of South Africa to be taxed on his salary, the judge said in Pretoria yesterday.

ANC spokesman Baleka Kgositsile said yesterday the report would be discussed on Sunday by the ANC's parliamentary caucus in Cape Town.

In another new departure, Cabinet Ministers of the national and provincial governments will no longer get free housing but the president and executive deputy presidents will.

Members of national and pro-

vincial legislatures will not have to pay their own travel costs to various parliaments but will be given a R36 000 a year allowance, included in their salaries, for parliamentary expenses.

Giving details of Mandela's remuneration package, the judge said the new president would be taxed on his house (calculated at R94 350 per annum) as well as on personal income at a rate of R24 700 on the first R80 000 and 43 percent on the balance.

There are tax deductible items such as a car allowance, pension, entertainment and an ex gratia allowance. His tax rebate of R2 225 gives him a net income of R409 632 per annum (R34 136 per month) after tax, medical aid and pension deductions.

"The figures should not look fantastic to the people in the

townships," the judge said. "They are quite modest in relation to the private sector."

The most important aspect of the committee's work was to ensure that there was transparency in parliamentary salaries and that no accusations could now be levelled of a cover-up regarding perks or other income.

"We concerned ourselves with what we regarded as fair remuneration, not only for him but also for all the other people in government," the judge said.

Net annual salaries (after deductions including tax) for deputy presidents amount to R338 247, while Cabinet Ministers and regional premiers will get R298 043. Deputy Ministers will earn R240 876, national assembly members R137 001 and regional legislature members R132 121.



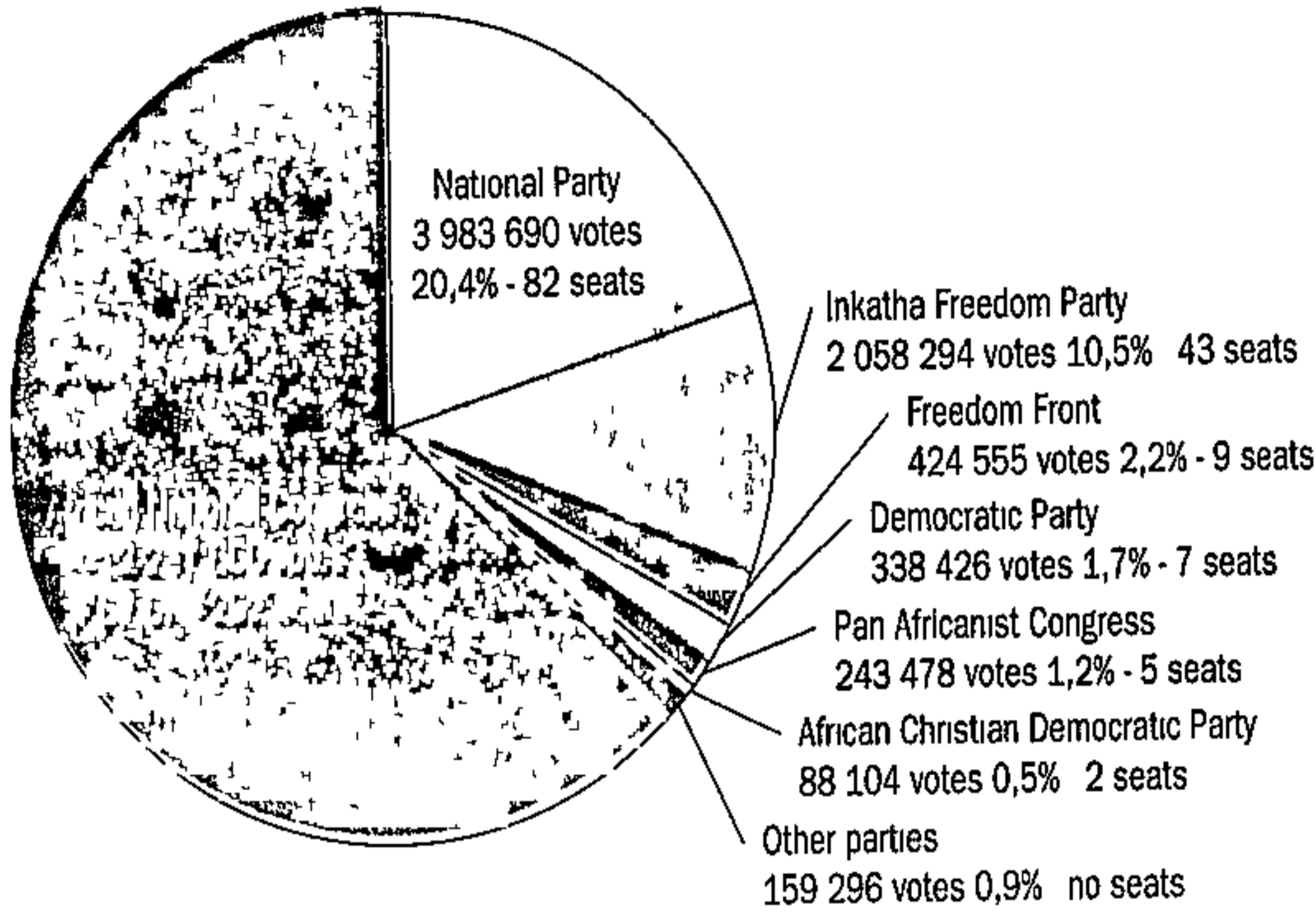
Winds of change blow through public service

S/Times 815194

250

By MARLENE BURGER

Parties, votes and seats in the National Assembly



Other parties are:

- Soccer Party
- Keep It Straight and Simple Party
- Women's Rights Peace Party
- Workers' List Party
- Ximoko Progressive Party
- Africa Muslim Party
- African Democratic Movement
- African Moderates Congress Party
- Dikwankwella Party of South Africa
- Federal Party
- Luso-South African Party
- Minority Front Party

AT MIDNIGHT on April 26, the day the new constitution came into effect, 1,2-million servants of the state became new South Africans

For the men from the ministry, the change signalled an end to the job security 46 years of NP rule had all but enshrined as a right.

Ill-equipped to confront affirmative action and large-scale restructuring, some white public servants believe they will be early victims of an ANC-wielded axe

Ironically, those most likely to fall first — the top echelons — are pinning their hopes on the constitution which guarantees pensions, perks and posts

Among the optimists, however, is a 39-year-old deputy director in the Commission for Administration — the public servants who run the public service.

While he sees himself "retiring in the public service" in 2019, he nevertheless asked that his name not be used

Married with two children, he has 18 years of service to his credit and is his family's sole breadwinner

He bought his house 16 years ago, taking advantage of the 100 percent guarantee offered by the public service for the bond

"More than ever, I believe the public service is a good career choice, regardless of colour or gender," he says with conviction

He believes implicitly that the entrenchment of rights for public servants in the interim constitution should assuage any fears of the future

At the same time, he knows that restructuring is inevitable and that he may be among those required to relocate or shift gears in order to stay aboard the ship of state

"But I can't see much changing for the next 12 months

"We have to create a single public service from 15 existing structures — four in the TBVC states, six in the self-governing territories, four from own affairs and one at central government level

"We might well see a bigger public service"

Change will be most evident, he believes, at senior level

"There's no doubt that affirmative action will start at the top. The rest of us won't feel the impact for some time. There's so much work to be done in equalising service conditions and salaries, getting the provincial structures running, revising legislation

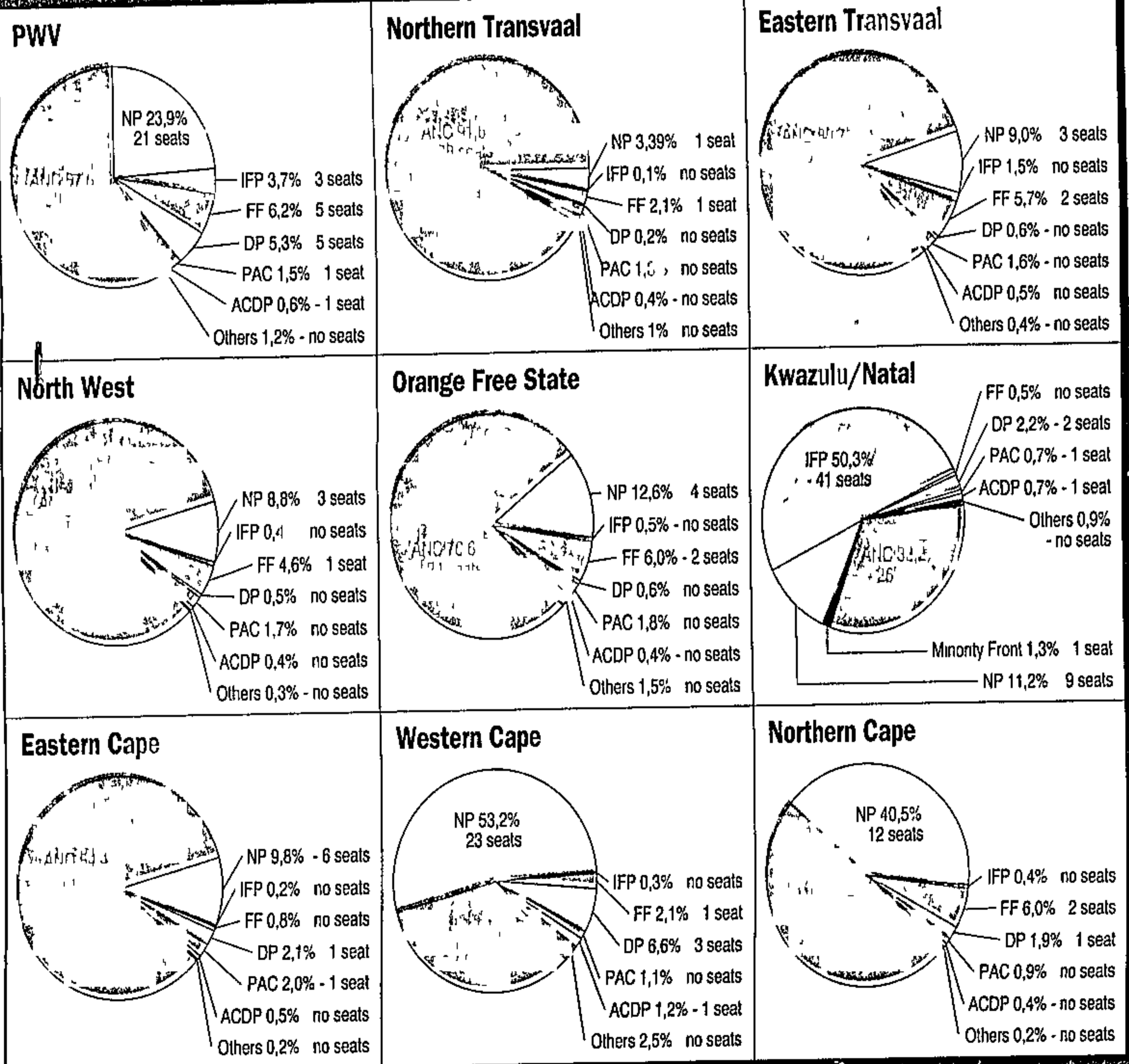
Equally optimistic is a 12-year veteran of the public service, Mr Richard Carter, spokesman for outgoing State President F W de Klerk

Despite Mr de Klerk's altered status, Mr Carter plans to remain with the NP leader and expects to be "busier than ever"

In addition to the constitution, the Public Service Labour Relations Bill, passed last November, offers employees recourse to the law in the event of unfair labour practice

For the first time, too, public servants may join trade unions, giving them the right to strike and to

Parties and seats in the Provincial Assemblies



Old-order MPs bid farewell to parliamentary perks



SCORES of MPs who failed to be re-elected packed their bags this week and bade a final farewell to Parliament and its perks.

One of them was the former DP MP for Constantia, Mr Roger Hulley. A successful businessman

By NORMAN WEST
Political Reporter

Association. And without his parliamentary earnings of R124 814 a year, he will also be pursuing other business interests

But increases in parliamentary salary packages announced this week make the outgoing batch of MPs look lean in comparison with the new ones

However, one MP complained this week that although he would now

a year as a car allowance "That means I cannot even buy myself a Uno"

He found it "a bit odd" that President-elect Nelson Mandela was on record as saying the pay packages of the new president, ministers and MPs would be smaller

Despite Mr de Klerk's altered status, Mr Carter plans to remain with the NP leader and expects to be "busier than ever"

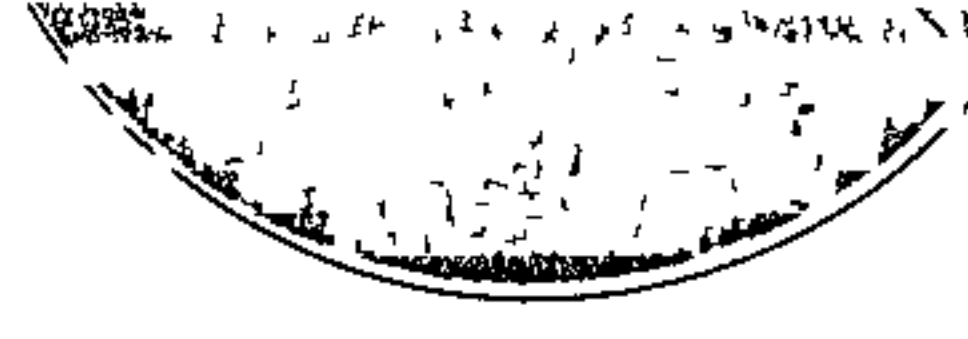
In addition to the constitution, the Public Service Labour Relations Bill, passed last November, offers employees recourse to the law in the event of unfair labour practice

Marabo

TREVOR M... and Indu designate, the Group Industrial that South help to re not a "basil ing aid Mr Manuel where G7 officials an econo to brief Africa's r just how nominate governm "We have n present S basket ca told a jot ence with Secretary "We are sa than just package overall a repositio Africa in nomy," Mr Brown from the tries — France, and Jap breakfas they we the nee private South A The G7 mi included Econor Guente Japaner dustry Hata But the G7 agree joint act ing was brief a on the country "We did n ics," M "The meet plorate

Cuba dead

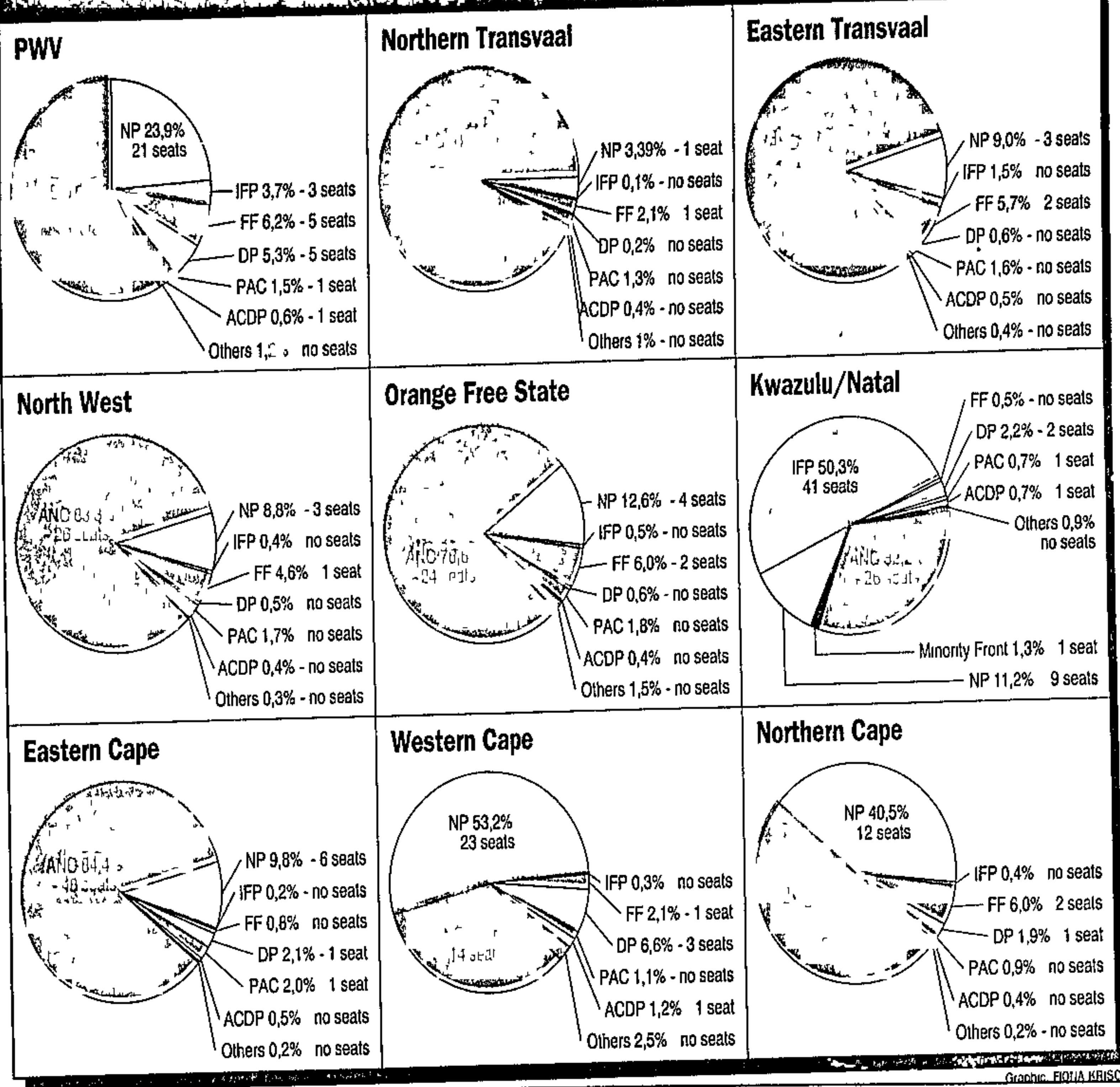
CUBA w: guration Mandela week wil hans wh



243 418 votes 1,2% 3 seats
 African Christian Democratic Party
 88 104 votes 0,5% 2 seats
 Other parties
 159 296 votes 0,9% - no seats

Minority Front Party

Parties and seats in the Provincial Assemblies



Graphic: FIGLIA KRISCI

Married with two children years of service to his credit family's sole breadwinner He bought his house 16 years ago, taking advantage of the 100 percent guarantee offered by the public service for the bond "More than ever, I believe the public service is a good career choice, regardless of colour or gender," he says with conviction.

He believes implicitly that the entrenchment of rights for public servants in the interim constitution should assuage any fears of the future At the same time, he knows that restructuring is inevitable and that he may be among those required to relocate or shift gears in order to stay aboard the ship of state.

"But I can't see much changing for the next 12 months

"We have to create a single public service from 15 existing structures — four in the TBVC states, six in the self-governing territories, four from own affairs and one at central government level

"We might well see a bigger public service"

Change will be most evident, he believes, at senior level

"There's no doubt that affirmative action will start at the top The rest of us won't feel the impact for some time There's so much work to be done in equalising service conditions and salaries, getting the provincial structures running, revising legislation

Equally optimistic is a 12-year veteran of the public service, Mr Richard Carter, spokesman for outgoing State President F W de Klerk

Despite Mr de Klerk's altered status, Mr Carter plans to remain with the NP leader and expects to be "busier than ever"

In addition to the constitution, the Public Service Labour Relations Bill, passed last November, offers employees recourse to the law in the event of unfair labour practice

For the first time, too, public servants may join trade unions, giving them the right to strike and to collective bargaining

The first test of the democratised approach to public service could come as early as tomorrow when the Public Service Forum holds its maiden meeting

Attended by representatives from the former independent homelands and self-governing territories — which will add more than 450 000 officials to the existing central workforce of 746 378 — the meeting will pave the way for unification

In terms of the constitution the new public service will be "efficient, non-partisan and career-orientated" in order to "loyally execute the lawful policies of the government of the day"

Old-order MPs bid farewell to parliamentary perks



ROGER HULLEY
Successful businessman

SCORES of MPs who failed to be re-elected packed their bags this week and bade a final farewell to Parliament and its perks One of them was the former DP MP for Constantia, Mr Roger Hulley. A successful businessman who received the SBDC Award in 1989, he was back at his desk this week as director of the Fairest Cape

By NORMAN WEST
Political Reporter

Association And without his parliamentary earnings of R124 814 a year, he will also be pursuing other business interests. In the tricameral parliament, many MPs faced taunts of being "fatcats"

But increases in parliamentary salary packages announced this week make the outgoing batch of MPs look lean in comparison with the new ones

However, one MP complained this week that although he would now receive R193 000 a year as an ordinary member of the National Assembly, he would only receive R32 200

a year as a car allowance "That means I cannot even buy myself a Uno"

He found it "a bit odd" that President-elect Nelson Mandela was on record as saying the pay packages of the new president, ministers and MPs would be smaller than those of tricameral parliamentarians

He quoted Mr Mandela as saying tricameral pay levels "left a bad taste, and the ANC should set an example for others in the economy"

The MP said, "Against that background, a salary package of R734 350 (R409 632 after tax and other deductions) for Mr Mandela and R681 600 (R330 247) for the two deputy presidents sounds obscene"

Under the old order, MPs like Mr Hulley received R90 000 a year, plus a R33 000 non-taxable allowance, as well as a R774 monthly car maintenance allowance

During parliamentary sessions, they stayed in government parliamentary villages for R150 a month

WHICH DIRECTION SHOULD YOU GO IN AS YOU SEARCH FOR THE FINDER'S KEEPERS MILLION?

WATCH OPEN TIME TONIGHT

POST ELE

Parity in salaries could cost R297-m

Sowetan
IT would cost the Government as much as R297 million to put salaries of former Bophuthatswana civil servants on par with those of other civil servants, demonstrators were told in Mmabatho yesterday.

About 500 civil servants gathered outside the government buildings in the town said they would continue a go-slow until their pay demand had been met ~~(354)~~ (250)

They said the new Northwest provincial government had failed to honour a promise of pay parity by April.

Claude Smith of the Northwest Public Service Commission said the Transitional Executive Council had been informed of the cost of pay parity and the Central Government would decide on a date for it to take effect.

17/5/94
Rumour among civil servants is that the transitional council has already decided on August, backdated to May. The protesters say they have been negotiating since January and parity should be backdated.

Northwest premier Mr Popo Molefe yesterday said his government regarded the civil servants' demand as legitimate but warned them to approach the issue "in a democratic manner".

The Northwest government demanded a fair hearing.

"We do not represent just the Batswana's interests," he said in a statement. "We are dealing with an issue that affects the whole province."

He added: "It does not make sense for them to demonstrate without clear demands" — *Sapa*

Mandela president

— but still banned

(250)

CT 18/5/94
Own Correspondent

PORT ELIZABETH. — President Nelson Mandela may have been given the reins of power but his image remains banned in local power plant Eveready.

A worker in the battery company's radio department was hauled before an in-house disciplinary hearing yesterday after allegedly sporting a sticker of South Africa's new president on his overalls.

Mr Matthew Lumka, who has worked at Eveready for 10 years, said he was served with the disciplinary notice after wearing the sticker to work on Friday.

"The company says its rules prohibit politics in the workplace, but he (Mr Mandela) is president of us all," Mr Lumka said.

An Eveready spokesman said managing director Mr John McIntosh was not prepared to comment on the matter or give details of the disciplinary procedure, but confirmed yesterday's hearing.

Controversy as leaders' pay day approaches

Star 19/5/94
BY NORMAN CHANDLER
PRETORIA BUREAU

President Mandela and members of the National Assembly and the nine provincial legislatures receive their first salaries this week as controversy rages over the amounts.

The Government has, however, not yet accepted the recommendations by the Melamet Committee on Remuneration of Politicians. These are expected to be debated during the first Cabinet meeting of the new Government on Monday.

The recommendation is that Mandela be paid more than

R34 000 a month, after tax and other deductions. He has, however, said that part of the money would be used to help charities for children. (250)

Mandela is to receive a basic salary of R575 000. With a car allowance of R115 000 this brings his annual salary up to R690 000; and including taxation on a free State house, it comes to R784 350. (374)

Presidential deductions include a 65 percent car allowance, a 7,5 percent pension, R2 500 for entertainment and a R36 000 general allowance. His

► To Page 3

Politicians' first pay day approaches

Star 19/5/94
◀ From Page 1

taxable income then comes to R671 100, on which he pays tax of R24 700, on the first R80 000 and 43 percent on the balance.

As a married person, Mandela is entitled to a rebate of R2 225 and his net, after tax income, salary comes to R409 632.

Assembly and legislature members will be getting their first salaries now that they have been sworn in — although they still have to hold their first working sessions.

They are entitled to a single perk — two free economy-class return air tickets per month.

National Assembly members will be earning a basic salary of R161 000 and those of the legislatures, R154 000. All are to be

allowed a car allowance of 20 percent of basic salary, with deductions the same as that paid by the president. (250) (374)

They will also be paying tax at the same rate as Mandela, and their net incomes after all deductions comes to R137 001 for the National Assembly and R132 121 for legislators, which works out at R11 416 and R10 101 a month respectively.

None of the members of the Assembly nor legislatures will receive free housing — only the president and the two deputy presidents will.

According to the Melamet Committee, the remuneration scale "had to be updated to compensate for rising living costs and to take into account remuneration levels currently existing in the private sector."

It had also decided that the only way a "modern cohesive remuneration structure for politicians" could be developed was to include taxation.

This, it said, would assist in attracting the best available people, encourage growth, encourage parliamentary work as a career, pay competitiveness, and provide for transparency of pay principles and levels.

The committee claimed that "the content of parliamentary jobs has very little external counterpart but the kinds of requirements which they impose on the job holder can be matched with positions outside the parliamentary system."

NEWS Widespread civil service strikes may spell the end of the tripartite alliance

By Khathu Mameia

WHILE APARTHEID divided countrymen along racial barriers, it ironically fostered unity among those opposed to the system and produced an ANC-SACP-Cosatu bond known as the tripartite alliance

Now that the primary objective of the alliance — the abolition of racism and establishment of democracy — has been realised, what is the future of the marriage of convenience between the three movements?

Recent events in Bophuthatswana, where civil servants aligned to the Congress of South African Trade Unions openly defied an ANC provincial government, signalled the deep cracks that may mark the parting of ways of members of the alliance

The barrier between the ANC-led Government of National Unity and the workers under the banner of Cosatu is apparently becoming clearer by the day as labour unrest continues to befall various former homelands, with civil servants in those territories demanding parity with their counterparts in the rest of the country

The former homelands hit by labour unrest include Venda, Bophuthatswana, Lebowa, Transkei and Ciskei

While the civil servants in these territories have various particular demands, money appears to be the common issue among them all

In Bophuthatswana alone, the premier has indicated that about R300 million will be required to address the issue of parity

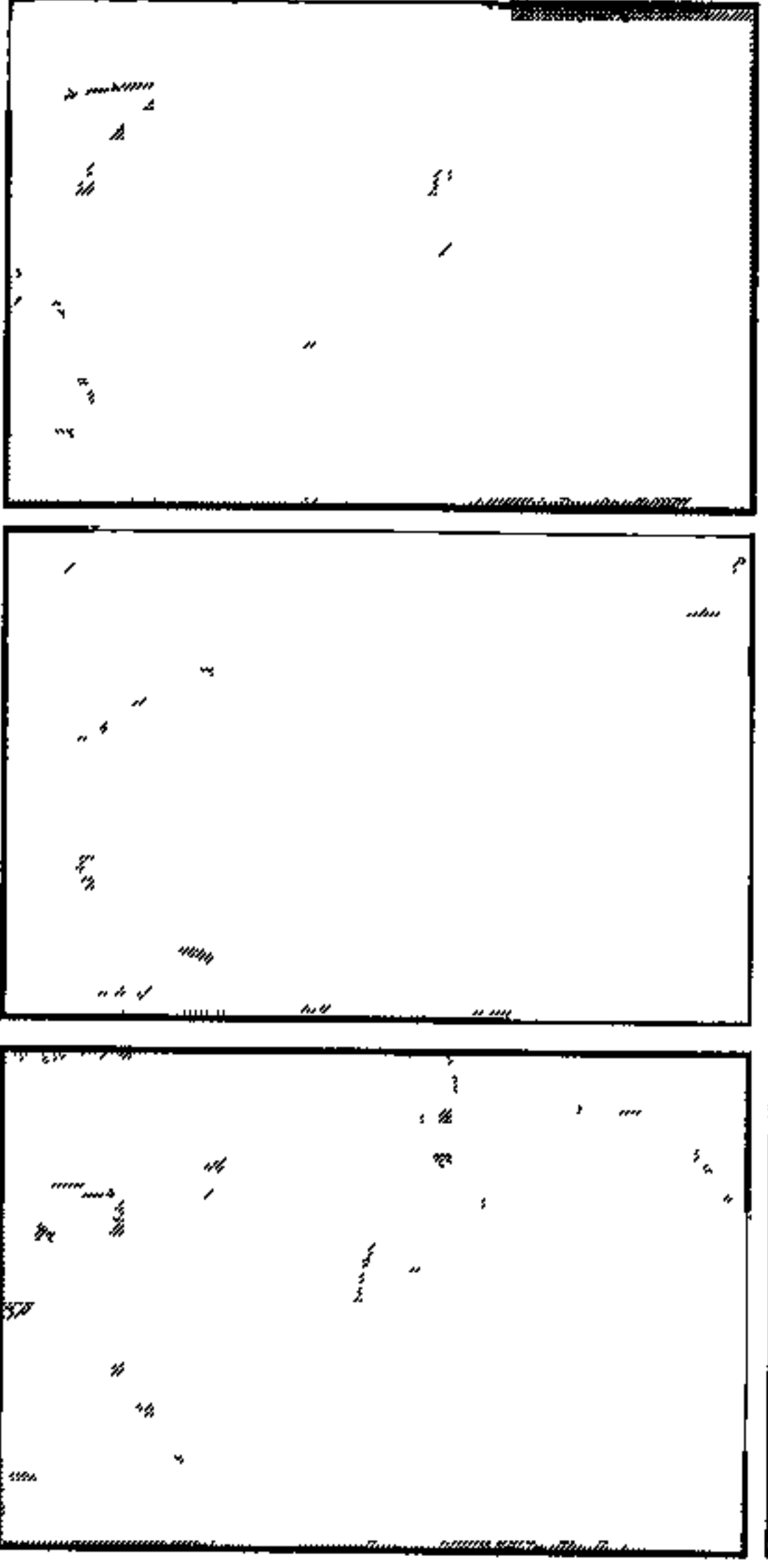
In Lebowa, the former minister of land and regional affairs has hinted that if the Government were to give in to the demands of backdating promotions, there could be a deficit of up to R1 billion

More than 800 technicians in the former Venda homeland have been on strike for three weeks now, demanding

Alliance unity is now put to the test

Sowetan 19/5/94

DEEP CRACKS Union torn by members' needs and Government:



Charles Ngakula Zwellbanzi Vavi Carl Niehaus

salary increases

Civil servants in the Eastern Cape province, then known as Transkei and Ciskei, have threatened to strike They, too, are demanding better pay

While the ANC said before the elections that the demands were legitimate, it is now faced with redressing the imbalance at huge cost to the budget

This is putting a strain on the relationships within the alliance

Commenting on the future of the tripartite alliance, Cosatu assistant general secretary Mr Zwellbanzi Vavi said the labour federation would take a final decision on the matter at a national congress in September this

(250) ~~19/5/94~~

programme which is geared to improve the standard of living of the disadvantaged

South African Communist Party general secretary Mr Charles Ngakula conceded that the initial goal of the alliance has been achieved But he maintained that the SACP would stay in the alliance to consolidate the newly found democracy

"There are still enemies of the people who should be combated Liberation was not only from apartheid but also from hunger, poverty, disease and homelessness

Eradicate

"The RDP would be able to eradicate these enemies of the people and that is why we support the programme," said Ngakula

However he said there may come a time when the SACP, as a socialist party, would want to pursue its programme without being a member of the tripartite alliance

Asked if socialism was not in direct conflict with the present settlement which was basically capitalist, Ngakula said the SACP would pull out of the alliance if the Government embarked on undemocratic practices that violated the rights of the people

He said while the SACP would pursue its socialist programme as a party, it was unlikely that it would resort to armed struggle to realise its objectives

While the SACP and Cosatu members are apparently divided on the future of the alliance, the ANC, which arguably is the main beneficiary of the alliance as it requires the loyalty of the civil servants to govern smoothly, maintains that the tripartite will continue to exist

ANC spokesman Mr Carl Niehaus said the premise that there was a conflict between

Cosatu and the ANC because the latter was the government of the day was wrong

He said there is no fundamental conflict that might warrant the collapse of the alliance, adding that both the SACP and Cosatu support the RDP

Asked if the events in Bophuthatswana, where pro-Cosatu workers openly threatened to oust the newly elected premier Mr Popo Molefe, did not show fundamental division between the labour movement and the Government, Niehaus said issues raised in Mmabatho are some of the problems the new Government inherited from the apartheid regime

Responding to whether the provincial government would be able to spend millions of rands to address the burning issue of parity in the former homelands, Niehaus said the demand is legitimate and will have to be met

He said he was not qualified to say how the various issues raised by the workers in various former homelands will be resolved but the principle is that genuine grievances should be addressed

But will Cosatu be able to call for a strike against an ANC Government? Vavi does not mince words about the action Cosatu might take "If the Government drags its feet in addressing the demands of the workers, we reserve the right to strike," he said

Cosatu will always stand by the workers, he said, adding that the ANC Government should deliver the promises made during electioneering

The ANC cultivated a culture of resolving issues through mass action and as the party moves from armchair criticisms into the corridors of power, it might find the same tactics used against the previous government very costly

against its administration, observers say. They argue that Cosatu's loyalty is divided between its members and the ANC If the federation is seen as being pro-Government to the detriment of the workers, it risks losing support to its rival unions, analysts say

Sowetan 19/5/94

PSC members named

THE newly structured Public Service Commission has been constituted and the names of members to serve in the PSC have been announced.

President Nelson Mandela has appointed Dr Roe Venter to head the commission.

He was previously chairman of the now defunct Commission of Administration.

Another former member, Mr Ian

Robson, has also been appointed to the new PSC. Other members are Dr Sibu Nkomo, who served as associate professor in public policy analysis at Lincoln University in the United States, Professor Stan Sangweni, professor at a school of rural community development at the University of Natal, and Mr Franklin Sonn, rector of the Peninsula Technikon in Cape Town.

(250)

Cosatu 'concerned' by govt salary proposals

Business Day 25/5/94

JACQUIE GOLDING

THE perpetuation of huge gaps between salaries paid to MPs and public sector workers was unacceptable since the latter continued to suffer wage cuts while the "fat cats" milked the public coffers, Cosatu said yesterday.

The federation said it was "deeply concerned" at the Melamet commission's decision to justify parliamentary salaries ranging from R61 000 a month for the President to R15 000 a month for members of provincial assemblies.

It created the impression that decisions about top government salaries had been guided by a desire to retain past privileges rather than to break with the past.

Cosatu said it accepted that MPs should be "fairly remunerated" for their important roles and responsibilities, but it was dismayed the commission had failed to entrench an "accountable and efficient culture" among elected politicians and public servants.

A "highly paid elite" would frustrate the need for a leadership in touch with the needs of ordinary people when it came to

implementing government's reconstruction and development programme

The National Labour and Economic Development Institute said the Melamet commission had justified MPs' salaries by comparing them to executive salaries in the private sector.

Top executives of large conglomerates received salary packages similar to those proposed for government officials.

After tax, the proposals' net cost to the state would be almost R100m a year, the institute said.

Teachers earned an average of less than R12 000 a year — less than the new parliamentarians would earn in a month — while senior school principals earned R9 500 a month including benefits, equal to two thirds of MPs' salaries.

Financial difficulties would severely constrain the reconstruction and development programme, and the proposed increased salary costs would serve only to aggravate the problem, the institute said.

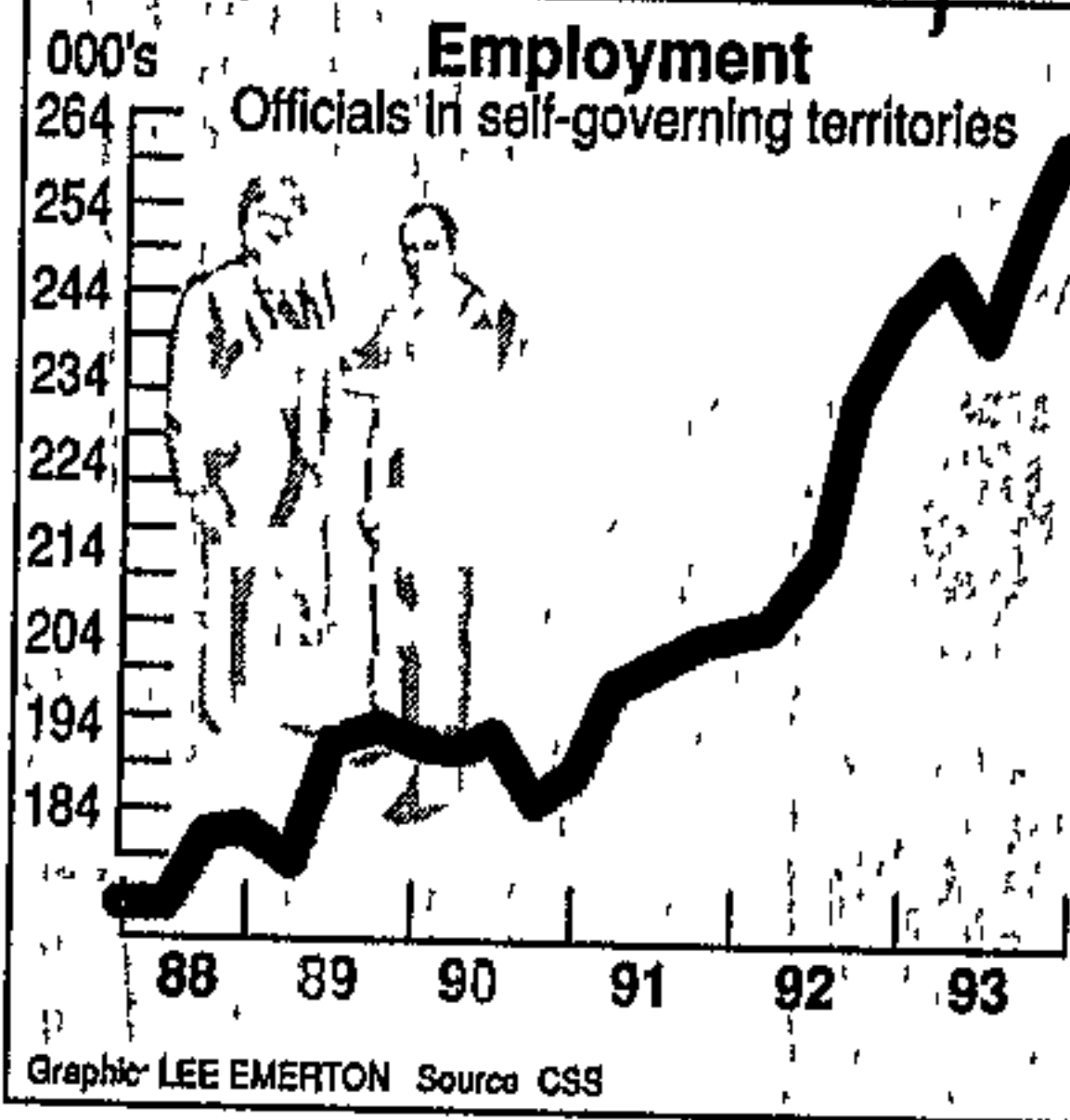
TBVC staff numbers 'soar'

GRETA STEYN

EMPLOYMENT in the public services of the self-governing territories soared last year, rising more than 19 000 to 261 730, according to figures released yesterday by Central Statistical Service. (250)

The surge last year continues a trend that started at the end of the 1980s and which really gained momentum in 1992. Spokesmen for the Commission for Administration have been unable to explain the rise, saying it is up to each individual territory to decide on employment policies. The office of Public Administration Minister Zola Skweyiya was unable to comment yesterday.

□ To Page 2



TBVC

□ From Page 1

Analysts said the CSS employment figures for central government, the provinces and the self-governing territories should be studied together to arrive at an idea of trends in the top two tiers of government. (250)

The provinces have shed a huge number of employees, mainly white. Since employment in the self-governing territories was only black, the growth in employment in these territories could be part of an unofficial government affirmative action drive.

But that would fly in the face of claims by the Commission for Administration that central government did not influence the employment policies of the territories.

Central government and the provinces shed more than 17 500 employees last year (reflecting mainly the decline in the prov-

inces' employment) According to CSS, more than 11 400 white and 6 390 black jobs were shed. By contrast, the self-governing territories employed 19 041 blacks.

The number of people employed by regional services councils rose 5,7%.

CSS said at the end of December the number of people in the total public sector was about 1,63-million — 2,6% lower than at the end of December 1992.

Transnet reduced its work force by more than 18% last year, while the Post Office and Telkom also saw a decline (more than 7%). There was a significant decrease in employment by agricultural marketing boards. University staff numbers fell, while technikons rose.

Attempt to retain local govt bodies

THE CP-dominated Transvaal Municipal Association (TMA) resolved yesterday to push for the prolongation of the life of the transitional local government co-ordinating committees, saying this would contribute significantly to peace.

TMA vice-president Paul Fouche said his organisation did not think it was possible for local government elections to be held in the immediate future, given the logistics involved. As a result, the organisation thought the extension of the life of the co-ordinating committees would be in the best interests of the country, as it would contribute towards peace.

Fouche said the organisation decided at a meeting yesterday to ask CP leader Ferdi Hartzenberg to prevail upon President Nelson Mandela to accede to this demand.

In terms of the Local Government Transition Act, negotiations should be embarked upon to create the joint local government councils and the co-ordinating committees which will run municipal affairs until elections are held.

The local government elections are scheduled for early next year. But the TMA wants the co-ordinating

WILSON ZWANE

committees to operate for the same length of time as the government of national unity.

The Act stipulates that should a dispute arise over the setting up of the joint councils, provincial premiers can intervene and appoint co-ordinating committees.

Fouche said his organisation was opposed to the joint councils and favoured the co-ordinating committees because, to a large extent, they maintained the status quo.

Unlike the joint councils, the committees would not consist of non-statutory bodies.

However, the TMA had come to accept that the councils were inevitable in metropolitan areas such as Johannesburg. "But we still advise our members there to opt for the co-ordinating committees," Fouche said.

According to Fouche, there are 66 CP-controlled municipalities in the former Transvaal.

Meanwhile the North East Rand Forum, comprising Kempton Park, Tembisa, Edenvale and Modderfontein, meets this evening to debate the type of local authority for the area

POLITICS

PAC, DP may get public service jobs

TIM COHEN

CAPE TOWN — President Nelson Mandela has raised the possibility of including members of the DP and PAC in the public service.

Mandela pledged members and supporters of all parties would be welcome to apply for jobs in the public and foreign service and military.

After holding discussions with DP acting leader Tony Leon and PAC leader Clarence Makwetu, he requested that the parties draw up lists of members who could fill top posts. Mandela said he was determined that the country should follow an inclusive approach to national building that involved all parties.

Mandela said the process of cross-party dialogue and co-operation in which "leaders put their hands together" would continue for as long as he was president.

Mandela said he was adamant that all political parties had to become part of an inclusive process of tackling the country's challenges.

Mandela did not exclude the idea of bringing leaders of smaller parties into the executive although he added that that having a loyal opposition was a critical factor for democracy.

Leon said he did not seek specific jobs for DP members "although the President did raise this matter in the context of his inclusive and welcome approach to nation-building".

The meeting had been "a very cordial and warm exchange".

Powell is Inkatha's 'defence minister'

CAPE TOWN — The Inkatha Freedom Party parliamentary caucus yesterday appointed controversial Inkatha senator Phillip Powell as its shadow defence minister, and firebrand Transvaal PWV leader Themba Khoza as his deputy.

SA Police Services spokesman Maj Bala Naidoo said from Durban yesterday Powell was wanted by police for questioning in connection with a home-made weapon allegedly found in his car last month.

Naidoo said representatives of the SAPS legal department had been in contact with Powell's legal adviser. "Hopefully we will resolve this issue by next Monday and be able to interview Powell," he said.

Naidoo denied reports that Powell had gone into hiding to avoid the police. Powell is at the centre of a number of controversies connected with Inkatha, allegedly involving the setting up of training camps for so-called self-protection units.

Another controversial Inkatha figure and former KwaZulu deputy minister of works VB Ndlovu, was appointed safety and security spokesman.

Inkatha hardliner Walter Felgate was chosen as constitutional development spokesman, while former CP MP Koos van der Merwe was appointed justice and deputy foreign affairs spokesman.

DAVID GREYBE

Gavin Woods of the Inkatha Institute in Durban was appointed shadow minister for finance and "government spending". His deputy in both portfolios is Dennis Madide, the former KwaZulu government finance minister. Madide was also appointed health spokesman.

Other appointments included:

- Labour — Ben Skosana;
- Agriculture — Senator Geoffrey Bengu;
- Mineral and energy affairs — Eric Lucas;
- Trade and industry — Henne Becker;
- Welfare — Inca Mars;
- Home affairs — Ziba Jiyane;
- Posts, telecommunications and broadcasting — Suzanne Vos;
- Environment — Peter Smith;
- Public enterprises, and housing — Mandla Msomi;
- Education — Lionel Mtshali;
- Deputy education spokesman — Faith Gaza; and
- Sport and recreation — Maureen Nzi- mande

The appointment of spokesmen for, among others, land affairs, public works, and transport was deferred until a later date, an Inkatha source said.

Inkatha, ANC youth team up

AUCTION

Golden handshakes and pensions total R25 million

Fat cat MPs doing just fine

THERE is life yet in the newly retired politicians of the old system relaxing on their huge pensions,

DAVID BREIER reports.

THE politicians of the old system who failed to make it to the new Parliament are surviving very nicely — thanks to R50 million in golden handshakes and annual pensions totalling R25 million. Politicians who made it

from the old system into the new are doing even better they continue to receive their pensions plus the hefty new pay packets being dished out to members of Parliament.

Ordinary MPs from the defunct tricameral Parliament with 15 years' service received a once-off golden handshake of R250 000 each and a monthly pension of R10 000. The amounts taper off with fewer years of service.

Former Ministers receive far more. And their ex-colleagues who made it into the new Parliament

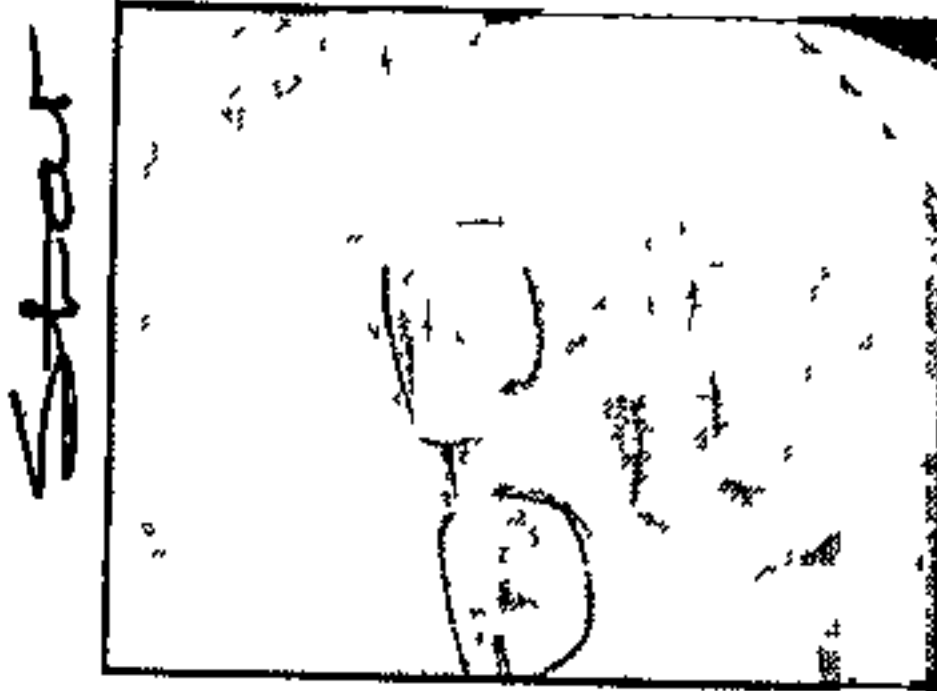


SOAL Can't make ends meet on his pension are even better off. In addition to their gra-

tuities and pensions, ordinary MPs enjoy the pay and perks given to new MPs. This amount totals R193 000 a year, made up of R161 000 in pay and R32 000 a year in car allowances. Again, Ministers receive far more.

Most MPs enjoying this double bonanza are Nats, but there are a sprinkling of Democratic Party, Inkatha Freedom Party, Freedom Front and even ANC MPs sitting in the double barrel of butter.

Peter Soal of the DP, the former MP for Johannesburg North with 11½ years in the old Parlia-



STOFBERG Misses parliamentary travel perks ment, failed to make it to the new National Assem-

bly after the DP's dismal election performance.

He says he is not coming out on his parliamentary pension and is looking around for another occupation to make ends meet.

"You have not heard the last of Soal," he vows. But he predicts this will be in some other field and that he will not make a political comeback.

Soal confesses to suffering from political "withdrawal symptoms" as he would have loved to be part of the democratic Parliament which repre-

through the CP and the Afrikaner Volksfront He is on the CP Free State council and the AVF head committee.

He also has 11½ years in Parliament, but he has no complaints about his pension.

He does miss the travel perks, though, as he drives 2 000 km a month doing political work.

If he is invited to more distant venues and has to fly, he expects the hosts to pay the airfare because he no longer has the 36 free flights a year once given to MPs.

Star 28 18 194

Transkei cheques vanish

Sunday Times 29/5/94

Sunday Times Reporter

MANY blank Transkei government cheques have gone missing from the former homeland's Department of Finance amid widespread allegations of maladministration and theft.

President Nelson Mandela said on Friday that he was considering sending members of the Eastern Cape executive council to Transkei to counter maladministration.

And Eastern Cape Premier Raymond Mahlaba accused civil servants in Transkei of being disobedient in the wake of the alleged theft and strike action.

Umtata police are searching for missing government vehicles, office furniture and computers — most of which have disappeared in the past few weeks.

Captain Yolisa Siyothula of the com-

mercial branch in Umtata said the theft of government cheques came to their attention after several businesses in Kroonstad, Free State, tipped them off about people trying to cash a flurry of government cheques.

The value of the cheques found in Kroonstad totalled almost R1-million.

Captain Siyothula said other cheques had been cashed in Transkei. The amounts varied from R20 000 to R80 000.

The police spokesman said they had discovered that government cheques close to R300 000 had been deposited into the banking account of an Umtata attorney. The case is still being investigated.

The police's vehicle theft unit said the number of lost vehicles had not yet been established, but the rate of theft had increased in recent months.

NEWS Plans for children in prison ●

New union launched

By Khathu Mamaila

A NEW trade union for civil servants, the Trade Union of South African Authorities, has been launched. *Sowetan*

The TUSAA, launched in Pretoria recently, is independent of Government and political parties, TUSAA general secretary Mr Naledi Mogale told *Sowetan* in an interview. 116194

He warned unions that were "married" to the Government that they could not effectively bargain for their members and their loyalty would be divided between employer and employees. (250)

Referring to developments in the former homelands of Lebowa and Bophuthatswana, where the National Education Health and Allied Workers Union called on its members to suspend strikes to give the new Government a chance, Mogale said only an independent union would be able to represent its members effectively.

Asked if TUSAA was not on a collision course with Nehawu, Mogale said "We are merely responding to the call of workers who feel that they are being ignored. It is our duty to represent the workers."

The union is not affiliated to any of the two federations Cosatu and Nactu.

Huge changes set for civil service

250

ARL 3/6/94

CLIVE SAWYER
Political Correspondent

WORK on a huge reshuffle of the civil service by strategic management teams is set to begin within weeks.

The mammoth task involves welding departments of now-defunct tricameral administrations, homelands, self-governing territories and provincial administrations into new central and provincial departments.

Each department will be handled by a three-member team, which will be empowered to re-deploy staff.

One tough challenge will be to rationalise departments where functions were duplicated in the apartheid era into single entities — and then choose a head.

African National Congress MP Salie Manie, long involved in think-tanks on restructuring the civil service, disclosed details of the plan.

The teams will work along guidelines meant to ensure democratisation and deracialisation of the civil service, while ending inefficiency and an "autocratic" approach.

Among the reforms proposed by the ANC think-tank is the introduction of a performance appraisal system "to avoid the civil service being a retirement village".

A key goal of the plan will be the implementation of an affirmative action policy in a national bureaucracy currently dominated by white men.

Implementation of the plan will have to begin in the wake of tension among civil servants, especially in former homelands where administrations have broken down completely.

While restructuring will be far-reaching, a key goal in the process will be to ensure continuity.

Decisions on re-deployment of staff, and even whether early retirement should be allowed in some cases, would depend on implications for service delivery and budgetary impact.

The brief of the teams was being finalised, and many were already at work.

The teams will have the authority to re-deploy staff, which will be done subject to labour legislation and constitutional rights.

Mr Manie said pre-election promises that civil servants would not lose jobs or be prejudiced by change would be honoured.

This could mean that restructuring would result in some officials being paid more than others doing the same job.

Steps would be taken to ensure this did not continue beyond the transition period.

Final recommendations on the structure of the civil service will be made by minister of public service and administration Zola Skweyiya to President Mandela.

Within the next month a parliamentary standing committee on the civil service will be set up.

There are more than a million public servants.

● See page 11

Breaking the

(250) ARL 3/6/94

100 teams of three to guide the restructuring

Strategic management teams are beginning the work of restructuring the civil service to meet the needs of a new South Africa. Political Correspondent CLIVE SAWYER reports.

COUNTRYWIDE, more than 100 three-person teams are to swing into action in central and provincial government departments

Called strategic management teams, their job is to guide reconstruction of the civil service to match a series of demanding criteria

The process of changing South Africa did not peak on April 27 and 28; it merely began.

"The need to restructure the civil service is not fully understood," says Salie Manie, an African National Congress MP who has been involved in think-tanks on remoulding the civil service

"The need exists not only for the sake of affirmative action — restructuring must take place so that services can be delivered"

The bureaucracy inherited by the new government of national unity is by no means a dream machine. The legacy of civil service designed for racially-based government is inefficiency, corruption, waste, and an autocratic approach to colleagues and the people government is meant to serve.

Departments of now-defunct tricameral government, four provincial administrations, the TVBC and self-governing states, have to be welded into a new structure

Mr Manie said the brief of the teams was being finalised, and many were already at work

Answering to the State President's office, the teams' function was to ensure the system continued to operate while creating a new infrastructure.

They will have the authority to re-deploy staff, which would be done subject to labour legislation and constitutional rights

One of the toughest decisions facing the teams will be choosing between several potential heads of directorates and departments, when duplication of jobs from the apartheid era falls away

But pre-election promises that civil servants will not lose jobs or be prejudiced by change will be honoured.

"Clearly, there will be cases where people in certain categories in the hierarchy will still get paid at the rate of the job they previously occupied"

The net effect of this will be that in some cases the principle of equal pay for equal work will not apply. Steps will be taken to ensure this does not continue beyond the transition period

departments at national level, and set up administrative infrastructures for the nine provinces

"One of the obvious problems is that we have a civil service divided into a number of little entities, each with its own infrastructure, chain of command, budget, and often different procedures"

Powers would be devolved to provinces only when it could be proved they had appropriate administration, staffing, infrastructure, budgets and programmes

Asked what would happen if people were found to be redundant once the investigation into staffing was complete, Mr Manie said it was possible this would not happen

Tasks facing the country were so great it was possible there would be too few

Reorientation was another important goal

"People need to be orientated to the fact we now have a democratic government, to which everyone needs to be loyal because it represents the people"

Politicians and civil servants would have to have a new approach in their attitude to people — "truly becoming servants of the public," Mr Manie said

A crucial goal was to prevent the process of restructuring causing disruption

"We must ensure continuity in services, and a speeding-up of the process of delivering services, as guided by the reconstruction and development programme"

Key tasks of the strategic management teams were to restructure government

"New contracts will be very clear on what terms, including pay scale and benefits, a person has been employed"

The strategic management teams will report to provincial task forces for each department

Although the final procedure for restructuring the civil service could differ from the pattern which had emerged in the think-tank, certain criteria had been put forward which would guide all decisions on restructuring. These criteria included the aims of democratisation and deracialisation

"To us, democratisation must have an effect on the process of decision-making at political and administrative level, so that people outside the system actually have an impact"

people in the civil service, rather than too many

Within the service, a performance appraisal system was needed.

"This will ensure it is not just a retirement village where people think they have a permanent job just because they are in the civil service

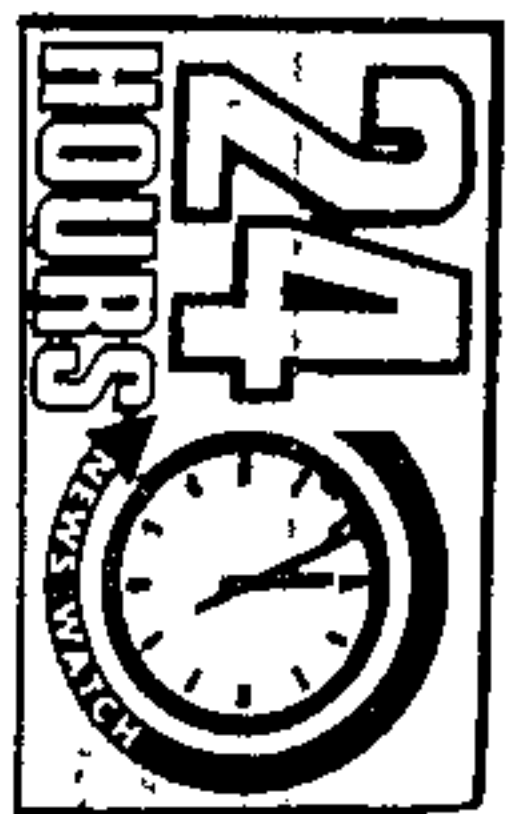
"The performance appraisal system should be linked to a disciplinary procedure," Mr Manie said

Unions would play an important role in the process of restructuring

"Some of the unions already have gone a long way to addressing the key issues."

Unions could also be helpful in eradicating wastage. "people on the workforce tend to know where the money is wasted".

remoulded
of civil service departments



Elected communists face double salary levy

By EDYTH BULBRING

NEWLY elected communist party members of Parliament and provincial governments face a double levy on their salaries to contribute to both the ANC and SACP coffers. (250)

The ANC parliamentary caucus has decided that its elected members will pay between R750 and R2 000 of their salaries a month to fund the organisation.

But the SACP had also decided earlier this year that its members would pay a tithe or 15 percent of their monthly salaries to the dwindling party coffers.

The ANC has said ordinary members and senators will pay R750 a month, deputy ministers will pay double and ministers R2 000. These levies would also apply to provincial government representatives.

The double levy on communists in government represents for many the cost of a bond on a home in Cape Town.

And an ANC study group is discussing a plan to assign each MP a "constituency in the country" to ensure that they remain in touch with the electorate.

This would mean that members would have to maintain two homes.

Subsidised housing in the three parliamentary villages was scrapped this year. Residents are expected to pay a rent of R1 300 a month, compared to the R150 to R250 previously.

Public servants get right to strike

BIDAY 7/16/94
DAVID GREYBE

CAPE TOWN — President Nelson Mandela yesterday extended the Public Service Labour Relations Act to the former homelands, giving their public servants limited rights to strike. (250) (32)

A proclamation, to be gazetted by Friday, effectively gives public servants the right to belong to unions, and allows collective bargaining and access to the industrial court. However those in essential services — such as health, air traffic, fire-fighting, courts and the provision of water and power — will not be allowed to strike, but will have to use compulsory arbitration.

Public Service and Administration Minister Zola Skweyiya said the next step would be for public servants in the former TBVC states and self-governing territories to form unions and apply for membership of the Public Service Bargaining Council. The council is split evenly between employer and union representatives.

Public Service Commission labour relations chief director Dame du Toit said unions would have three months to apply for membership of the council under a shortened application procedure.

An important next step for the bargaining council would be to start work on a "major overhaul" of the national and provincial public service. It would make its recommendations on a revamped public service to the Minister, who would table draft legislation before Parliament.

Du Toit said the extension of the Public Service Labour Relations Act of 1993 to the former homelands was an important step in extending uniformity among the estimated 900 000 to 1,2-million public servants. "The idea was not to make any

□ To Page 2

Public servants

major changes at this stage, but to change departments and organisational components and nine provincial administrations for the sake of conformity. (250) (32)

Mandela last Friday enacted the Public Service Act, providing for a unified public service at national and provincial levels of government, Skweyiya said. It replaced the various employment Acts of the former public services of SA, the TBVC states and the self-governing territories.

The Act makes provision for 32 national

Skweyiya said: "It will now be possible to rationalise the administrative structures of the former public services into these new structures." It also "paves the way" for the establishment of uniform terms and conditions of employment for all public servants, which had been a serious grievance in some provinces.

BIDAY 7/16/94 From Page 1



People won't be thrown on street, says Minister

Move to blacker civil service

Star File 194

BY ESTHER WAUGH
POLITICAL CORRESPONDENT

Moves are afoot to make the public service, and especially its top echelons, representative of South Africa.

The Minister of Public Service and Administration, Dr Zola Skweyiya, told The Star yesterday there could be no compromise on the "infusion" of blacks into the civil service.

"It is of paramount importance that the public service at its top echelon represents South Africa.

"But one cannot throw people into the street. We are bound

by the Interim Constitution (which guarantees jobs, salaries and pensions)," Skweyiya said.

On a gender-sensitive civil service, he said he and the Public Service Commission "will try by all means that women, and especially black women, get top representation in the civil service".

He said new appointments in the civil service had not been possible because a unified service had not existed until the proclamation of the Public Service Act on Friday.

The legal basis for a representative civil service was now being laid. This involved the proclamation of the Public Ser-

vice Act, the Public Service Relations Act and the Public Service Commission Act.

On the appointment of directors-general in the various departments, Skweyiya said the Minister would first advise the Public Service Commission to advertise such a post. He and the commission would then have to agree on the candidate before the appointment was approved by the Cabinet.

In a statement issued yesterday, Skweyiya said the proclamation of the Public Service Act on Friday meant that a unified public service could now be de-

ployed at national and provincial levels.

"It makes provision for 32 national departments and organisational components, and nine provincial administrations.

"It will now be possible to rationalise the administrative structures of the former public services into these new structures," he said.

Skweyiya added that consultation would take place during the rationalisation process.

The Act also provided for the establishment of uniform terms and conditions of employment for all public servants.



Mandela signs new *Star 7/16/94* Public Service Act

President Mandela has enacted a Public Service Act, paving the way for a new civil service to replace that of the former central, homeland and self-governing territories' governments

Minster of Public Service and Administration Zola Skweyiya said yesterday the Act would replace the Public Service Employment Acts previous in force.

"It makes provision for 32 national departments and organisational components and nine provincial administrations. It will now be possible to rationalise the adminis-

trative structures of the former public services into these new structures (250)

"It also paves the way for the establishment of uniform terms and conditions of employment for all public servants. This has been a bone of contention in a number of regions.

"I wish to emphasise that more work needs to be done before the implementation of uniformity in the terms and conditions of employment can be finalised. This process will, however, be expedited," Skweyiya said in a statement — Sapa.

CONTACT BEVERLEY

Act paves way for new civil service

of 7/6/94

(25)

PRETORIA — President Nelson Mandela has promulgated a Public Service Act, paving the way for a new civil service to replace those of the former central, homeland and self-governing territories.

The Minister of Public Service and Administration, Dr Zola Skweyiya, said yesterday the act would make provision for 32 national departments and organisational components and nine provincial administrations.

It also paved the way for uniform terms and conditions of employment for all public servants.

Dr Skweyiya said. "The government cannot develop the country and build the nation without an efficient public service and for this reason is committed to establishing the best possible public service for South Africa and one which will be accepted by the community at large."

The Cape Provincial Administration's chief adviser, Professor Fanie Cloete, said yesterday the delay in

handing powers to the provinces was like asking someone "to run the Comrades without the necessary shoes."

Prof Cloete described the delay as "a complication, not a crisis", but said it could badly affect local government if it continued beyond a fortnight.

Western Cape Premier Mr Hennis Kriel flew to Pretoria to try to clear the "bottleneck". He is expected to remain there for tomorrow's Premiers' meeting with Mr Roelf Meyer, Minister of Constitutional Affairs and Provincial Government, and Dr Skweyiya.

Powerless

The nine provinces, left powerless by a Government Gazette notice last Friday that temporarily signed over all their powers to the central government, should start regaining at least their old powers this week.

Each premier has to prove to Dr Skweyiya that the power sought by the province can be handled by its administration. — Sapa, Political Staff

NEWS Mandela passes new Public Service Act

New law on civil service enacted

PRESIDENT NELSON MANDELA has enacted a Public Service Act, paving the way for a new civil service to replace that of the former central, homeland and self-governing territories' governments

The Minister of Public Service and Administration, Mr Zola Skweyiya, said yesterday the Act would replace the public service employment Acts of all previous government entities

"It makes provision for 32 national departments and organisational components and nine provincial administrations (250)

It will now be possible to rationalise the administrative structures of the former public services into these new structures

"It also paves the way for the establishment of uniform terms and conditions of employment for all public servants. This has been a bone of contention in a number of regions

"I wish to emphasise that more work needs to be done before the implementation of uniformity in the

■ PAVES THE WAY Workers to have uniform terms of employment:



Nelson Mandela

terms and conditions of employment can be finalised. This process will,

however, be expedited," Skweyiya said

He said the Act was an important step in the rationalisation of the public service

"Various Government institutions are in the process of urgently finalising their planning with the view to implementing further rationalisation actions

Obviously all relevant role players will be consulted in this process

"I sincerely regard the public service as one of the most important elements of the State.

"The Government cannot develop the country and build the nation without an efficient public service and for this reason the government is committed to establish the best possible public service for South Africa and one which will be accepted by the community at large," Skweyiya said — Sapa

Whips seek moratorium

Star 8/6/94

■ BY ESTHER WAUGH
POLITICAL CORRESPONDENT

The Whips of the three main parties in Parliament — the ANC, National Party and Inkatha Freedom Party — have proposed that a moratorium be placed on rentals paid by and travel allowances paid to MPs until a permanent commission has been established to investigate remuneration packages.

The document, in which the Whips asked President Mandela to



Ginwala ... power for moratorium sought.

grant the Speaker, Frene Ginwala, the power to declare such a moratorium, was sent to the presiden-

cy during the last parliamentary session.

The Whips supported a proposal made by the Melamet Commission into the remuneration of MPs that a permanent commission be established to investigate the matter. Legislation is being prepared for its establishment. (354) (250)

On MPs' salaries, the Whips said parliamentarians should be paid from the day of the election — April 27 — when they became MPs, and not from May 7.

1 000 new posts to be created

Public service affirmative action begins

BIDAY 9/6/94

(250)

DAVID GREYBE

CAPE TOWN — Government announced a comprehensive affirmative action programme for the public service yesterday, including the immediate creation of 1 000 new posts up to management level.

Public Service and Administration Minister Zola Skweyiya said all unimplemented Public Service Commission recommendations for the filling of posts had been withdrawn and the posts would be advertised again. The commission is the policy arm of the public service.

Skweyiya gave an assurance that the posts would be filled within existing budgetary allocations.

A Public Service Commission spokesman said there were more than 1 000 vacancies in the service, aside from 1 000 "strategic" posts that would be created.

The Minister announced several longer-term steps to set up affirmative action monitoring mechanisms in the public service. A monitoring "organisational component" would be set up in each department "to assist management in promoting representivity", and a database would be established to continually analyse the composition of the public service.

Skweyiya's announcement was received coolly — for different reasons — by Cosatu and the conservative Public Servants' Association.

Cosatu spokesman Neil Coleman said it raised questions which would be discussed at a meeting between a delegation from Cosatu and its public sector unions and the Minister. "We will discuss an approach to public sector restructuring which will ensure that (government's) reconstruction

and development programme is effectively implemented. It is important that public sector restructuring goes beyond a few affirmative action appointments."

Public Servants' Association GM Casper van Rensburg warned that unless there was a clearer national affirmative action policy, it could be open to abuse by individual departments and provinces.

"Skweyiya's statement is not clear enough on exactly how affirmative action will be implemented. There are a lot of rumours flying around."

Van Rensburg said affirmative action should not be used "to get rid of existing public servants", but to maintain standards. However, he welcomed the "calming effect" of recent statements by President Nelson Mandela and members of his government on the public service.

Skweyiya said government was committed to transforming the public service to serve all South Africans, but the public service he had inherited failed to comply with the requirements of the constitution because it was not broadly representative.

"The problem is not just the lack of representation of racial groups in many categories, but also gross under-representation of women, particularly black women. This needs to be addressed as a matter of urgency."

The Public Service Commission had embarked on a programme "to ensure that groups that are under-represented are targeted for immediate employment".

SA employs between 900 000 and 1,2-

□ To Page 2.

Public service

BIDAY 9/6/94

From Page 1

million public servants, including those in the former TBVC states and self-governing territories. (250)

Skweyiya's plan of action for the short term emphasised advertising.

Steps included the immediate advertising of all vacant posts, the countrywide distribution of a special circular listing the vacancies, and advertisements in newspapers "to bring the vacancies to the attention of persons from the under-represented groups". But this would not exclude applications from other races, such as whites.

The process of advertising, selection and appointment would be managed by the Public Service Commission. Departments would also be involved.

Longer-term plans included.

□ A separate component of the Public Service Commission would be set up to help the commission deal with "all issues relating to representivity";

□ Bursaries would be granted "to enable needy students from under-represented groups to equip themselves academically for careers in the public service";

□ Special training courses would be introduced to enable prospective and serving members to meet the prescribed requirements and operational standards, and

□ The public service as a career would be promoted among the under-represented groups.



Burp! But for some 'fat cats', R193 200 a year as an MP is just slim pickings



Comparing the Old and New Parliamentary salaries

OLD PARLIAMENT	NEW PARLIAMENT
Annual package R184 000	R193 200 Annual package including
Including expenses (tax deductible) R33 945	R.E. 1000 subsistence allowance (not taxable if spent in Cape Town)
and car allowance (65% not taxed) R60 000	R62 200 Car allowance
Amount taxable R103 000	R124 195 Amount taxable
Constituency office allowance R27 000	No constituency allowance.
Free flights anytime and anywhere 36 per year in the country.	2 per month Free flights while parliament is sitting only between parliament and home, which have to be taken or forfeited.
Return flights for children Two per year	provision for children
Basic take-home pay ±R11 000	±R11 000 Basic take-home pay

Graphic: FRONA KRISCH

By CHRIS BARRON

AS a member of South Africa's new National Assembly, Saki Macozoma will get an annual package worth a cool R193 200.

But while the amount recommended for MPs by the Melamet committee has given the nation mass apoplexy, Mr Macozoma will not be laughing all the way to the bank.

A month ago he was an executive with South African Breweries with an annual package of R256 000. This included a housing allowance which enabled him to buy a house in the northern suburbs of Johannesburg for R240 000, and a Mercedes-Benz 230 with all petrol and maintenance costs paid for.

The cash portion of his package was R15 000 a month.

With R36 000 a year for expenses and an annual car allowance of R32 000 included in his parliamentary package, Mr Macozoma still won't be doing badly by most people's standards. But going to Parliament was a sacrifice for him and President Nelson Mandela had to twist his arm.

"We need all hands on deck," the President told him.

Mr Macozoma, 37, who spent five years on Robben Island, is convinced it was the right move.

But it annoys him that in return for putting country before self he is labelled a "fat cat".

Suddenly he has to find R170 000 to hold on to his Merc. For half of every year he has to leave his comfortable home with its four bedrooms, two lounges, cellar, study and swimming pool for a small converted, prefabricated military bungalow in Cape Town which he shares with another MP, the younger brother of former Transkei boss Bantu Holomisa.

For this he is expected to pay a "market-related" rent of R1 300, in addition to the R3 500 monthly bond repayments on his Johannesburg house.

"There is an assumption that everyone benefits by going to Parliament," he says, "but many people are actually being penalised."

An additional burden is the R750 ANC MPs will have deducted from their monthly pay cheques for party coffers.

At the other end of the scale are those whose salaries have been quadrupled.

Baleka Kgositsile took home R2 500 as a full-time worker with the ANC Women's League. But even to her, an R11 000 monthly take-home salary — roughly the same MPs earned in the old Parliament — "is not as high as we have been made to

feel". She returned from 15 years' exile in 1990 "without a cent in the bank" and now "nothing has made me feel I suddenly have this large amount of money".

And that won't change, predicts old hand Douglas Gibson, Democratic Party chief whip.

Being an "effective" MP cost him R47 000 last year.

Typical costs, he says, are anything from report-back meetings to postage, phone bills and plane tickets not paid for by Parliament.

Mrs Kgositsile says she will have to keep two households going at the same time for the best part of a year.

While paying to stay in the parliamentary compound of Acacia Park she will have to maintain her R1 400 a month payments on her house in Johannesburg.

Unlike her predecessors in the old Parliament, she will not get R2 250 a month to run her "constituency" office — each ANC MP will have responsibility for a magisterial district.

An indication of what this will cost comes from the Freedom Front's Corné Mulder. From past experience he'll be trying to limit his office budget to "a bare minimum" of R5 000 a month.

At the moment Mrs Kgositsile has no car, but says that without a vehicle she won't be able to carry out her job properly.

She can speak to Mr Mulder's older brother Pieter about that. In the old Parliament he clocked an average 75 000 km a year on official business. Unlike the old, new MPs will pay for their petrol.

Experienced MPs agree that two cars are essential. But the car allowance won't cover the costs of a second vehicle.

In the old Parliament, MPs got 36 free flights a year which they could use anytime and anywhere within the country.

Now they have two return flights a month which they must use or lose, and these flights have to be between Cape Town and their homes.

Mrs Kgositsile believes the issue is not just about take-home pay. "You have to be sure that MPs work in conditions that make it possible for them to deliver. Otherwise nature will demand of them that they find other ways of augmenting their salaries."

But going for the principle of "competitive" salaries has earned the Melamet committee harsh criticism from major ANC allies, Cosatu and the SA National Civics Organisation. They point to the "obscene gap between workers and executives" in SA.

veyiya's good news on civil service

Plan gives all opportunity

Sowetan 9/6/94

■ BURSARIES GRANTED Equipping

needy students for public service careers:

By Josias Charle

250

MINISTER OF Public Service and Administration Mr Zola Skweyiya has promised to go on a campaign to ensure that under-represented groups are targeted for immediate employment in the public service

In a statement released in Pretoria yesterday, in which he outlined the short-term action plan, he says all existing vacant posts which needed to be filled will be advertised forthwith

Where recommendations have been made regarding the filling of posts, such recommendations will be withdrawn and the posts will be readvertised

Skweyiya says at least 1 000 posts will be made available for filling at all levels, ranging from entry posts up to management level

He made it clear that the bias would be towards blacks and women who have been overlooked when public posts were filled

Other serving public servants would be allowed to apply as well

In another development, Skweyiya said bursaries would be granted to enable needy students from under-represented groups to equip themselves academically for careers in the public service.

"Special training courses will also be introduced to enable prospective and serving members to meet the prescribed requirements and operational standards

Key role

"I am aware of many well qualified persons from under-represented groups who could play a key role in the public service I call on them to respond positively when posts are advertised," Skweyiya said

"I give the people of South Africa the assurance that in all appointments, especially top management level, the ministry will be sensitive to gender issues. We are committed to create an effective, efficient and motivated public service which will reflect the broad South African society in terms of race and gender," Skweyiya added.

He said organisations representing workers were being consulted on all actions to be taken

Govt acts on civil service

(256)

CT 9/6/94

By ANTHONY JOHNSON

THE government moved yesterday to start correcting racial and sexual imbalances in the civil service stemming from decades of apartheid rule.

The Minister of Public Service and Administration, Dr Zola Skweyiya, said he would create "at least" 1 000 new posts at all levels to ensure a more representative civil service.

Also, all existing vacant posts would be filled. The jobs bonanza would cover posts ranging from entry level jobs to those of director-general of government departments.

The NP said it supported aspects of the plan, such as a greater role for women on merit, but opposed the creation of a large number of new posts.

NP information director Mr

More jobs to address imbalances

Marthinus van Schalkwyk said the rationalisation of the public service and the integration of the former homeland administrations had not been dealt with yet "and the ANC already wants to extend the public service".

He said the view that job creation was the responsibility of the state was not healthy.

Dr Skweyiya said greater "representivity" would be promoted in government departments. An information base would be set up to analyse continuously the com-

position of the public service.

He said. "The public service as a career will be promoted among under-represented groups," adding he had several candidates for some posts.

The minister said that although the posts were aimed at under-represented groups, persons from "other groups" were welcome to apply. Serving civil servants could also apply.

He said departments would be advised that where a public service commission had already made recommendations on the filling of a post, that recommendation would be withdrawn immediately. He said the posts would be re-advertised.

Besides existing vacancies, more jobs would be created. "If suitable candidates apply for these positions, new posts will be created in consultation with departments," he said.

Public servants seeking answers on promotions 256

CLIVE SAWYER
Political Correspondent

THE Public Servants' Association has called on Minister of Public Service and Administration Zola Skweyiya to explain his decision to set aside promotions already recommended by the Public Service Commission.

The association welcomed yesterday's statement by Dr Skweyiya as going some way to clarifying future policy on a "more representative" civil service

Dr Skweyiya said at least 1 000 new civil service jobs were to be created to build a more representative civil service.

Any recommendations on filling vacant posts were to be withdrawn immediately and the jobs would be re-advertised.

Departments would be advised that where the commission had already made recommendations on the filling of a post, that recommendation was withdrawn with immediate effect

He said the posts would be advertised again.

Consultations with 11 public service employee organisations on the future of the service are in progress.

The association said uniform guidelines for affirmative action must be

APL 9/6/94
set for central and provincial government departments. Affirmative action should not result in dismissal of staff

Objective standards for appointments and promotions must be maintained.

Officials should be allowed to retire on pension voluntarily, the association said

"Experience and stability of the public service must be retained at all costs"

The National Party said that creating jobs by expanding the civil service — as proposed by Dr Skweyiya — was "not sensible"

The NP said it supported some of the plans for the civil service Dr Skweyiya had announced. This included support for the proposal for more representation for women in the civil service, based on merit.

"We are not in favour of a large number of new posts," said NP spokesman Marthinus van Schalkwyk

"The rationalisation of the civil service and the integration of former TBVC and self-governing states is not even complete, and the ANC already wants to expand the civil service."

A better policy would be to create posts strictly according to need, the NP said

Bid to redress racial, gender imbalance

Details of public service shake-up

Star 21/6/94

■ STAFF REPORTERS

Public Service and Administration Minister Dr Zola Skweyiya yesterday announced a plan to redress the racial and gender imbalances in the public service, including the creation of 1 000 new posts at all levels for under-represented groups.

This has caused scepticism in the Public Servants' Association, which sees this as the final planned process of affirmative action.

However, the PSA believes the steps Skweyiya announced would not lead to the dismissal of existing officials to achieve the goals of affirmative action.

The PSA is consulting with the Central Chamber of the Public Service Bargaining Council, hoping that talks "could lead to the crystallisation of a much clearer policy concerning the way of achieving a more representative public service".

Skweyiya said "The Public Service Commission and I have embarked on a programme to ensure that groups that are under-represented are targeted for immediate employment in the public service (250)

"The problem is not just the lack of representation of racial groups in many categories but also the gross under-representa-

tion of women, particularly black women," he said.

Departments that had already made recommendations regarding the filling of posts would be made to withdraw these with immediate effect and the posts would be advertised again.

Skweyiya said advertisements would be placed in newspapers to bring the vacancies to the attention of those in under-represented groups but that "it does not exclude persons from other groups to apply as well".

He added "Definite, positive actions by the Public Service Commission and the provincial service commissions at all levels is clearly called for."

1 000 new jobs for civil service

WM 10-12/6/74

Chris Lotter (250)

CIVIL SERVANTS from former homeland governments are to be appointed to senior posts in the country's central civil service. In terms of plans announced this week by Minister of Public Service and Administration Zola Skweyiya

Skweyiya announced that he would create at least 1 000 new posts at all levels to redress the distortions created by apartheid and ensure a representative service.

All existing vacant posts would be filled. The posts would range from entry level jobs to those of director general of government departments.

It is expected that senior homeland civil servants — the only senior black bureaucrats with government experience — will fill

most of the available top posts.

The white dominated Association of Civil Servants criticised the government plans. ACS chief manager Casper van Rensburg was quoted as saying many questions remained to be answered including what the role of the provincial legislatures would be.

The National Party said the view that government was responsible for the creation of jobs was not healthy. While it supported aspects of the plan, it was against the creation of a large number of new jobs.

Skweyiya said all existing vacancies would be advertised immediately. Recommendations by the Civil Service Commission for the filling of vacancies would be cancelled and the posts advertised again.

Internal dissent as ANC pay talks loom

By RAY HARTLEY: Political Reporter

SIMMERING dissent within the ANC and its allies over the high salaries of cabinet ministers and MPs could boil over at an ANC national working committee meeting scheduled for Tuesday to discuss the matter. 12/6/94

The salaries question was discussed at a meeting of the alliance on Friday, and ANC secretary-general Cyril Ramaphosa, his Cosatu counterpart Sam Shilowa and SACP general secretary Charles Nqakula are scheduled to meet earlier on Tuesday to prepare for the discussion.

Mr Nqakula, Mr Shilowa and the SA National Civics Organisation have publicly demanded that cabinet ministers slash their pay packages to signal the end of fat-cat government. (250) (504)

In terms of recommendations from the Melamet committee, the president earns R780 000 a year, deputies take home R600 000, and cabinet ministers earn R470 000.

Mr Nqakula said he earned R24 000 a year as SACP general secretary — exactly the same as all other SACP employees — and he managed to get by on this.

"Our view was always to destroy the gravy train. We are disappointed with the cabinet ministers because we would have expected them to stick to our arrangement," he said, adding that any idea that activists needed to be rewarded for their contribution to the struggle had to be dismissed.

Mr Nqakula said no decisions had been taken on what salaries should be reduced to, but he believed they needed to be paid a "living wage".

A living wage needed to take into consideration their financial commitments, where they lived and their transport requirements, he said.

Union may challenge council

CT 16/6/94
Municipal Reporter

ONE of the city council's employee unions may sue the council

(250) (218)
The SA Association of Municipal Employees (SAAME), one of four unions representing council employees, consulted lawyers yesterday over a circular issued by the council last week

The circular allegedly accuses

the union of actions amounting to a "prima facie case of fraud"

The council had complained that some of the money that it and union members were paying, supposedly into a group life assurance scheme, was, in fact going into a "stabilisation reserve fund"

Meanwhile, it emerged yesterday that up to 20% of funds going into the scheme, administered

by the union, have been deducted as an "administration" fee

Mr Gabriel Beukman, secretary of the Cape Town branch of SAAME, confirmed that this money had been used, instead of members' subscriptions, to run the local union. The union had for years run a number of schemes, including selling short-term insurance, from its local offices, he said.

LABOUR BRIEFS

ABOUT 300 Tembisa, Midrand, town council employees were dismissed after a week-long occupation of the municipal offices for a week during which they locked out senior officials and commandeered the switchboard (MWA) 250

The Federation of Municipal, Health and Allied Workers members started the illegal action on June 8 because they were dissatisfied with the secondment of senior officials from Kempton Park and Modderfontein ARG 18/6/94

BUDGET BRIEFS

Cost of civil service appointments

THE total cost of new personnel in the civil service from December 1 last year could be calculated only once the appointments had been made as people were appointed at different levels, said director-general of the Department of State Expenditure Hannes Smit.

Answering questions from the Joint Standing Committee on Finance, he said the Transitional Executive Council put a moratorium on appointments on December 1.

ARL 25/6/94

(250)

FOCUS ON THE NEWS

Sowetan 27/6/94
The winds of change are blowing softly but steadily through the corridors of power in South Africa's white-dominated civil service, once viewed as the exclusive domain of the public servants of apartheid. **David**

Tucker reports:

expense of a white applicant."

A white civil servant, who asked not to be identified, says he is considering leaving South Africa but is going to wait and see what happens. "If apartheid in reverse comes into force I will leave. My colleagues feel the same way but we are South Africans and want to stay here and make our contribution," he says.

More than 11 000 civil service jobs are being offered, ranging from the lowest administrative posts to department heads. (250)

Corrie Smit, spokesman for the Public Service Commission, says the jobs on offer are not new but mainly posts frozen during the dying days of apartheid rule and the cost has already been budgeted.

He is unable to say how many of the current civil servants are black.

"A lot of the new South Africa's civil servants came from the old (black) homelands and self-governing territories after reincorporation," he says.

Smit denies any suggestion that white civil servants from the "old guard" will be able to veto applications and effectively be able to reject black job-seekers in an attempt to maintain the

IN SPITE of assurances by President Nelson Mandela's national unity Government that white-public servants are secure in their jobs, many fear their careers are being put on hold as the racial imbalances of segregation are redressed.

"There is apprehension, you are dealing with change and every change brings about fears," says Anton Louwrens, deputy general manager of the Public Servants Association, representing 103 000 civil servants, half of them black.

Blacks, largely restricted to menial jobs during more than four decades of apartheid rule, are being given more than a fighting chance to become bosses in the new black-led South Africa, positions once reserved for the white minority.

"Many white public servants see it as the end of their careers despite the assurances of various Ministers in the ANC camp," says Louwrens.

Appointed on merit, not skin colour

Louwrens says the recruitment of more blacks to the 1.2 million-strong civil service was viewed as part of a bigger process of affirmative action but insists job seekers will be appointed on merit, not skin colour.

"Steps need to be taken to bring about a more representative public service, but the Government is aware of the importance of not detrimentally affecting public services," he says.

"Obviously where black and white job applicants have the same qualifications and experience, the black will be given preference... but a less-qualified black will not be appointed at the

status quo.

"We are positive about what's happening, we want to make it work. I cannot see people who are out to create stumbling blocks," he says.

Louwrens, too, denies that such vetting can take place or that blacks will be unable to assume high office quickly in the civil service.

High qualifications

"We have (black) exiles returning from overseas with very high qualifications, many have already been part of the public service in the ANC and so on," he says.

Labour ministry spokeswoman Shireen Singh says only a handful of blacks hold senior jobs in her ministry out of the 4 895 people it employs.

"We employ 3 384 whites and 1 511 blacks, mainly in the very low echelons such as cleaners," she says. "But things are changing."

She says "affirmative action" will be fully employed in filling the 302 vacancies the ministry is now advertising.

"We have had thousands of applications and will be looking at them all very carefully," she says.

— *Sapa-Router*.

NEWS FEATURE Huge gap in salaries drives wedge between MPs and Cabinet

By Mathatha Tsedu
Political Editor

IHEY have been called fat cats. And I came face to face with them last week and was left wondering how fat the fat cats are. The new rulers and law-makers of the brand new South Africa are by no means fat.

The fat, for me, started falling off at Jan Smuts Airport in Johannesburg, as colleague Themba Molefe and I prepared to board the plane for the legislative capital, Cape Town.

The old man, whose name I can't remember, was with Lawrence Mushwana. In addition to his luggage, he had provision from home — porridge and meat in a see-through container.

Obviously from the Northern Transvaal, and therefore a porridge man by definition, this MP knew he was going into hostile territory — of *mngqushu* at worst and rice at best.

Later in Cape Town, I was to meet more of the members of the National Assembly. We met in a departmental store where I had gone to buy a few necessities.

They had come to buy groceries. And for fat cats, it was really something: a small packet of mealie meal, a packet of chicken portions, bathing soap, a tube of toothpaste and a few other similar things — all in a basket.

It was more the groceries of a hostel dweller or commuter resident than the stocking up of a fat cat. For indeed there were no trolleys laden with the goods that fat cats are renowned for.

They had just the bare necessities of life. In discussions with the MPs, many have objected to being termed fat cats who are milking the treasury while having been critical of high salaries in their days of struggle and election politics.

"At R13 000 gross a month, all sorts of deductions reduce this to a take-home pay of between R7 000 and R8 000 a month. For many of us, Cape Town is a second home, where we have to pay rent for accommodation and feed ourselves.

"For many, their real home is a bonded house in the Transvaal, Natal or the Free State, where the rest of the family is. Maintaining two homes on R8 000 is in no way the life of fat cats," one MP said.

And so, the argument goes, there is not enough in the monthly salary of an ordinary MP. The MPs insist that their lot should be improved, with some saying the salaries that need trimming are those of the president, his

Lean cats strike back

GRAVY TRAIN Chickens are coming home to roost as the nation

demands promises be kept and MPs struggle to make ends meet:

two deputies and other cabinet ministers and their deputies.

It is of course also true that the above example does not apply to everyone. There are MPs who come from financially sound backgrounds. For these, the salary is more than enough but salaries cannot be structured differently.

There is also another group of MPs, who, for the love of their country, have left more lucrative jobs to serve the public for less.

The more obvious is former SA Breweries senior executive Mr Sakki Macozoma, who reportedly earned R255 000 a year.

For him, the entire thing is a major financial step down and he is extremely annoyed by people who call him a fat cat now.

Full disclosure

The salaries that MPs are getting now are effectively the same as those of the old apartheid MPs. Many of the new legislators point this out and say this means that inflation has not been taken into consideration in fixing their income.

But the ANC, which has been the target of the fat-cat jibes, has only itself to blame.

It campaigned on an anti-gravy train ticket and made no bones about the unnecessarily high salaries earned by MPs and cabinet ministers.

Promises of reducing their salaries, to match those of skilled workers, were banded about in the heat of the election campaign.

And the chickens are now coming home to roost as the nation demands that promises made be kept. The nation today waits for the special committee investigating the salaries.

The political spin-off of this debacle over salaries is the creation of a wedge between ordinary MPs and cabinet ministers, and is one of the issues that the ANC is having to deal with as it learns to be both Government and an organisation.

The decision last week by the ANC caucus to overrule a cabinet committee to look into the issue of the seat of

parliament is another indication of the tension between the two groupings.

After the cabinet had appointed a committee to look into the issue, the caucus rejected it and insisted instead on a parliamentary committee in which they as ordinary MPs would be able to take part.

The caucus took the opportunity to castigate the cabinet for its lack of transparency and took issue with President Nelson Mandela for not attending its meetings.

The caucus said Mandela only attended some of its meetings, and even then, only stayed for five minutes at one such attendance.

And so, in the call for transparency by the caucus, there is also a demand for greater involvement in making

Sakki Macozoma gave up a highly paid job to serve his people.



It is an attitude that may have been caused by recent decisions of the cabinet, such as the June 16 debacle which brought an unprecedented avalanche of criticism for the ANC.

Defence Minister Joe Modise recently brought a court interdict against a weekly publication to stop alleged revelations of infiltration of the ANC by military intelligence. The interdict was later withdrawn, but not before the ANC had castigated Modise publicly, calling for full disclosure.

The country may still see more public differences between the caucus and the cabinet, as the organisation's needs and policies differ with the standpoints of a Government that is not strictly ANC, although dominated by it.

decisions at cabinet level

'Under-represented' for public service jobs

Political Staff

258 ARLT 29/6/94

GROUPS that are "under-represented" in the public service will be targeted for filling 11 000 vacant posts, Public Service and Administration Minister Zola Skweyiya has said.

The minister, fleshing out an "action plan to promote representativity", said the 11 000 posts ranged from junior to top management positions.

Responding to questions in the senate, he said "advertisements have been placed in newspapers to bring the vacancies to the attention of persons from the under-represented groups".

He emphasised that this should not prevent people applying from "other groups" or from the existing service.

Mr Skweyiya said the programme was a short-term initiative "to ensure that groups that are under-represented in the public service are targeted for immediate employment in the public service".

He said that once it had been completed an evaluation of the progress towards "representativeness" would be made.

The process of selection would be managed by the Public Service Commission with the involvement of various departments.

"The filling of posts will be dealt with within existing budgetary allocations," said Mr Skweyiya.

ARG 30/6/94
**Chaos as
workers
disrupt
meeting**

SHARON SOROUR
Municipal Reporter

CHAOS erupted in the Cape Town City Council chamber today when members of the South African Municipal Workers' Union burst into the public gallery and shouted abuse at the councillors.

The monthly council meeting, under the chairmanship of Gordon Oliver, was disrupted and later adjourned.

The workers earlier staged a placard protest in the foyer of the civic centre and demanded their right to have access to the public gallery.

About 50 employees entered the public gallery about 12.15am. After sitting for two minutes, union spokesman Neville Alcock stood up and asked if the union could hand over a memorandum to the council.

Mr Oliver replied that the council could not "accept the intrusion" after which the gallery erupted.

Screaming abuse at the councillors, workers said the city council was an "illegitimate body". Mr Oliver's pleas that the council be granted the right to carry on its business were drowned out by interjections.

The employees signalled out outspoken councillor Arthur Wienburg and also criticised executive committee chairman Clive Keegan.

Mr Oliver adjourned the meeting and councillors hastily left the chamber. Mr Wienburg was prepared to talk to the workers but when he arrived in the public gallery they refused to "give him an audience".

There were shouts of "amandla" and a failed attempt to sing *Nkosi Sikelel' iAfrika*.

The council resumed its business in the banqueting hall.

Earlier disgruntled shop stewards of the union said they wanted to address councillors on grievances about the affirmative action programme. They were also angry about the "unilateral" selling off of public land and assets.

About 50 placard-bearing workers gathered in the civic centre foyer before the council meeting began at 10am, but they were prevented from entering the Podium block by security guards.

Political constraints will not allow public service cut —

Skweyiya

CAPE TOWN — Political constraints will not allow government to cut the size of the public service, says Public Service and Administration Minister Zola Skweyiya.

Rationalisation of the 1,2-million employees will be left to the next government, as the current one had had to guarantee jobs and implement an affirmative action programme over the next five years.

In an interview yesterday, Skweyiya said he also had to create a public service framework to root out corruption and inefficiency, particularly in the provinces.

A new training programme would be introduced, which could become a net provider of jobs for the private sector

He had been pleasantly surprised to discover that he had inherited 11 000 vacant posts because of a moratorium imposed by the Transitional Executive Council last year. This meant that money did not have to be spent creating jobs for a more representative service.

He would limit next year's budget to a 5% increase over this year. About 40,5% — R54,7bn — of this year's budget would be used to pay public servants — an increase of 14,7% on last year.

His biggest problem was still assuring public servants (mostly whites) that their jobs were safe. But with the creation of one public service, public servants at senior

levels in particular had to realise that while their jobs might be safe, they had to compete for newly created posts.

The amalgamation process was not simply a matter of the public services of the former TBVC states and self-governing territories being swallowed up by the former SA public service.

An added plus was the 8% annual attrition rate, most of which would be used for affirmative action — particularly for black women.

But the transformation process was ex-

pected to be completed only by the 1999 general election. The final task of rationalising the new public service would then be left to the incoming government.

"We do not want to find ourselves in the situation which many developing countries have found themselves, whereby the process of pruning is forced on us by international agencies such as the World Bank."

Government would soon be taking up offers by Canada, Britain, Sweden, the US and Germany, to train public servants.

Skweyiya said he was not concerned that the private sector would "gobble-up" a large number of the newly trained public servants. This would help affirmative ac-

tion in the private sector. It could also help rationalise the public service.

The creation of the nine provinces from the former four provinces, TBVC states and the six self-governing territories was still problematic.

"It is a pity that I have to say it, but the majority (of public servants) who will need training and retraining are from the former TBVC states. They are very corrupt."

He said central government would only be able to root out corruption and restore public service order once the amalgamation process had been completed and the new provinces had been allocated all their powers. This should be done next week.

250

More than a million seeking govt posts

CAPE TOWN — More than a million people — mostly blacks — have applied for the 11 000 affirmative action public-service posts advertised by the Government, says Lucas Stoops of the Public Service Commission director-general's office.

The parliamentary Joint Standing Committee on Finance heard yesterday that the jobs ranged from junior to management level and were part of a bid to ensure rapid inclusion of "unrepresented groups" in the public service.

Of his 433 staff members — a "highly specialised corps" — 55 were black, eight were coloured and 370 white — mainly because it was difficult to attract experienced blacks from the private sector at public-service salaries

Star 27/1/94
About R16 million had been set aside for further affirmative action programmes and R2,9 million for staff training. (250)

About 8 percent of the present 1,2 million public-service posts would be vacant in a year's time through a process of attrition.

Rationalisation of the old South African and homeland public services into 33 national departments and nine provincial departments began yesterday. Acting directors had been appointed in most departments. However, the transfer of financial responsibilities would not take place for some time, Stoops said.

The rationalisation was not expected to lead to significant savings in the short term as all staff would be retained — Reuter

Million seek 11 000 civil service jobs

MORE than a million people have applied for the 11 000 affirmative action civil service posts advertised by the government, said the director-general of the office of the Public Service Commission, Lucas Stoop.

Addressing the parliamentary joint standing committee on finance yesterday, Mr Stoop said the jobs ranged from junior to management levels and were part of a one-off bid to ensure the rapid inclusion in the mainly white civil service of "unrepresented groups".

Mr Stoops illustrated the situation by saying that of his 433 staff members, 55 were black, eight

coloured and 370 white.

He said this was mainly due to the fact that his staff were "a highly specialised corps of people" and it was difficult to attract experienced blacks from the private sector at civil service salaries that were not market-related. (250) ARG 2/7/94

About R16 million had been set aside for further affirmative action programmes and R2,9 million for training new and existing staff.

Through the process of attrition, about eight percent of the 1,2 million civil service posts would be vacant in a year's time and could be filled by blacks.

Mr Stoops said the old South Africa and homeland civil services would be rationalised into 33 national departments and nine provincial departments from Friday.

Acting-directors had been appointed for most of the departments and the process of filling posts would start, although the transfer of financial responsibilities was not imminent.

Mr Stoop said the rationalisation was not expected to lead to significant savings in the short term.

Savings would be a long-term process. — Reuter

Many city workers get 7% pay rise

Municipal Reporter

SEVEN percent salary and wage increases are to be given to most of the nearly 4 000 Cape Town City Council employees who belong to the SA Association of Municipal Employees *CJ 5/7/94*

The increases are effective from July 1 or 3 this year for salary and wage earners, respectively.

This was decided at a special council meeting late yesterday. Wage earners on the lowest four notches are to get a 7,5% increase.

Negotiations are continuing with the SA Municipal Workers' Union, (Samwu), which has nearly 11 000 members, and with a new Professional Staff Association.

Mr Kenneth Penkin said that as council reserves had to be "raided" for an extra R3,6 million to support the Saame increase, he wondered how much more would have to come from reserves when a settlement was concluded with Samwu.

Because allowance had been made in the recent budget for only a 5% increase in salaries and wages, an extra R3,6m is to be taken from council's reserve funds and used to pay off interest on unrelated debts more quickly. This will lead to enough savings to pay for the higher Saame staff bill.

Unions agree to non-stop clean-up in the Peninsula

Staff Reporter

THE clean-up after last week's floods is in full swing in Nyanga, Guguletu and Crossroads — and is likely to continue for the rest of the week.

This follows a meeting between Peter Marais, Western Cape Minister of Local Government and Development Planning, the Cape Metropolitan Negotiating Forum (CMNF), the South African Association of Municipal Employees (SAAME) and the South African Municipal Workers' Union (SAMWU).

ARG 5/7/94
The unions supported the clean-up and agreed to a moratorium on any action which might hamper relief work until the end of September

Workers are draining floodwater by removing sand and rubbish blocking stormwater pipes and sewerage systems and are restoring essential services, plus providing electricity and access to roads

Mr Marais, CMNF, Samwu and Saame said in a joint statement the flooding was the result of old and inadequate drainage systems which had not been maintained.

This situation, coupled with "the collapse of the financial viability of the administration of black townships", had led to a call for a Strategic Movement Plan (SMP), which was presented to a Cape Metropolitan Forum meeting earlier this year

But, civic and other organisations at the meeting had asked for time to review the plan — which made provision for the secondment of staff, equipment and financial contributions from neighbouring councils to these areas — before allowing implementation.

Mr Marais intended to meet with community-based organisations soon to explain the SMP

● The Bellville City Council has assisted Ikapa, the administrative body of Langa, Guguletu and Nyanga, with the repair of large cleansing vehicles and Cape Town City Council has assisted with the repair of 24 light vehicles and the acquisition of uniforms and protective clothing.

Relief to be co-ordinated

Staff Reporter

A JOINT Resources Centre is to be set up at Red Cross House to facilitate co-operation by different organisations in future relief operations.

This was decided at a meeting attended by non-governmental organisations and government representatives, including the Red Cross Society, St Johns, Shawco, Child Welfare and the Ministry of Health and Welfare

The Joint Resources Centre, at Red Cross House, will ensure that there is no over-lapping of services and facilitate co-operation and input on community needs.

The Red Cross has already supplied blankets and food to about 19 000 in disaster areas.

ff offered ⁽²⁵⁰⁾
increases of up to 7,5% ⁽²⁴⁸⁾
⁽²⁴⁴⁾

Municipal Reporter

MEMBERS of the SA Association of Municipal Employees will receive wage increases of up to 7,5 percent in terms of a final offer by the Cape Town city council.

The council ratified the increases at a special meeting yesterday.

ARC 5/7/94
In terms of the agreement, union members on the lowest four notches of the salary scale will get 7,5 percent, amounting to a monthly increase of R88,97 at the lowest hourly-paid notch.

This brings the minimum monthly wage to R1.275,22.

Union members on the re-

maining notches will get a 7 percent increase.

According to an executive committee report, the union was demanding that fixed scales and salary notches increase by 15 percent.

A joint negotiating forum was established to streamline this year's round of wage talks, with the council negotiating collectively with SAAME, the SA Municipal Workers' Union and the Cape Town Municipal Professional Staff Association.

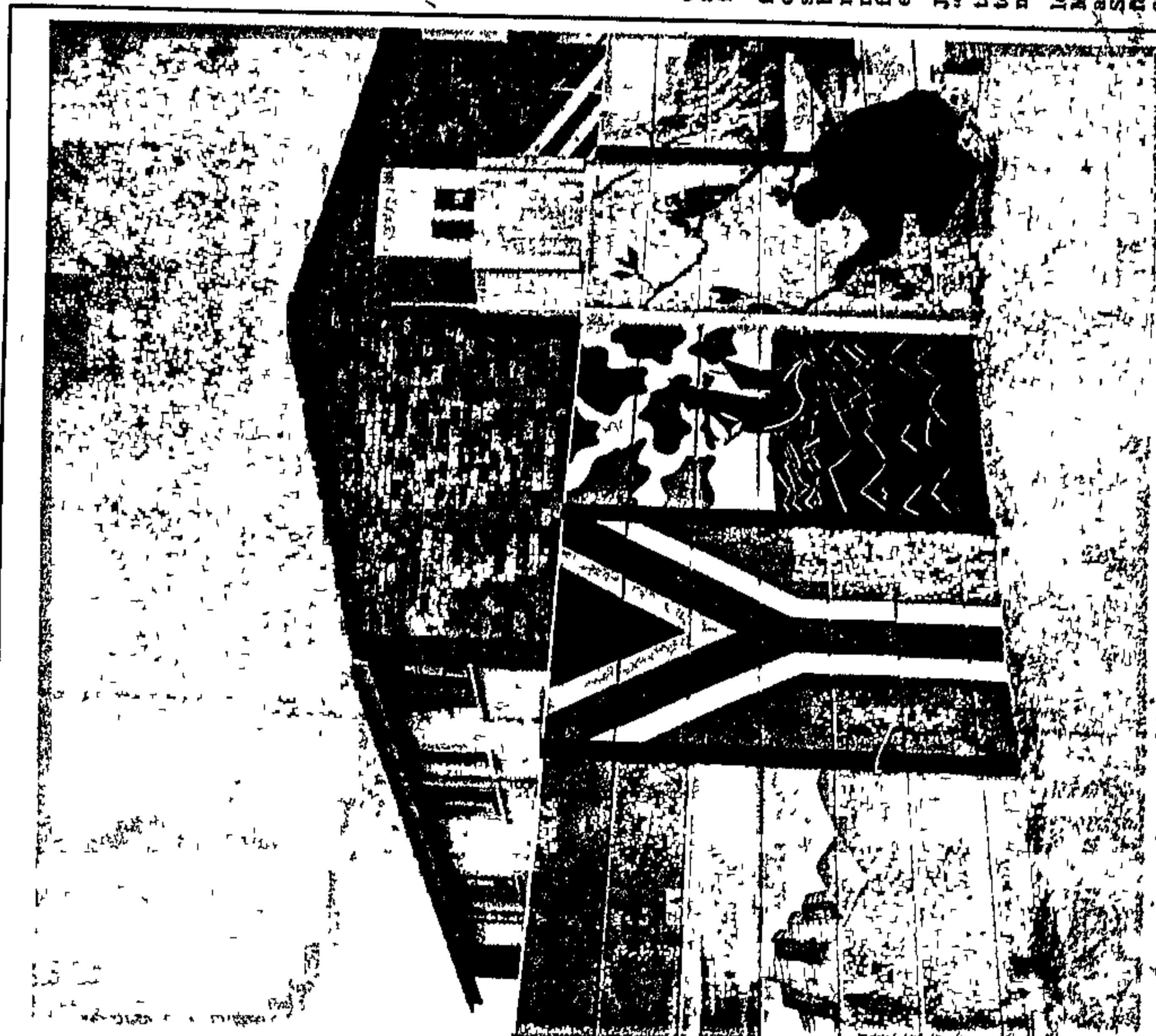
The municipal workers' union has refused to accept the council's final offer, while the professional staff association has accepted the offer, but a final settlement has not been reached.

Row over inflated salaries

STIMES [Cape Metro]

Cape govt

10/7/94



urals with which he has brightened Lavender Hill

Picture JUSTIN SHOLK

PUBLIC servants in the Western Cape are threatening industrial action over discrepancies between their salaries and those being paid to aides of new regional ministers.

At issue for the 14 000-strong Public Servants' League (PSL) are the "higher than usual" salaries being paid to staffers appointed by regional ministers to help them set up their departments.

Members of the league say that while their salaries are fixed, many of the new appointees are receiving salaries higher than those of civil servants with many years of service.

A spokesperson for the Western Province Provincial Legislature (WPPL) — which has taken over the functions of the Cape Provincial Administration — confirmed that there were no fixed salary scales for the new appointees, describing them as "contract employees".

Most of these "contract employees" were from the private sector and it appeared they were being paid market-related salaries, which were not comparable to the civil service pay scales.

PSL national chairman Malcolm Domingo said his organisation was "totally dissatisfied" with the pay situation.

"We have been negotiating for ages to improve salaries of ordinary clerks and other civil servants and we are constantly being told there is not enough money isn't it surprising that money suddenly has been found for these new employees," he said.

At a PSL public meeting on June 23 members decided that "unless urgent measures were taken, the league would move to industrial action", Mr Domingo said.

Prior to the meeting, the league had approached the Minister for Public Service and Administration, Dr Zola Skweyiya, to discuss dissatisfaction over salaries of clerical and other categories of staff.

"The minister totally ig-

250
By PETA KROST

gnored our letter of request. He did not even acknowledge it." While the new Minister of Public Service and Administration's driver is said to earn an annual salary of R65 000, the maximum salary a clerk can earn in the public service is R23 718 a year.

The Public Service Commission, the body determining civil service salary structures, was unable to give any clarification on how — or if — the salaries of the new appointees would be regulated.

But there was a great deal of confusion within the Provincial Legislature because there are two types of employees working for the ministers — some were on contract, while others were given temporary employment.

"From what I understand the temporary employees are former government employees who have moved into positions in the ministers' offices and their salaries haven't changed," a WPPL spokesman said.

This group included employees who continue to work for the former Cape Provincial Administrator Kobus Mearing, now the regional Minister of Finance.

Those on contract — mostly people employed by new ANC-aligned ministers — have been given very varied salaries according to their experience and skills.

Their packages probably look a lot higher because their fringe benefits are incorporated into the basic salary

PUBLIC servants in the Western Cape are threatening industrial action over discrepancies between their salaries and those being paid to aides of new regional ministers.

At issue for the 14 000-strong Public Servants' League (PSL) are the "higher than usual" salaries being paid to staffers appointed by regional ministers to help them set up their departments.

Members of the league say that while their salaries are fixed, many of the new appointees are receiving salaries higher than those of civil servants with many years of service.

A spokesperson for the Western Province Provincial Legislature (WPPL) — which has taken over the functions of the Cape Provincial Administration — confirmed that there were no fixed salary scales for the new appointees, describing them as "contract employees"

Most of these "contract employees" were from the private sector and it appeared they were being paid market-related salaries, which were not comparable to the civil service pay scales

PSL national chairman Malcolm Domingo said his organisation was "totally dissatisfied" with the pay situation

"We have been negotiating for ages to improve salaries of ordinary clerks and other civil servants and we are constantly being told there is not enough money. Isn't it surprising that money suddenly has been found for these new employees," he said.

At a PSL public meeting on June 23 members decided that "unless urgent measures were taken, the league would move to industrial action", Mr Domingo said

Prior to the meeting, the league had approached the Minister for Public Service and Administration, Dr Zola Skweyiya, to discuss dissatisfaction over salaries of clerical and other categories of staff.

"The minister totally ig-

250

By PETA KROST

nored our letter of request. He did not even acknowledge it."

While the new Minister of Public Service and Administration's driver is said to earn an annual salary of R65 000, the maximum salary a clerk can earn in the public service is R23 718 a year

The Public Service Commission, the body determining civil service salary structures, was unable to give any clarification on how — or if — the salaries of the new appointees would be regulated

But there was a great deal of confusion within the Provincial Legislature because there are two types of employees working for the ministers — some were on contract, while others were given temporary employment

"From what I understand the temporary employees are former government employees who have moved into positions in the ministers' offices and their salaries haven't changed," a WPPL spokesman said

This group included employees who continue to work for the former Cape Provincial Administrator Kobus Meiring, now the regional Minister of Finance.

"Those on contract — mostly people employed by new ANC-aligned ministers — have been given very varied salaries according to their experience and skills."

"Their packages probably look a lot higher because their fringe benefits are incorporated into the basic salary."

Row over inflated Cape Govt salaries

SI Times CC Metro

10/7/94

R20m on loan for electrification

THE Development Bank of Southern Africa had given a R20m loan to the KaNgwane Electricity Supply Corporation to electrify 13 000 homes in the Eastern Transvaal this year in line with the reconstruction and development programme, the Eastern Transvaal government said yesterday.

Premier Matthew Phosa said studies had shown the 61% of households not electrified were in the former KaNgwane homeland, and this demanded an acceler-

Biday
JOHANNES NGCOBO

ated electrification drive

Areas targeted included about 3 900 households in Nsikazi North, 3 400 in Nsikazi South, 3 300 in Nkomazi and 2 500 households in Mswati/Mlodozi.

Meanwhile the German agency for technical Co-operation had donated R500 000 to the Eastern Transvaal administration for job training

Phosa said the various

heads of department had been entrusted with the responsibility of nominating potential trainees for secretarial, administrative and book accounting courses. 13/7/94

He said the agency would bring an expert in intergovernmental relationships to visit the province.

Phosa said the agency would finance research into the structure and functions of the premier's office in SA as well as in the international context.

'Posts, not jobs, guaranteed'

PUBLIC Service and Administration Minister Zola Skweyiya said yesterday the jobs of white public servants were guaranteed, but that their posts were not. 13/7/94

Speaking at the launch of the SA Advanced Education Project — Windows on Work — Skweyiya said there were 11 000 vacancies within the public service. 250

"Through Windows on Work we hope to put blacks and women in these positions," he said, adding that the education project's launch came at an opportune time.

Skweyiya said the task of his ministry was to ensure that competition between white and black applicants thrived.

Windows on Work, initiated by the Southern African Advanced Education

Biday
JACQUIE GOLDING

Project in the UK as a partnership between the private and public sectors and non-governmental organisations, has now been officially located in SA. Project manager Thuthu Radebe said it was aimed at local black graduates and those who had opted to use their skills abroad.

"Windows on Work intends to arm black graduates with the necessary skills to fill posts locally," Radebe said.

Companies could pay a R30 000 contribution which allowed them access to Windows on Work's database which listed black graduate job seekers and names of black candidates with specific skills.

Small wonder

Top civil servants face RDP shake-up

HUGH ROBERTON
Political Editor

250
ARC 13/7/94
TOP civil servants in those government departments which will be closely involved in carrying out the Reconstruction and Development Programme could be replaced by the end of the year, according to cabinet sources.

The change would involve a "review" of the appointments of up to 23 directors-general — there are 36 altogether — and their possible reassignment to make way for "more user-friendly" department heads who are "steeped in the thinking and culture of the RDP".

As many as 100 more top officials could be reassigned in a shake-up which has

been under consideration since before the election, although ANC officials said the changes were not a "political witch-hunt".

The changes probably will involve the reorganisation of entire "RDP-sensitive" departments to co-ordinate their operations.

Such reorganisation is likely to result in a special committee of top RDP civil servants who would be responsible to Minister without Portfolio Jay Naidoo.

In Pretoria yesterday 17 of the country's directors-general met to plan protest action.

They have chosen a two-man delegation to call on President Mandela later this week to appeal for his intervention.

NEWS Mdlalose's province gets lion

Govt under fire over pay scales

Sowetan 14.7.194

Sowetan Reporter and Sapa

THE Public Servants Association yesterday criticised a decision by the Cabinet allowing ministers to appoint personal staff on contract at salaries substantially higher than public service salaries.

The general manager of the association, Mr Caspar van Rensburg, said the decision was confirmation by the Government that the salaries of public servants were insufficient.

The Public Service League, Natal Provincial Administration Personnel Association, Afrikaner Handelsinstituut, Democratic Party and Freedom Front have all criticised the decision.

Van Rensburg said the matter would be addressed by the Public Servants Central Bargaining Chamber at its month-end meeting, along with concerns about affirmative action.

He also said he had received many complaints about the way in which director-general posts had been advertised.

Staff appointed on contract can be paid the following amounts: Private and administrative secretaries as well as public relations officers: A maximum of R194 099 a year or R16 174,91 a month. Assistant private secretary: A maximum of R156 465 a year or R13 038,75 a month. Typist: R74 974 a year or R6 247,83 a month. Clerks: R71 674 a year or R5 972,83 a month. Drivers: R59 569 a year or R4 964 a month. Messengers: R34 736 a year or R2 894,66 a month.

These salaries are said to be between 20 and 60 percent higher than normal civil service payments. A number of other institutions have also voiced their anger at the move, which could result in an assistant private secretary to a minister being paid R19 000 more than an ordinary MP whose basic salary is R137 000.

Cabinet draws flak over new deal for support staff

POLITICAL parties and public servants' representatives have criticised a Cabinet decision to allow ministerial support staff to be employed and paid according to a new system.

Public Service and Administration Minister Zola Skweyiya confirmed yesterday that the Cabinet had authorised ministers to appoint personnel under a common law contract not sanctioned by existing legislation.

According to a Cabinet memorandum, the all-inclusive remuneration packages of such personnel could not amount to more than R194 000 for a private secretary, an administrative secretary and a public relations officer. An assistant private secretary could not earn more than R156 000, a typist R75 000, a registry clerk R72 000, a driver R60 000 and a messenger R35 000 a year.

Public Servants' Association GM Caspar van Rensburg said these amounts were not larger than the packages already paid. For most of the posts they amounted to the existing salary levels and the cash values of the existing benefits

TIM COHEN

For example, a private secretary was entitled to a basic salary of R126 000, an allowance of R19 000 and a service bonus of R10 000, while the state contributed R28 000 to his pension, R9 000 to his medical aid and R7 000 as a home owner's allowance.

The total package was therefore worth about R199 000, which was roughly the same as the amount which could be granted according to the new scheme.

Skweyiya confirmed the proposed remuneration packages included salaries and a cash value representing fringe benefits. (250) (300)

The new scheme was necessary "to provide for instances where career public servants are not appointed and to meet specific requirements of Ministers and Deputy Ministers".

The amounts quoted were maximums and each individual cost would be considered by the Commission for Administration.

Van Rensburg said it was inevitable that new public servants would over time want to claim the fringe benefits granted to other public ser-

vants and this could lead to conflict.

The proposal was the "wrong way to address the issue" and not a long-term solution, he said.

The NP said it supported the principle of support staff being appointed from outside the public service in exceptional cases.

But the levels linked to the posts were exceptionally high and made a mockery of the ANC pre-election promise to ensure that government was not a "gravy train".

Sapa reports that an ANC source said former ANC staff members who took public service jobs were unhappy when they found their salaries were lower.

"It was almost impossible to attract quality private sector staff at those salaries," the source said.

One former ANC secretary apparently received R800 after deductions in her first public service salary after having earned R2 200 from the ANC.

Some former ANC employees apparently walked out of their new posts when they learnt details of their packages.

● Comment: Page 6

Skweyiya moves to assuage concern over ^{Spay} job selections

PUBLIC Service and Administration Minister Zola Skweyiya has assured public servants that filling directors-general posts will be done with circumspection and be in line with statutory requirements.

Skweyiya said yesterday proper procedures would be followed and candidates who best satisfied the requirements would be appointed. 1517194

His comments follow dissatisfaction with the procedure followed by some directors-general, who expressed concern about the fact that some posts had been advertised and others not.

Skweyiya said decisions regarding the advertising of the posts were taken in consultation with relevant Ministers. The circumstances surrounding each post were considered individually.

The posts would be filled in accordance with the principles in the constitution and the Public Service Act.

The candidature of serving directors-general who applied for these posts would obviously be duly considered.

"In certain instances there could be more than one serving director-general qualifying for the new post and there are persons outside the public service whose candidature has to be considered," he said.

Commission for Administration spokes-

TIM COHEN

man Corrie Smit said 17 directors-general posts had been advertised, while the new public service would have 36 departments.

Other than directors-general of provincial administrations, the posts advertised were for housing, trade and industry, education, environment and tourism, health and welfare, transport, public works and home affairs. (250)

Skweyiya said the Ministers would have to provide a full motivation for the candidate they chose to the Commission for Administration, which would consider all candidates.

But the commission's final recommendation would ultimately have to be approved by the Minister concerned.

Public Servants' Association GM Caspar van Rensburg said there did not appear to be a clear policy on what criteria would apply in appointing directors-general.

The Commission for Administration did have the power to question an appointment, but in both the old government and in the new, it had not exercised this power effectively. The commission had become a rubber stamp for what the Ministers wanted, he said.

the spokesman said.

Midrand workers fired

About 500 striking Midrand municipal workers were dismissed when they failed to meet a return-to-work midday deadline yesterday. ~~Staff~~ 15/7/14

The workers had been issued with an ultimatum that they return to work or face dismissal.

The Midrand Town Council assured residents that it had hired temporary staff to replace the dismissed workers. — Staff Reporter. ~~(25)~~ (250)

More than 100 apply for top jobs

The Argus Correspondent

PRETORIA — More than 100 applications have been received for each of the 17 directors-general posts advertised by the public service commission since the new government took office. (250)

More than half the applications have been received from outside the existing civil service and the rest from within it, according to a commission spokesman ARGIS/194

More than a million jobseekers have applied for the 11 300 vacant posts at other levels of the service and many more are expected before the closing date on Friday, July 22

However, discussions have yet to take place between the commission and incumbent directors-general, many of whom are concerned they have not been fully informed of the filling of their posts and changes to their departments.

The five-year contracts of many of the directors will be up within the next six months and many new faces, including possible political appointments, are likely to appear in the service

Public service and administration minister Zola Skweyiya has said each application will be considered on its merits and the position of incumbent directors whose re-applications for their posts are unsuccessful will be reviewed

The posts will be filled according to the Public Service Act but ministers of relevant departments and provincial premiers will submit nominations motivating their choice of directors-general

Pay bonanza for new ministerial appointments

By JACOB DLAMINI

A SUPERCLASS of civil service staff is set to earn almost twice as much as their counterparts in the private sector.

Secretaries, typists, clerks, drivers and messengers appointed on a contractual basis by ministers will also receive 30 days' annual leave although other benefits such as medical aid and pension are not included.

This follows a cabinet decision allowing ministers to appoint assistants who otherwise would not qualify for the public service.

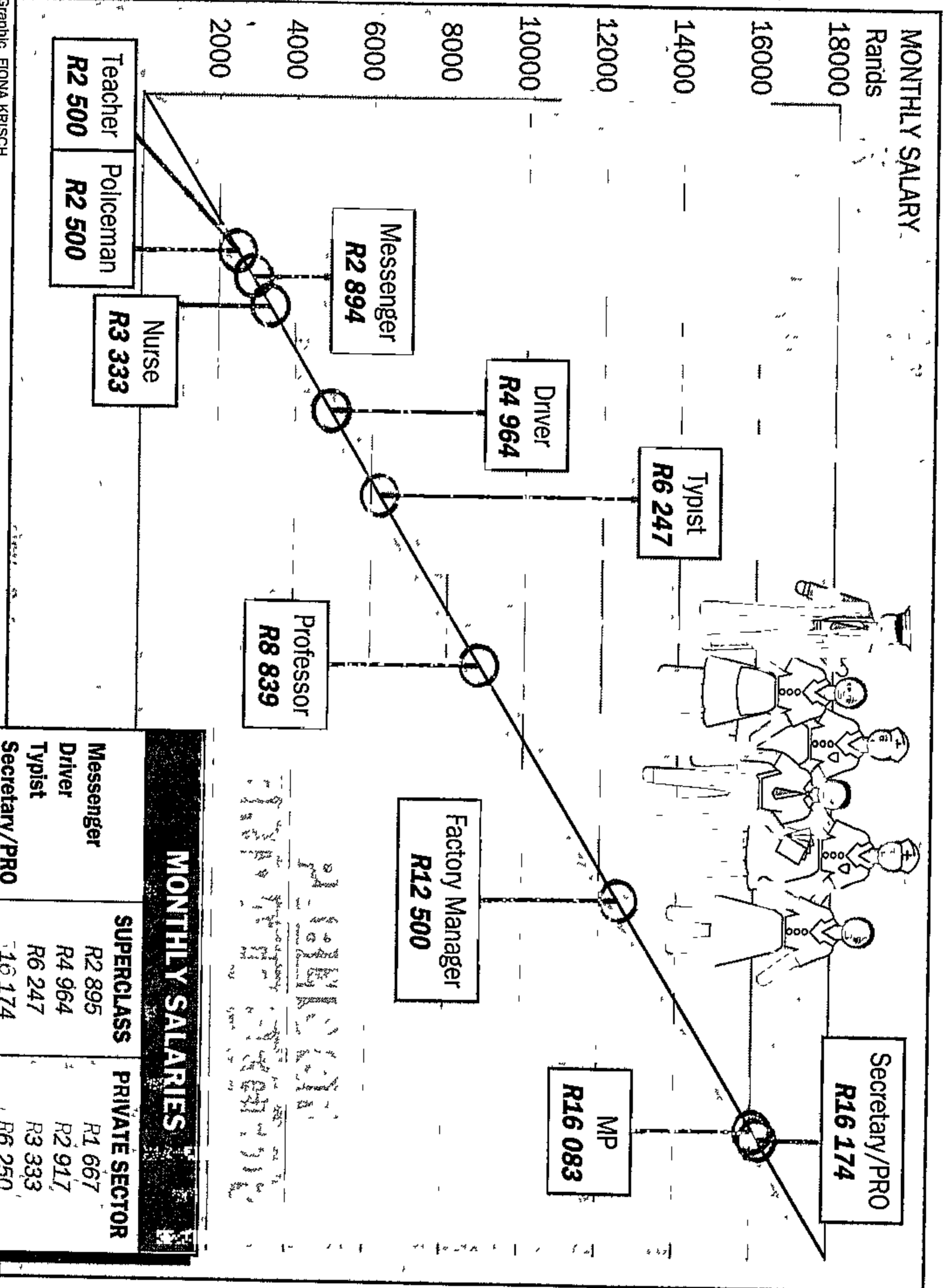
A secretary could earn R16 000 a month compared with R6 250 in the commercial sector. A ministerial driver could earn R5 000 compared with R2 500.

Management consultant Martin Westcott of PE Corporate Services said: "This goes against what the government has been saying about a leaner and more efficient administration."

"I can't understand why the government would go to such lengths to attract semi-skilled labour because there is an abundance of such skills in the present public service."

Mr. Ib Ravensborg of HAY consultancy said the move was an attempt to introduce affirmative action into the civil service and was common practice in countries that had just changed government.

"Maybe the new ministers feel there are not enough black faces in the civil-service and they are trying to change that. I don't think that this is another example of the 'gravy train in motion,'" he said.



Graphic: FIONA KRISCH

DIVIDING LINE .. the proposed salaries of the superclass contract sharply with the wages of ordinary people

Civil servants collision course

By MARLENE BURGER

THE government is facing industrial court action over a decision to allow cabinet ministers and deputies to appoint their personal staff from outside the public service.

The scheme, approved by the cabinet on June 29 and condemned this week by trade unionists and politicians, could see a minister's public relations officer earning R194 099 - almost R20 000 a year more than the fifth most senior public servant, a deputy director.

A contract typist would get R74 974 - R7 636 more a year than the highest-paid public service counterpart - while the minister's filing could be controlled by someone earning nearly R71 674, R6 000 more than the public service's most experienced registry clerk.

Deputy Finance Minister Alec Eriwin on Friday defended the scheme as a "practical solution to issues that have arisen in unusual circumstances" and said contract payments would not place an additional burden on taxpayers.

But he acknowledged that it had

been necessary to accommodate ANC personnel who were "not prepared" to enter the public service at the "too low" salaries offered.

The controversial cabinet decision has placed the government on a collision course with the 103 000-member Public Servants Association (PSA).

The association on Friday wrote to the Public Service Bargaining Council's central chamber and to the Public Service Commission, saying that in the absence of negotiations, it considers the decision an unfair labour practice.

Unless the dispute can be settled in the next few days, the association will seek an interdict from the Industrial Court to halt all contract appointments.

Legal teams were briefed on Friday to prepare an application for submission to the court this week and strike action has not been ruled out, association general manager Caspar van Rensburg said.

The National Party said the "huge" salaries meant the ANC's "gravy

train" was well under National Council of

The SA Communist Party said: "The transitional solution problem. The government unwilling to move a tent incumbents in the so resorts instead to posts"

"Some time or of moon must end, a scheme will only del moment when hard q be asked"

The ministry for stration said it did many appointments

Meanwhile, the go also face legal claim several million rand directors-general wh currently being adve many have a number their five-year contra

Union wants to take government to task

PRETORIA. — The Trade Union of South Africa Authorities yesterday said it would take industrial action against a government decision allowing cabinet ministers and their deputies to appoint personal staff from outside the public service.

TUSAA's national executive committee said in a statement after an urgent meeting at the weekend it condemned the step in the strongest

possible terms. It was considering taking the matter to the Public Service Bargaining Council and the Public Service Commission.

A meeting was being sought with Public Service and Administration Minister Mr Zola Skweyiya.

TUSAA said the approval of the scheme was immoral and unfortunate, placing the government and union on a collision course. — Sapa

(250) CT 19/7/94

PUBLIC SERVICE PAY
FM 22/7/94
Old Guard fury

By allowing Cabinet Ministers to hire personal staff — at hugely inflated salaries — from outside the public service, the new government has enraged an already seething civil service. Once-docile public staff associations are considering strike action if government ignores their representations on this and a range of other issues.

The resolution — passed by Cabinet without publicity on June 20 — would permit each of the central government's 40 Ministers and Deputy Ministers to hire at least six, in some cases 10, "administrative supportive staff". The salary bill could top R44m.

It provides for private and administrative secretaries and public relations officers at R194 099, assistant private secretaries at up to R156 465, Ministerial typists R74 974, registry clerks R71 674, drivers R59 569 and messengers R34 736. (250) (250)

According to a Cabinet memorandum obtained by the FM, Ministers are urged to consider career civil servants for the new posts "as a first step". But they are free to appoint individuals "who do not qualify for appointment in the public service or whose salary claims cannot be met in terms of the standard measures applicable to the relevant occupational classes in the public service."

This is "aimed at ensuring cost-effective and efficient administrative support to Ministers," explains Public Service & Administration Minister Zola Skweyiya.

Remunerations in each of the new posts, he says, are maximums and comprise about two-thirds salary and the rest cash in lieu of fringe benefits. Appointees would be employed on common law contracts, with three months' notice and 2,5 days' ordinary leave and 3,33 days' sick leave a month.

The move sparked bitter reaction from the 103 000-member Public Servants' Association, which has been trying for years to negotiate a new salary structure. The lowest starting salary for an unqualified public servant is R10 800.

The association says it will seek an inter-

dict from the Industrial Court to prevent government implementing the new programme. FM 22/7/94

Association deputy manager Anton Louwrens says the new packages are "better than the highest salaries of people who have spent 20 or 30 years in government service." It amounts to "an admission that public servants' salaries are inadequate."

No body could be more outraged than the nursing profession, says Susan du Preez, executive director of the 115 000-member SA Nursing Association. The package, she says, means that a messenger could earn more than a registered nurse with a four-year degree or diploma. A senior professional nurse with 30 years' experience could never earn more than a driver.

Salaries, though, will be only one issue when nurses join 10 other leading civil service staff organisations and unions to present demands to public service commissioners at a four-day sitting of the Public Service Bargaining Council in Pretoria next week. The council is the only formal consultative forum for government and its employees.

Topping the list of grievances is the new buzz word transparency. Civil servants say the government is ignoring them at its peril as it reformulates policy on issues such as affirmative action, nursing education and the restructuring of government.

They demand to be involved in the restructuring and rationalisation of the civil service, which has jumped to more than 1m with the inclusion of 243 000 officials from former TBVC states and self-governing territories.

Staff duplication, and even quadruplication, is legion as the defunct administrations are drawn into provincial and State departments. Labour Minister Tito Mboweni, for example, is said to have inherited no fewer than four directors-general. (250) (250)

"The rationalisation facing the government is awesome," says Louwrens, "and government does not seem to realise it is dealing with human beings instead of statistics."

He points, for example, to the way in which government advertised 1 000 posts earlier this month. Though most were new vacancies, many were occupied by career civil servants who suddenly have reason to fear for job security. More than 1m applicants responded, says Louwrens. ■

Two-million apply to public service

DAVID GREYBE

CAPE TOWN — Nearly 2-million people were expected to have applied for the advertised 11 000 public service jobs by today's deadline, public service sources said yesterday.

Public Service Commission spokesman Corrie Smit could not say when the first vacancies would be filled, but a 150-member interdepartmental team was working around the clock processing applications. Job interviews would begin once a preliminary selection process was completed. "Everything possible is being done to ensure that the two processes are completed as fast and smoothly as possible."

Public Servants' Association GM Casper van Rensburg said he expected nearly 2-million responses to the advertisements. Smit said 1,3-million people had applied in the first four weeks. Government spokesmen said applications were still arriving at offices around the country.

Meanwhile government's controversial "higher pay" scheme for ministerial support staff was temporarily grounded as the row between public service unions and the commission heated up. However, both sides were trying to keep the dispute from the Industrial Court.

The Public Servants' Association threatened to obtain an urgent interdict against the commission if it implemented the scheme without reopening negotiations to include the unions.

□ To Page 2.

Public service

Van Rensburg said his organisation's bottom line was a negotiated settlement.

Sources claimed the system was introduced after former ANC staff members who took public service jobs found that their salaries were lower than what they had been receiving.

Cabinet, without consulting the unions, decided to allow the appointment of ministerial support staff on contract at high salaries. The unions argued the scheme created salary imbalances.

Yesterday Van Rensburg rejected as insufficient a commission undertaking not to implement the scheme before next Friday to allow time for further talks. "There is no guarantee against them dragging their feet." Smit said the commission's latest response to the unions was expected today.

□ From Page 1

Bid to stop hiring of outsiders

□ Public servants plan industrial court appeal over contract workers

ARG 25/7/94 (250)

CLIVE SAWYER, Political Correspondent

THE Public Servants Association is to ask the industrial court to halt the hiring of highly paid contractual staff by cabinet ministers, pending the outcome of talks

The association said all 11 civil service employee organisations should be included in talks on the scheme with the Commission for Administration

The cabinet decided last month to allow each minister and deputy minister to hire between six and 10 top-level "administrative support staff"

Salaries will be about 40 percent higher than career civil service equivalents

Private and administrative secretaries will be paid about R194 000 a year and assistant private secretaries about R156 000

Career public servants or people from outside the service may be hired.

Appointees will be employed on contract and entitled to 30 days' leave and 40 days' sick leave annually

The association said the government and the Commission for Administration had ignored the Labour Relations Act in attempts to employ ministerial support staff

Association general manager Casper van Rensburg said the scheme disadvantaged career civil servants

"If a minister falls, they will fall too. It's not a promotable position — in fact, it's a dead-end," Mr Van Rensburg said

He said the government had infringed the rights of employee organisations in its handling of the matter

No agreement could be concluded outside the central bargaining chamber of the public service.

Mr Van Rensburg said the generous packages offered to contract staff had caused suspicion and bitterness among career civil servants

Ministerial appointees will get special allowances, housing allowances and service bonuses

Urgent interdict et 26/7/94 postponed

PRETORIA. — The Pretoria Industrial Court yesterday postponed an urgent interdict by the Public Servants' Association (PSA) seeking to prevent cabinet members from appointing support personnel on common law contracts at inflated salaries. ~~250~~

This followed government submission that the matter was not urgent.

The PSA said in papers that the government should be stopped from making such appointments because it had a legal duty to negotiate such matters with employee organisations.

The case was postponed until Friday to allow the government to prepare argument on why the matter should not be regarded as urgent. — Sapa

CAPE

Civil ⁽²⁵⁶⁾
APR 27 1994
servants

warned on job security

CLIVE SAWYER
Political
Correspondent

THE African National Congress says the Public Servants' Association is out of tune with the need to transform the civil service — and has warned that the job security of unco-operative career civil servants could be at stake.

The association was committed to defending the interests of the privileged white men who occupied most top civil service posts, said ANC secretary-general Cyril Ramaphosa.

This was demonstrated by the association's court action against the Public Service Commission to block appointment of contractual staff from outside the service.

The ANC said transformation was "necessary and inevitable" for the service to become truly representative of the people of South Africa.

The constitution safeguarded incumbents of civil service posts

"Allowing new ministers the right to employ people from outside the current public service is essential to the smooth running of the government of national unity."

The ANC acknowledged contract staff were paid higher salaries than permanent staff.

But contract staff did not get benefits given to full-time staff, and did not have long-term job security.

"In this light, it is not unreasonable for them to receive the remuneration packages they do, which are not excessive by market standards."

Mr Ramaphosa said it was clear that those in the public service who had lived off taxpayers' money for years were intent on selfishly guarding their interests.

"The ANC will monitor the situation closely and if need be, may reconsider its position in terms of the generous security afforded such people at present — especially since this happens while ordinary South Africans are daily sacrificing and generously contributing towards national reconciliation and reconstruction.

"Actions such as those of the association are not in this spirit," Mr Ramaphosa said.

Civil servants' move deplored

CT 27/2/94
JOHANNESBURG. — The ANC said a move by the Public Servants' Association to take court action against the Public Service Commission over senior appointments was "regrettable".

(250)
ANC secretary-general Mr Cyril Ramaphosa said it appeared the PSA was "defending" "the privileged incumbents of senior posts". — Sapa

Civil servants to drop lawsuit after talks offer

PRETORIA — The Public Servants' Association has withdrawn legal action to prevent cabinet ministers from employing contract support staff on high salaries after all parties agreed to hold further talks on the issue, PSA general manager Mr Casper van Rensburg said yesterday. (250)

He said ministers could continue appointing support staff but it had to be done "within the present service dispensations". CT 28/7/94

He took issue with an ANC threat to review job security clauses in the interim constitution for civil servants hired by the former government. — Sapa

Public servants threaten strike

By Waghied Misbach

THOUSANDS of civil servants are threatening strike action if cabinet ministers are allowed to pay their personal staff inflated salaries well above those of civil servants in the same positions. This week, two of the largest public service organisations, currently in wage negotiations with the government — the 103 000-strong Public Servants Association (PSA) and the 50 000-strong Public Service League (PSL) — said they had started talks with their members about taking industrial action.

The PSA and the PSL, along with nine other public service employee organisations, want the

government to start negotiations before its proposal is implemented.

The controversial proposal will ensure that all cabinet staff salaries are well above the maximum paid to normal civil servants.

For instance, a cabinet minister's driver will get a maximum all-inclusive package of R59 569 a year. Yet drivers are normally paid a maximum basic salary of R19 158.

This kind of discrepancy exists for all the appointments to be made by ministers, which includes a private secretary, administrative secretary, public relations officer, assistant private secretary, typist, registry clerk and messenger.

The government was being as transparent as a "black sheet of paper", because they had not con-

What ministers want for their staff

(All inclusive annual salary, medical aid, pension fund, housing subsidy, service bonus)

Cabinet Ministers' staff

Private secretary R194 009
Admin secretary R194 009
Senior registry clerk R71 674
Typist R74 974
Driver R50 569
Messenger R37 476

Maximum allowed normally

R126 411 (equal to a director)
R107 019 (equal assistant director)
R25 916
R35 916
R19 158
R17 088

sulted with public service organisations before drawing up the proposal, said the PSL's chairperson Mr Malcolm Domingo.

He said the proposal could lead to the "appointment of friends" in the various ministries.

To prevent the proposal being implemented, the PSA, the country's largest civil service organisation, has filed an urgent Industrial Court interdict against the government and its policy-making body, the Public Service Commission.

The Industrial Court will make its decision on Friday.

Mr Casper van Rensburg, general manager of the PSA, said the interdict was to stop the government implementing a unilateral decision.

Van Rensburg said the government was compelled under current labour law to negotiate changes with the 11 public service employee organisations.

He said the increases for cabinet staff was a "slap in the face" for many civil servants who are not earning the huge salaries despite years of loyal service.

The state was formulating its response to the interdict this week, said Mr Corrie Smith, spokesperson for Dr Zola Skweyiya, the Minister Public Services and Administration.

(250) (250)

Council agrees to give 7,5% increase

Municipal Reporter

THE city council has avoided the wave of industrial action crashing down on business and industry by agreeing to give the 12 000-strong South African Municipal Workers' Union increases of up to 7,5 percent.

The lowest two notches will get 7,5 percent, the third and fourth notches will get a R100 a month increase, and the other notches a seven percent increase

At its monthly meeting yesterday, the council agreed to pay workers the increases,

which were on a par with those awarded to the South African Association of Municipal Employees.

Urging the council to accept the recommendation, executive committee chairman Clive Keegan said: "The whole country is awash with industrial action, and when I returned from leave last week, I was convinced we would be confronted with it too. We should be grateful this has not happened."

Mr Keegan compared the increases with those given by municipalities in Durban

(8,5 percent), Johannesburg (10 percent) and Pretoria (8,5 percent) ARG 29/7/94

Councillor Arthur Wienburg noted the increases brought the minimum wage paid by the council to R1 308 plus benefits.

Voting against the recommendation, Mr Wienburg questioned how many councillors paid that wage to their domestic workers or gardeners.

● Mr Keegan said the city would ask to be exempted from the Town Clerk Remuneration Board proposal to give town clerks a 12,5 percent increase.

Public servants want Govt assurance

Star 29/7/94

The Public Servants' Association (PSA) is seeking an assurance from the Government not to hire support staff for Ministers until after negotiations — and has threatened to reintroduce a court interdict if it does not get such an assurance

PSA spokesman Casper van Rensburg said yesterday it

would suspend a court action after agreeing that the central chamber of the Public Service Bargaining Council would negotiate the issue this week

He said if the PSA did not get this assurance it would proceed with its industrial court action to interdict the Government's Public Service Commission from

going ahead with its plans by some Ministers to hire their own staff on salaries between 20 and 60 percent above those of other civil servants. (250/354)

Van Rensburg said he did not know when the negotiations would start as "there are a number of important things on the agenda". — Reuter.

Public servants come under fire from their Minister

CAPE TOWN.— Government's plan for affirmative action in the public service had nothing to do with the announcement by the ANC, after an inter-regional conference at the weekend, that the party planned to rationalise the public service, Public Service and Administration Minister Zola Skweyiya said yesterday

A comprehensive affirmative action plan was expected to be finalised by the end of the month, and he hoped it would be passed by Parliament and implemented before the end of the year

He criticised white public servants for appearing to not appreciate their job guarantees, and for not being supportive of a new and restructured public service. Government had done enough to assure white public servants that their jobs were safe under the interim constitution.

He said the plan would concentrate on affirmative action promotion of blacks to higher positions in the public service, and the appointment of people from organisations such as non-government organisations, the trade union movement and the churches.

"The services of people outside government who made sacrifices for a democratic SA must now be recognised," Skweyiya said

He reiterated that only the jobs and not the posts of sitting public servants were guaranteed under the interim constitution.

218/91A
DAVID GREYBE

"Some of the rights given to white public servants in the interim constitution were a sacrifice on the part of blacks, and this does not seem to be appreciated by them," he said.

Skweyiya said the ANC had honoured its part of the deal in guaranteeing the jobs of white public servants, and it was now up to them to embrace affirmative action within a restructured public service

He criticised the Public Servants' Association (PSA) for applying to the Industrial Court for an interdict against government about ministerial contract staff, saying the issue could have been dealt with in the Public Service Bargaining Council. He challenged the PSA to state whether it supported the need for affirmative action in the public service. (250)

Skweyiya said disparities in service conditions, including in some cases pay, between women public servants and their male colleagues also had to end. He said he was involved in discussions with the Finance Ministry on a financial package to correct the situation.

Skweyiya said government planned to hold a workshop with Cosatu and the ANC in about three weeks' time to discuss the future of the public service.



BACK TO THE FUTURE: F W De Klerk sports a Mediterranean suntan as he arrives at parliament yesterday after returning from Europe. Picture DOUG PITHEY, The Argus.

NP ministers 'must employ civil servants'

CLIVE SAWYER
Political Correspondent

NATIONAL Party cabinet ministers have been told not to appoint contract staff from outside the civil service, in spite of a cabinet decision allowing this move.

The ban was announced by party leader F W de Klerk yesterday, following weeks of growing unhappiness about claims of "jobs for pals" in the appointment of special advisers to ministers.

Mr De Klerk said the NP had allowed the cabinet decision to go

through for the sake of avoiding a national political crisis.

The NP did not approve of the decision "but the future of South Africa will not stand or fall by it".

Of 28 cabinet posts, six are held by NP ministers.

Part-time appointees are paid either R120, R150 or R180 an hour.

Pay for full-time appointees is R19 200 a month for grade one, R24 400 a month for grade two, and R28 800 a month for grade three.

Guidelines agreed by the cabinet are that special advisers should have no authority or formal line of

communication with civil service heads of departments.

Each cabinet minister may appoint two special advisers.

Appointees so far include:

● Justice Minister Dullah Omar appointed lawyer Enver Daniels at a salary of R19 200 a month for a year from July 1.

Mr Daniels worked as an attorney for Mr Omar from 1977 to 1982.

● Transport Minister Mac Maharaj appointed ANC official Khetso Gordhan.

ARG. 2/2/94 (250)

Pact may end Govt staff row

Star 3/8/94

■ BY KAIZER NYATSUMBA
POLITICAL CORRESPONDENT

The controversy over the appointment of ministerial support staff at high salaries may have been ended by an agreement between the Government and the Public Servants' Association reached yesterday.

In a statement, Public Service Commission spokesman Corrie Smit said a meeting of the chamber of the public service bargaining council at central level had discussed the appointment of ministerial administrative support staff.

The need for ministers and deputy ministers to have "cost-effective and efficient administrative support in ministries" had been noted (250)

However, Smit said, appointment of personnel in terms of common law contracts and not as public servants, as recently approved by the cabinet, would have posed certain problems.

Under the compromise reached, all ministerial support staff would now be appointed in terms of the Public Service Act of 1994, which would entitle them to normal

public service benefits such as medical and pension schemes.

Smit said people could still be appointed on special contracts in terms of the Act.

"It serves as proof that the Government and the employee organisations are sensitive to each other's needs and are committed to collective bargaining and consultation to ensure a stable and efficient public service," Smit said.

The National Party had accused the ANC of being hell-bent on bringing its own members into the public service at inordinately high salaries.

Government gives in to public servants

Bidney 3/8/94

DAVID GREYBE

CAPE TOWN — Government backed down yesterday on its controversial scheme to hire Ministerial support staff on highly paid contracts.

The Public Servants' Association (PSA) responded by dropping two applications to the Industrial Court for interdicts against the Public Service Commission.

Government and the 14 public service employee associations agreed in the public service bargaining council that Ministerial support staff would be appointed only in terms of the Public Service Act, "not in terms of common law contracts" approved by Cabinet.

The council, which has an equal number

of employer and union representatives, said the contract scheme "might have posed certain problems". But it noted the need for Ministers and Deputy Ministers to have cost-effective and efficient administrative support.

PSA GM Casper van Rensburg said last night the agreement proved disputes could be resolved through collective bargaining. The deal, struck on the last day of a week-long council sitting, protected public servants' rights, he said.

Ministers would be allowed to appoint temporary, contract, or permanent staff,

but only according to public service regulations. New employees would benefit from public service medical and pension schemes, among other perks.

Public Service Commission spokesman Corrie Smit said it was doubtful whether Ministers had appointed anyone in terms of the scheme after government last week offered to implement a moratorium on appointments until negotiations were finalised. (250)

The council said the agreement proved that government and the employee organisations "are sensitive to each others' needs and are committed to collective bargaining to ensure an efficient public service".

'Outsiders' move seen as victory

Political Correspondent
and Reuter

ARG 3/8/94
(256)

PRETORIA. — The Public Servants Association (PSA) has described as a victory for all a government decision not to go ahead with plans to hire outside ministerial support staff.

The dispute between the government's Public Service Commission and public service employee organisations was settled "amicably", PSA spokesman Casper van Rensburg told Reuters.

The government yesterday announced it had abandoned a plan to appoint staff on a common law basis and would instead do so in terms of the Public Service Act.

The PSA shelved plans to take the matter to an industrial court after the government said it was prepared to discuss the matter.

The PSA had protested that support staff from outside the civil service would be paid 20 to 60 per cent more, and unless the dispute was resolved, the PSA said it would restart court action.

"It is a win, win situation. If the court had had to decide then there is always a winner-loser situation. I would say this is a victory for everybody," he said.

Mr Van Rensburg emphasised that the PSA never intended to prevent ministers from appointing personnel of their choice.

"It was basically our view to try and prevent them from implementing the new dispensation in an effort to protect workers' rights. Now we can reconfirm that the rules are applicable between the employer and employee organisations," he said.

31 Day 418194
Public service pay hike

TIM COHEN

CAPE TOWN — The minimum wage in the public service had been increased 4,77% backdated to July 1, taking to 20% the increase given to the lowest paid public servants since September, Public Service Minister Zola Skweyiya said yesterday

He did not specify the increases other public servants could expect, but said wage disparities would be negotiated in the public service bargaining council.

While government had to maintain financial discipline, it was sensitive to the needs of the lower-paid public service ranks, Skweyiya told Parliament

Minimum public service wage goes up

Star 4/18/94

■ BY CHRIS WHITFIELD
POLITICAL CORRESPONDENT

Cape Town — The minimum wage for public servants has been increased by 4,77 percent and pay scales in the service are to be restructured, Public Service and Administration Minister Zola Skweyiya announced yesterday.

Skweyiya told Parliament during the Budget debate yesterday evening that the "majority of those lower-paid people are black and women".

He said the latest increase would mean that the minimum wage had been improved by 20 percent since November.

The Minister said the issue of the minimum wage had been discussed at length in talks with the central chamber of the Public Service Bargaining Council.

"The chamber has decided to appoint a task team to look into the matter and to make proposals regarding a programme for the improvement of the minimum wage," said Skweyiya.

Officials from the Department of Public Service and Administration were last night unable to indicate how many civil servants would be affected by the increase or what it would cost.

The Minister said during the debate that salary increases had to be handled "in a way which will be affordable".

Increases since April this year had been below the inflation rate. ~~5.4~~ 2.50

"We need to maintain that kind of discipline," he said.

Erosion of fiscal discipline feared

Rise in public service wages sounds alarm

ALARM bells are ringing over government's announcement of an increase in the public service's minimum wage, with economists warning that this could be the first sign of a loosening of fiscal discipline.

Government spokesmen said yesterday the increase, which would cost R170,3m, had not been included in the June Budget's spending figures. Although it was not a large amount, economists feared it was the "thin edge of the wedge".

"Fiscal discipline will stand or fall on the rise in the public servants' wage bill," said one. In June, government budgeted for a 14,7% rise in employees' remuneration this fiscal year — a substantial real increase that outstripped the overall budgeted rise in spending of 10,2%.

Public Service Minister Zola Skweyiya announced the 4,77% increase, backdated to July 1, on Wednesday.

State Expenditure director-general Hannes Smit said his department hoped the increase could be financed by cutting spending elsewhere. If money could not be found in other budgets, "it will have to be added to overall spending in the adjustment budget".

Finance officials said the effect on the economy of overspending probably would be limited because it was "highly unlikely" that the full R2,5bn for the reconstruction and development programme would be spent this fiscal year. Although the funds had been fully allocated, it took a long time for spending to get into gear.

The RDP fund could not be touched to finance other spending, but failure to draw

it down fully could help keep government's overall spending within budgeted targets. However, such an outcome could hardly be viewed as a triumph for fiscal discipline, as it would have been achieved at the cost of RDP spending and would eventually catch up with government.

Smit declined to comment on officials' speculation that the full RDP fund would not be spent this year, but he said "it would take some doing" to spend the entire amount.

Officials pointed to previous job creation programmes, and the setting up of the Independent Development Trust, that generally took two fiscal years to get off the ground. They said projects would be started this fiscal year but spending would run into the next, especially if community involvement was sought.

Minister without Portfolio Jay Naidoo could not be reached for comment.

Smit said the Budget was not cast in concrete. During the year some spending items were less than budgeted and others more. These had to be offset against each other. The situation would be reviewed in October, when departments were to report back on how spending was running against the Budget.

The Public Service Commission is investigating wage and benefits disparities in the public service. Expectations are that action will be taken to eliminate them this year. An official commented that doing away with differences "seldom occurs

□ To Page 2

Public service

without a cost"

In the Budget review, the Finance Department ascribed the sharp increase in remuneration costs, among others, to initiatives aimed at creating a more representative public service, the salaries of new soldiers and the carry-through effects of upward adjustments in employment and remuneration in the former homelands the previous fiscal year.

□ Sapa reports that members of the 50 000

strong Public Service League began casting strike ballots yesterday.

PSL chairman Malcolm Domingo said members had called for industrial action after government failed to raise salaries. At least 30 000 league members could strike late this month or early in September, he said. However, crucial services would not be disrupted.

● See Page 8

Public servants ^{Sowetan} ballot

5/8/94

By Ike Motsapi and Sapa

MEMBERS of the 50 000-strong Public Service League began casting their strike ballots yesterday.

The decision to ballot follows an announcement in Parliament of a 4,7 percent salary increase for public servants on Wednesday by Minister of Public Administration Dr Zola Skweyrya. PSL chairman Malcolm Domingo said members had called for industrial action following the failure of the new Government to raise salaries (250)

Domingo also said public servants earning more than R18 000 a year would receive only 0,371 percent (~~251~~)

Mr Barry Ngubeni, media spokesman for the Ministry of Public Administration, said "The PSL were part of the bargaining forum and they have signed a recognition agreement to this effect. It is disappointing that they elected to ballot their members for a strike action when they were part of the negotiations."

Public servants vote on strike (250)

21/5/81/94
PRETORIA. — Members of the 50 000-strong Public Service League began casting their strike ballots yesterday

PSL chairman Mr Malcolm Domingo said members had called for industrial action following the failure of the new government to raise pay

Mr Domingo also said the 4,7% increase announced by the Minister of Public Administration only applied to the lowest income earners. A strike could take place within a month. — Sapa

Keys plans major civil service cuts

ARG 6/8/94 (250)

■ Massive cuts in the bloated civil service are envisioned by Finance Minister Derek Keys.

CLIVE SAWYER

Weekend Argus Political Correspondent

MILLIONS of rands will be slashed within two years in the spending on a bloated government bureaucracy, according to a plan outlined by Minister of Finance Derek Keys.

Success of the plan will mean a drop in interest rates and inflation.

South Africa's post-apartheid Budget passed its first legislative hurdle yesterday, with only the Freedom Front objecting to the first reading of the bill.

Replying to five days of debate, Mr Keys said international bankers who had attended had been impressed positively by the co-operative mood in parliament.

He anticipated a three percent growth for the economy in the next five years.

Faster growth was hampered by the fact that South African spending on government was among the highest in the world, he said.

"Twenty-one cents of every rand earned by our country goes to the



Brave Boks deny All Blacks a whitewash

NEW ZEALAND..... (9) 18
SOUTH AFRICA..... (12) 18

AUCKLAND — The Springboks saved their best for last today with a courageous performance against the All Blacks to save themselves from total humiliation in this rugby test series.

By drawing today's match the Boks demed the New Zealanders a 3-0 series win. The All Blacks won the first two tests.

Within eight minutes the All Blacks were 6-0 up from two penalties by fullback Shane Howarth after Adriaan Richter was caught on the wrong side and Fritz van Heerden was guilty of a high tackle.

The Springboks missed a chance of getting on the board when right wing Gavin Johnson missed a penalty, but Johnson got his chance in the 19th minute when Williams'

Budget passed its first legislative hurdle yesterday, with only the Freedom Front objecting to the first reading of the bill.

Replying to five days of debate, Mr Keys said international bankers who had attended had been impressed positively by the co-operative mood in parliament.

He anticipated a three percent growth for the economy in the next five years.

Faster growth was hampered by the fact that South African spending on government was among the highest in the world, he said.

"Twenty-one cents of every rand earned by our country goes to the government machine."

Central, regional and local government were all consuming too many resources, Mr Keys added.

"If we want to grow faster than we can on the coat-tails of world economic growth, and do so more independently of the world business cycle, one of the things we have to do is get this percentage of government consumption down."

He said this would be extremely difficult.

"We commit ourselves to keeping government expenditure constant in real terms."

"We know it is too high, but we do not want to set ourselves a target we cannot meet."

The strategy is based on diverting spending from government bureaucracy to the reconstruction and development programme (RDP).

Mr Keys said this included taking an additional R2,5 billion every year out of government spending for the RDP for five years and forcing departments to stop doing less important things.

Should the economy grow at the anticipated three percent rate, spending will fall in real terms from 21 percent to 17 percent.

"If we persevere for another two years it will be below 15 percent."

Mr Keys said this fall would eliminate the bad part of the deficit and, other things being equal, interest rates and inflation would fall.

"We have only made a stab at this policy in the past two years and you saw what happened to inflation," he said.

In the meantime, there would be improved market access as a result of new trade and industry and labour policies.

"Tito Mboweni's labour policy will be laying a firm foundation for industrial peace without impinging on anyone's rights."

Mr Keys said exchange control would be liberalised when the time was right. He said no one could doubt South Africa's ability to marshal the political will to implement the policy.

Responding to criticism of parliament's "apparent inability to exert influence on budget priorities" Mr Keys said proposals were being formulated for drawing the joint standing committee on finance into the Budget preparation process.

These proposals were to be discussed by the cabinet.

Safeguards would accompany the procedural change to ward off dangers should the finance committee be "in free-spending, pork-barrel mode".

Strike threat by Natal clerks

Own Correspondent

DURBAN — A strike by
public sector clerks
looms in kwaZulu/Natal

A Natal Public Sector
Workers' Union spokes-
man said they would
strike if their demands
are not met

The government's an-
nounced adjustments to
the minumum wage
would only affect certain
public servants

21/8/94

152

250

Civil servants vote on wage strike

By Waghied Misbach

South 12/18 - 16/18/94

CIVIL servants from the Public Service League (PSL) are conducting a strike ballot this week after wage talks with the government collapsed last week

The chairperson of the PSL, Mr Malcolm Domingo, confirmed the organisation was consulting its 50 000 members countrywide on taking strike action

Domingo said the government had repeatedly ignored their demands for changes in the salary packages of clerks, who form the major membership of the PSL.

"They told us that we were not a high priority at the moment," he

said

All public service organisations are currently involved in wage talks with the government

The general manager of the Public Servants Association (PSA), Mr Casper van Rensburg, said his 103 000 members' "bottom line" is an inflationary increase. However, they were not considering strike action at the moment. (250)

Meanwhile the government has backed down on its controversial proposal to pay cabinet staff members inflated salaries

The proposals would have meant that people in the posts of minister's private secretary, administrative secretary, public relations officer, assistant private secretary, typist, registry clerk and messenger would have earned well above the norm for civil servants.

The government and the 11 public service organisations agreed last week that staff employed by ministers would be paid like "normal civil servants", said Van Rensburg

He said the National Party had wanted the proposals accepted but this was rejected by public service organisations

Salaries of members of parliament are also likely to be reduced after the ANC called for an investigation into the issue

'Why should old-style officials be paid and not us?'

We're not on talks gravy train — ANC

Star 12/8/94

■ BY PAULA FRAY
CITY EDITOR

The PWV ANC yesterday denied jumping on to the local government negotiations gravy train, following allegations that some ANC negotiators had received payment of up to R11 000 a month

ANC PWV deputy secretary-general Obed Bapela said the ANC had accepted the principle of payment of allowances to local negotiators "subject to specified criteria".

As such, the ANC would propose to the Witwatersrand Metropolitan Chamber that negotiators receive R300 a day for negotiating

ANC PWV regional deputy

chairman Mathole Motshekga said he was surprised the issue of payment for non-statutory negotiators had caused alarm in certain circles.

"The statutory side — the authors and managers of apartheid — have been remunerated for participating in the efforts to dismantle apartheid but the non-statutory negotiators ... are expected to dismantle apartheid at their own expense. We believe this is unjust," said Motshekga.

Bapela said the ANC was also considering a levy on the negotiators' salaries as was the case with ANC parliamentarians

Pointing out that city councillors received payment of R250 for each meeting attended over and above their council pay, Ba-

pela said "the statutory side has the capacity and the advantage".

But many non-statutory negotiators were forced to take unpaid leave in order to represent their organisations.

Responding to allegations that some ANC officials were receiving up to R11 000 a month for negotiating, Bapela said non-statutory political parties each received R11 000, which their negotiators shared between themselves. The Witwatersrand Metropolitan Chamber also allocated R700 000 to a "capacity-building fund" for civic associations, Bapela said. (250) (250)

Until now, negotiations for nonracial structures have already cost ratepayers more than R1 million.

Residents clash with strikers

~~100~~
250
DURBAN — A man was found dead at Umlazi, south of here, yesterday after a march by about 3 000 municipal strikers and a counter-march by thousands of residents angry about the collapse of essential services.

Police said they discovered the body at a shopping centre, together with an abandoned bakkie and several shotgun cartridges. Three people were wounded in the shooting, but no details were available.

Umlazi municipal employees went on strike last week, demanding the resignation of the entire management.

They marched to the township's municipal offices yesterday, but fled, apparently in fear of their lives, when marching residents arrived and demanded from them the keys to the offices.

Special advisers 'temporary'

By BARRY STREEK,
Political Staff

CABINET ministers were entitled to appoint two special advisers each as "a temporary transitional measure" at a monthly salary of between R19 200 to R28 800, President Nelson Mandela confirmed yesterday

The remuneration levels for the special advisers were ap-

proved by the cabinet, he said in reply to a question tabled by Mr Mike Ellis (DP)

Advisers or consultants were entitled to the reimbursement of travelling and accommodation expenditure they necessarily had to incur in the performance of their duties, at the rates applicable to comparable post levels in the Public Service

Mr Mandela also gave details of

CT 19/8/94
the advisers currently employed

He said Mr LJ Abrams at R24 000 a month and the former editor of the Cape Times, Mr Tony Heard, at R19 200 a month had been employed by the Water Affairs and Forestry Minister

Mr Mandela also said the Ministry of Safety and Security had employed Mr Peter Gastrow and Mr T Williams at R16 000 a month.

As politicians vote themselves a fat pa

STOP THE GRAVY TRAIN

By SEKOLA SELLO

THE ANC's commitment to end the gravy train in government has suffered a major body-blow after this week's announcement that even government advisers will earn huge salaries - up to R28 000 a month.

The announcement comes in the wake of increasing criticism of the ANC for paying cabinet ministers and members of parliament "fat-cat salaries."

The difference between pay packets taken home by ordinary workers and parliamentarians in South Africa is among the highest in the world.

■ In his sharpest criticism yet of South Africa's new democratic government, Archbishop of Cape Town Desmond Tutu yesterday said the government had "missed a golden opportunity to demonstrate that they were serious about stopping the gravy train"

'They've set a bad example'

"Someone has observed that they stopped the gravy train only long enough to get on. They cannot with any integrity and credibility ask the unions to moderate their claims for higher pay. They have set a bad example," Tutu told a meeting of the Diocesan Council of the Anglican Diocese of Cape Town.

It was no excuse for the government to say its salaries were set by the Melamet Commission before it came into power, he said. The new government could have opted for lower salaries.

■ The Melamet Commission, appointed by the Transitional Executive Committee, proposed that the president be paid R784 356 a year, deputy presidents R681 600, cabinet ministers R470 000 and MPs R161 000

Government accepted the recommendations,

This week, in a shock disclosure, it was announced that government con-

sultants and advisers would be paid remuneration rates which ranged from R120 per hour or R19 200 a month to R180 per hour or R28 800 per month

■ These salary scales were sharply criticised by Cosatu and the South African Communist Party

Cosatu said they were too high and public sector workers expected "a flattening of hierarchies and the closing of wage gaps - not their entrenchment".

Azapo spokesman Dr Gomolemo Mokae said it appeared "careerism" has reared its head in the GNU.

Ironic

Reacting to Tutu's statement, NP director and parliamentarian Marthinus Van Schalkwyk said he found it ironic that during the election campaign Mandela had criticised the then State President, F W De Klerk, for earning a high salary, yet now that Mandela was head of state he was earning more than De Klerk did.

However, if the salaries of the MPs and government officials were too low it might hinder the government from functioning properly. Secondly, the present government salaries were decided by an independent commission chaired by a judge, he said.

He said although Tutu's warning should be taken seriously, Tutu should take into account that the MPs and politicians had to be with their constituencies on the one hand and be in parliament in Cape Town on the other. This alone dug deep into their pockets.

■ Replying to a question by the DP's Mike Ellis in parliament this week on whether cabinet ministers were entitled to appoint advisers or consultants, Mandela said in terms of the Treasury Instruction S3 each minister could appoint up to two advisers.

So far, the only ministers who had such advisers were Mineral and Energy Affairs Minister Pik Botha, Education Minister Prof Sibusiso Bhengu, Land Affairs Minister Derek Hanekom, Trade and Industry Minister Trevor Manuel, Transport Minister Mac Maharaj, Justice Minister Dullah Omar and Safety and Security Minister Sydney Mufamadi.



CHILD'S BODY ... But Moses Abueng (21), on th Edwin Kwapeng (18), is very much a man.

elves a fat pay packet, critics cry:

THE



FAT CATS ... The government has "set a bad example" by accepting too high salaries for its members and advisers, says Archbishop of Cape Town Desmond Tutu.

CIPress 21/8/94

TRAIN!

250



... But Moses Abueng (21), on the shoulders of Botoka High student (18), is very much a man. Pic: TLADI KHUELE



Public service: Minister optimistic

(250) ARG 23/8/94
Labour Reporter

THE Minister for the Public Service and Administration, Zola Skweyiya, is optimistic that labour relations in the public service are entering a new phase of co-operation between the state and its employees.

Mr Skweyiya was commenting after meeting representatives of 13 public service employee organisations, including the powerful, disgruntled Public Service League of South Africa.

The league, representing about 50 000 parks, forestry, clerical and hospital workers, threatened to embark on industrial action last week after requests for an urgent meeting with the minister were turned down.

The league's demands included transparency in the allocation of new

jobs advertised in the government service, wage increases and the extension of housing subsidies to women.

In a statement yesterday, a spokesman for Mr Skweyiya said the meeting had been "cordial" and the employee organisations had displayed "eagerness" to work closely with the government during the whole process of democratic transformation.

"Employee organisations committed themselves to ensuring the maintenance of standards, the rationalisation of the public service, effective service delivery, upliftment of disadvantaged communities and creation of a broadly-representative public service by the implementation of affirmative action," said spokesman Barry Ngobeni.

Government's plan to restructure public service puts jobs on the line

DAVID GREYBE
24/8/94

CAPE TOWN — A government draft proposal to rationalise the public service provides for dismissing public servants who are not prepared to be transferred to different towns.

It also provides for voluntary redundancies for public servants who cannot be found jobs as a result of restructuring.

Public service employee organisations expressed concern yesterday that government could use the scheme to circumvent an undertaking in the constitution of job security in the public service.

They also warned of "astronomical"

financial costs of the proposed four-phase rationalisation scheme. Government faced some tough decisions if it wanted to protect public servants' jobs and implement affirmative action programmes while keeping costs down, officials said.

The document stated it was not possible to provide a time-frame for the scheme. Public service sources believed it could take until 1999 to be fully implemented.

A source said government had informed employee organisations in negotiations it would cost about R359m to establish uniformity of salaries and service conditions

of public servants in SA and the former homelands. However, he said voluntary redundancies would be far costlier. For example, redundancy packages for some directors-general were expected to be as high as R3m. One of the former TBVC states had 16 directors-general.

Government circulated the draft proposal to various public service stakeholders for discussion. It was drawn up by the Public Service Commission.

Sources stressed the proposal was not fi-

nd, and was expected to undergo further changes during negotiations.

It was agreed, at a meeting this week between the commission and directors-general, that there was a need for wider consultation on the envisaged rationalisation process.

Employee organisation officials said they were concerned about government's intentions because the document stated that concerted efforts would be made only "as far as possible" to retain the employment of public servants.

The document said while consideration

had to be given to personal circumstances and preferences, it did not prevent a department head, "where it is regarded as being in the interest of the state", from transferring an official. Public servants faced dismissal under the Public Service Act if reasons for not wanting a transfer were "insufficient".

It was "the prerogative of the employer" to discharge redundant officials. The document also said that where the number of "potential candidates" exceeded available posts, officials could "voluntarily identify themselves" to be declared redundant.

Civil servants 'keep power'

(258) CT 24/8/94

By CHRIS BATEMAN
Political Staff

CIVIL servants are trying to maintain white power, not implement affirmative action, Western Cape Minister of Environmental Affairs, Nature Conservation and Tourism Mr Lerumo Kalako said yesterday.

He was speaking during the debate on the Provincial Service Commission Bill

The bill was accepted after heated debate over affirmative action and working relationships between ANC ministers and CPA civil servants

"If you look around this building, you see mostly white faces — we are talking about a civil service here which is trying to maintain white power, not of affirmative action," Mr Kalako charged.

Figures by Finance, Expenditure and Service Commission Minister Mr Kobus Meiring revealed whites formed 22% of the population in the old Cape Province but held some 32% of the civil service jobs at all levels

Mr Meiring said blacks formed 32% of the Cape population and held 25% of civil service jobs. The figures for coloured people were 45% and 42% respectively. Asians were even on one percent.

He urged Mr Kalako to exercise "care" in accusing civil servants of "undermining" ANC ministers

"I have long experience of the quality and integrity of senior staff. I'm quite sure most of your problems are ones of personality and nothing else"

Mr Kalako complained he was undermined recently in not being shown recommendations by UCT's Environmental Evaluation Unit on a policy framework which were sent to the director-general and then to his departmental head — without his knowledge

ANC to discuss study on salaries for MPs

CAPE TOWN — An ANC-commissioned independent study on legislators' salaries will be discussed by the party's executive committee at the weekend.

ANC MP Phillip Dexter said yesterday the detailed report would be released to the public if accepted at the two-day meeting. He did not name the research organisation.

The document would also be discussed by groups linked to the ANC, said Dexter, who was recently appointed ANC secretary for legislatures responsible for party political matters.

Dexter said the report, commissioned because of criticism from members of the public, did not express an opinion on present government salary structures. The study was intended to help the ANC formulate an approach to deal with the controversial matter, as a contribution to the growing debate.

"The report does not say whether salaries should be cut or not, or whether they are too high," he said.

The research organisation had, after studying government pay structures in other countries, formulated a number of options for the ANC's consideration.

For example, allowances could be

- Included in an official's overall salary package as was the case at present,
- Allocated separately, with officials accounting for expenditure, or

DAVID GREYBE

Claimed from a government kitty when needed. (2.50)

The report also detailed "perks" for Cabinet Ministers.

Dexter said the ANC believed the Melamet commission into salaries had looked at one side of the debate, and only made comparisons with the private sector.

The Melamet report was also rushed, "and thrust upon us (the ANC)".

Dexter said it was hoped the ANC-commissioned report, which took a month to draw up, would produce a more balanced view. While low salaries could invite corruption, too much pay could alienate legislators from the public.

He predicted there would be some changes to present government salary structures.

Dexter said the ANC would have to deal with criticism that the real excesses lay with the "executive" salaries of the President, Deputy Presidents, Ministers, Deputy Ministers and their provincial counterparts.

President Nelson Mandela told Parliament this week the Melamet recommendations were meant to deal only with the transitional period. He gave an assurance the matter would, through a public and transparent debate, be brought to a "satisfactory conclusion".

'Cut MPs, ministers by a third'

Political Correspondent

THE number of MPs and cabinet ministers should be reduced by at least a third under a new constitution, the DP proposed yesterday

DP constitutional expert Mr Colin Eglin told Parliament yesterday a major pruning of constitutional structures was needed to save money

Within a few years parliamentarians' task of drawing up a new constitution would be completed, Parliament would have shed much of its legislative powers to the nine provincial legislatures and the cabinet would have surrendered even more of its executive power to the provincial executives, he said

NEWS Deepening controversy over pay of GNU members • Alleged gangster shot

ANC calls for pay disclosures

■ **MP'S SALARIES** Notion that they are on gravy train 'exaggerated':

THE ANC parliamentary caucus wants all information on the salaries of MPs released so the public can see that perceptions they had boarded a "gravy train" were exaggerated.

The MPs' call follows deepening controversy over the pay of members of the Government of National Unity.

Earlier this week President Nelson Mandela told Parliament he had asked the Ministry of Finance to prepare guidelines for salary scales. The Melamet Commission recommenda-

tion that the ANC commission on MPs' salaries should make its findings available to the independent commission.

It has been disclosed that MPs receive R193 000 a year and Cabinet Ministers R470 000. The salaries were recommended earlier this year by the Melamet Commission which drew up a report on salaries at the request of the Transitional Executive Council.

In another disclosure, PWV premier Mr. Tokyo Sexwale said government employees in the province were earning nearly double the salaries they would

have received had they been employed in terms of the Public Service Act.

Five administrative secretaries each earn R104 206 a year instead of the R51 072 they would have received had they been appointed in terms of the Act.

Two public relations officers each earn R85 852 a year instead of R29 579, 10 private secretaries R66 485 instead of R36 336, 10 typists R35 143 instead of R25 963, 11 clerks R38 755 instead of R28 518, nine drivers R24 921 instead of R19 177; and 18 bodyguards R24 921 instead of R15 789.

250 should be set up as a matter of urgency into account the costs imposed on MPs by running two or more homes, by having families separated and by the need to serve the public.

Furthermore, the caucus decided recommended in the Melamet report

Strike looms in Northern Transvaal

(250) (S.A.) WM 26/8-1/9/94

Michael Sekuneke

CIVIL servants in the Northern Transvaal are threatening mass action to force premier Mgwako Ramatlhodi's administration to honour his pre-election promises.

They are expected to bring the province to a standstill on Tuesday when thousands of government employees in the

former Lebowa, Venda and Gazankulu homelands take to the streets to highlight their plight with a march on government offices in Pietersburg

Hundreds of workers in the former Lebowa this week attended a meeting at the Lebowakgomo Civic Centre where they accused the new administrator of failing to deliver on its campaign promises. Speakers called for a campaign of civil disobedience and encouraged each other to defy various circulars distributed by the government. They said one circular ordered all heads of department to stop taking workers home in government vehicles. Another called on workers to be on duty until 4:30pm on Fridays and that the workers should stop leaving before time

On Tuesday, they intend handing Ramatlhodi an ultimatum, meet their demands or face intensified mass action. Workers are demanding promotions, salary parity, housing and car subsidies and maternity and paternity leave

MPs unite to fight for their gravy train perks

Star 27/8/94

FORMER hardline revolutionaries in the African National Congress have launched a new struggle — to retain their fat pay packets in the face of public outrage. **DAVID BREIER** reports.

CAPE TOWN — ANC backbenchers this week rode roughshod over President Mandela's concern about growing public anger over the Government gravy train.

The 310-member ANC parliamentary caucus contemptuously dismissed the public backlash against their fat-cat salaries as a "gross exaggeration".

They felt their salaries were "equitable".

Some of the most militant ANC members were understood to be the most determined in defending their new windfall from the taxpayers (250) (300)

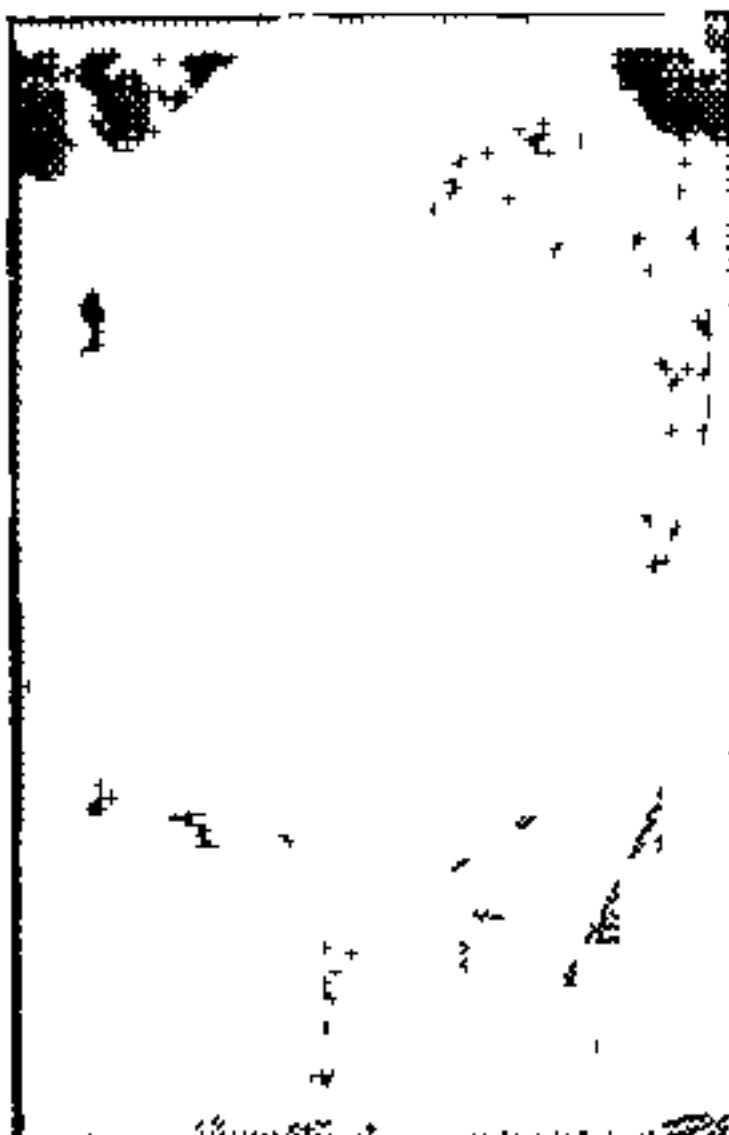
They were particularly angry with one of their own Cabinet Ministers, Trade and Industry Minister Trevor Manuel, who asked politicians to take a pay cut.

Manuel said this would send "positive waves around the country" and have a positive impact on industrial relations.

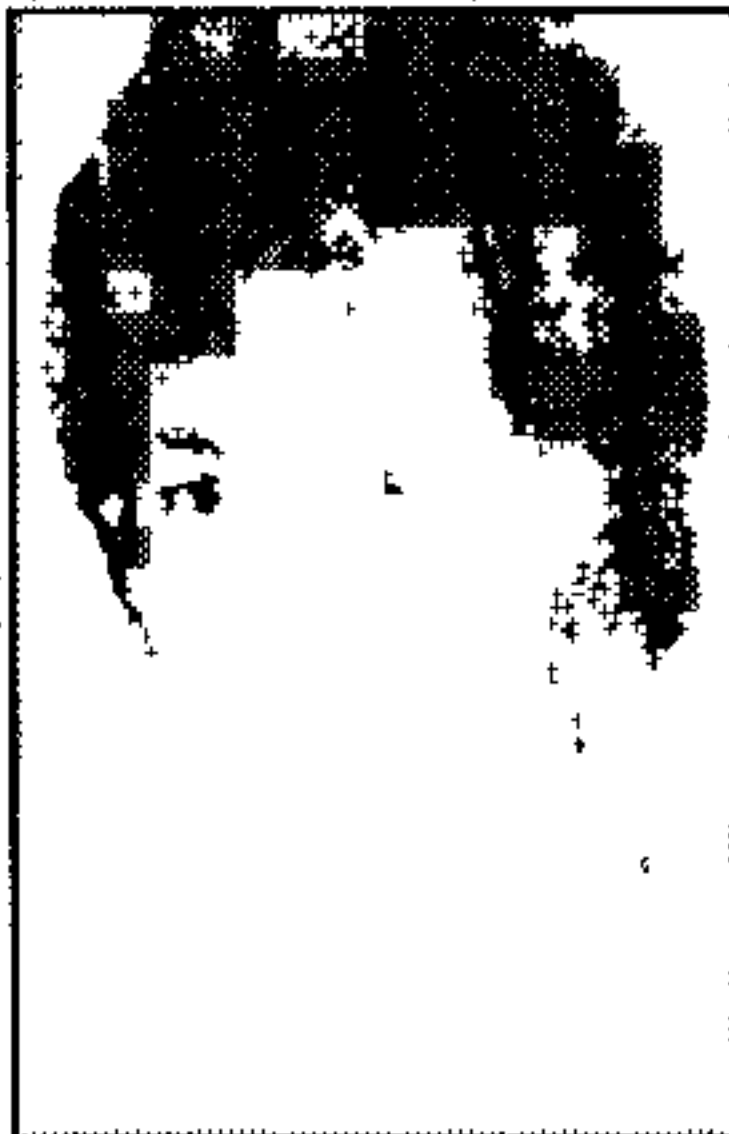
But MPs from most parties — including some of the ANC's most radical leftwingers — closed ranks to fight for their gravy-train pay packets and perks.

While a new independent commission is to re-examine the political pay issue, the ANC caucus has already given notice it would push the commission to recognise the additional costs some MPs have in running two homes and being separated from their families.

The Pan Africanist Congress's Patricia de Lille was a lonely exception as MPs from the DP and NP to the Freedom Front joined ANC backbenchers in defending their gravy.



TREVOR MANUEL: Pay cut sets example.



PATRICIA DE LILLE: The lonely exception.

She maintained politicians' pay was too high.

Many current MPs who served in the tricameral parliament receive a pension in addition to their new salaries and perks.

There is now a growing fear that the elite in South Africa's fledgling democracy are starting to mimic the party leaders in former communist countries, who enjoyed a lavish lifestyle compared with the proletariat they were supposed to represent.

In the provincial parliaments, where politicians earn almost as much as their colleagues in the National Assembly and Senate, ANC MPs have also staunchly defended their pay packets.

In the draft RDP "Green Paper" to be published next month, the Government has committed itself to cutting its wage bill to make more cash available for its Reconstruction and Development Programme.

The Government might find it difficult to motivate such cuts unless it prunes its own pay.

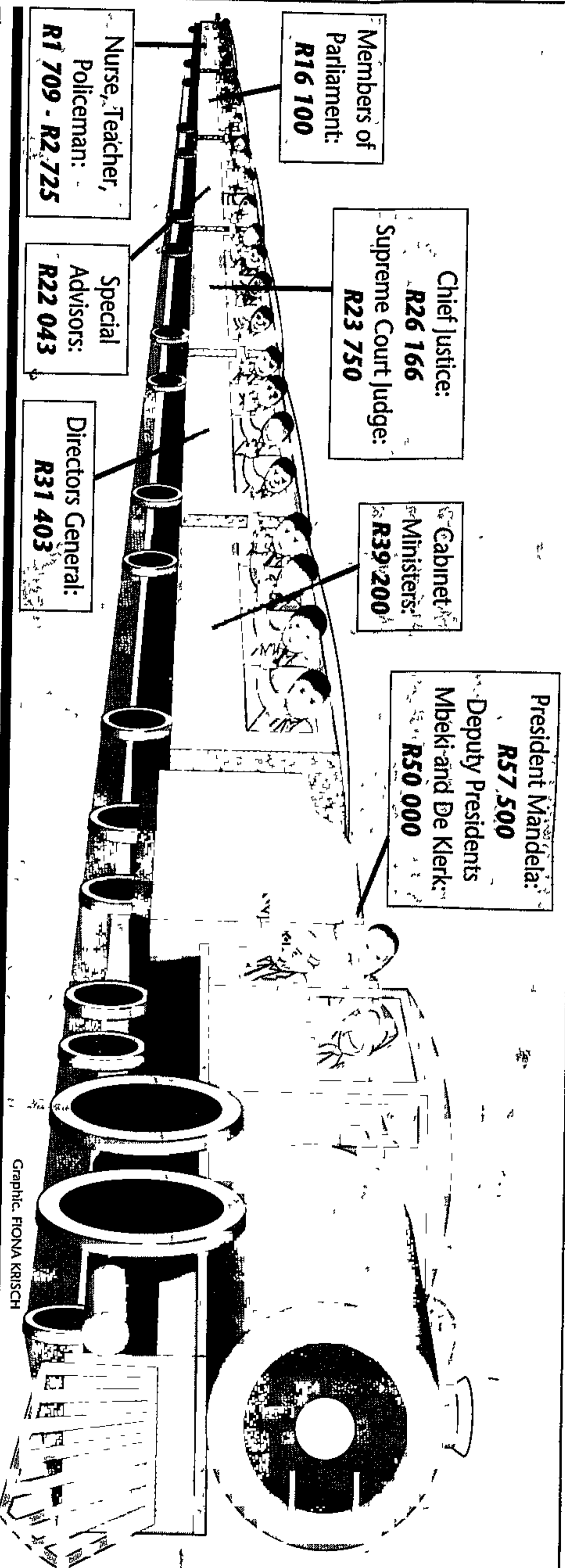
University of Cape Town political scientist Professor David Welsh estimates that many new MPs are earning 20 times more than they did before the April election.

He said there was little doubt the high salaries that politicians voted for themselves had helped set the tone for the wave of strikes that had engulfed the country.

Welsh said there was merit in the ANC's argument that politicians could be tempted to become corrupt if they were not highly paid.

This was not just a reflection on the calibre of people who were elected to political office, but was a "gloomy but realistic" view of human nature, he said.

DP finance spokesman Ken Andrew said "warning lights are flashing" although there was insufficient evidence at present to suggest the gravy train was out of control.



Graphic: FIONA KRISCH

These are the monthly salaries on the gravy train. They include car and entertainment allowances but exclude housing, pension and medical aid contributions.

Gravy train diners may be forced to tighten belts

By MARLENE BURGER

THE government "gravy train" may roll to a halt sooner than politicians who jumped aboard after the elections realise — but they can count on fat cat salaries for at least the next few months.

Pay packets for legislators from the president down to rookie parliamentarians were never intended to be permanent, according to a spokesman for President Nelson Mandela.

The remuneration packages are based on recommendations by the Melamet committee.

"Decisions taken during the transition are not binding on the post-election government. President Mandela has made it clear that he wants the question of salaries dealt with as soon as possible," said spokesman Mr Parks Mankahlana.

Speaking in Parliament on Monday, President Mandela promised swift action on the "gravy train". His assurance that

steps were being taken to reverse the perception that the government was being less than frugal in handling public finances, followed harsh criticism from several quarters.

Last weekend, Archbishop Desmond Tutu said he had been "deeply disappointed" by acceptance of the Melamet recommendations.

Shortly afterwards, Minister Without Portfolio Jay Naidoo urged MPs to set an example of frugality to the nation by "tightening our belts" and Trade and Industry Minister Trevor Manuel told colleagues in Parliament they should get off the gravy train and set an example for "Wall Street" executives in the private sector who pay "Malaysian salaries" to their workers.

The first moves towards revised salaries have already been taken. Guidelines on which a permanent parliamentary salary structure can be based are being drawn up at President Mandela's request by Public Administration Minister Dr

Zola Skweyiza. A spokesman for his office, Mr Barry Ngobeni, said Dr Skweyiza was handling the matter "in his personal capacity" and that the exercise was not in the hands of the Public Service Commission, which is responsible for appointments and remuneration levels in the public service (but not for parliamentary salaries, which are determined by the president).

In addition, the ANC's executive committee meets this weekend to discuss the results of a study commissioned by the party, which includes a comparison of South African salary structures and those of politicians in other countries.

ANC Chief Whip Arnold Stofile announced on Thursday that a Bill was being prepared to make provision for an independent commission to look into legislators' salaries.

The commission was likely to be set up before the end of the year, said Mr Stofile. Meanwhile, parliamentarians will receive their current pay packets, which

range from R784 350 a year for the president to R193 200 for MPs.

The packages include car allowances and state contributions to pension and medical aid funds, and are taxable.

Not included are travel allowances — two free air tickets each month while Parliament is in session — or constituency allowances, for which the Melamet committee did not make provision. However, MPs have already voted themselves a monthly allowance of R3 000 for this purpose, despite the fact that in terms of the interim constitution they do not have delineated constituencies.

But politicians are not the only ones facing salary cuts in the near future.

The cabinet decided this week that the Public Service Commission should review entry requirements and salary packages of public servants. The move is likely to be high on the agenda of a meeting between the PSC's central bargaining chamber and bodies representing public servants, starting on Tuesday.

Civil service row over contracts

250 WM 29/7-4/8/94

Drew Forrest

THE impasse over the salaries of ministerial staff posed a serious threat to the effectiveness of South Africa's new executive and to the implementation of the Reconstruction and Development Programme, government insiders warned this week.

Confusion over the staffers' earnings and ranking in the civil service were a clear indication that the integration of the state bureaucracy — unlike that of the defence force — had been neglected by World Trade Centre negotiators, they said.

Yesterday the 100 000-strong Public Servants Association withdrew legal action to black the implementation of contracts of employment for ministerial support staff after the government agreed to negotiate the issue.

The contract system, agreed at a cabinet meeting on June 26, was intended to allow the staffers with administrative experience in the "parallel civil service" of the liberation movements or non-governmental organisations, but without standard civil service qualifications, to be appointed at salaries in line with their responsibilities. The PSA argues that as it has not been negotiated with public service unions, it is an unfair labour practice.

The salaries offered in the con-

tracts — ranging up to R194 099 a year for private secretaries, administrative secretaries and PROs — have also hit flak, on grounds that they grossly exceed normal civil service pay levels. However, defenders stress that contract staffers forfeit job security (they are employed only for the term of the minister) as well as standard perks such as employer contributions to pensions and medical aid.

The court case sparked a fierce response from ANC secretary general Cyril Ramaphosa, who accused the PSA of "defending the narrow, self-interested attitudes of the privileged, mainly white incumbents of most senior posts" and threatened to scrap the constitutionally guaranteed job security of existing civil servants.

But Ramaphosa faces the opposition of more than the largely white PSA. Both Cosatu and its public service affiliate, the National Education, Health and Allied Workers' Union, have attacked the contract system. Many ANC-supporting ministerial staffers also reject it.

"Some people have been here many years and someone half their age comes in earning more than they do. It causes divisions between the old and new," said Beryl Baker, administrative secretary for Housing Minister Joe Slovo and chairman of the Ad Hoc Civil Servants' Committee. There was no job security under the contract system, she added.

Baker said the contracts had been negotiated but not signed. In the meantime, new appointees were being paid according to gradings which did not reflect their responsibilities. "Because I don't have a bachelor's degree and 'appropriate' experience, I'm ranked as a senior administrative clerk. Many of us have taken a 50 percent salary cut."

Baker stressed the grading stalemate was hampering the work of the ministry. In a highly hierarchical system, she lacked the ranking needed to secure the co-operation of housing department old-timers.

Other sources said the hiatus between ministries and departments posed a serious threat to the implementation of new policy — and specifically the RDP. "Civil servants have constitutional job guarantees; the task of propagating the government's new approach will therefore have to be by osmosis, from above," one source commented.

Urging the scrapping of the contract system, Baker suggested the resolution of the impasse lay in "condoning" the qualifications and experience of the new entrants.

Public Administration Minister Zola Skweyiya confirmed that no one had yet been formally appointed on contract. Government had intended taking the contract proposal to the public service bargaining forum, but had been pre-empted by a press leak.

Public service 'being ignored'

PRETORIA — Labour Minister Mr Tito Mboweni is ignoring the public service in his revision of labour legislation, the Public Servants' Association of South Africa (PSA) charged here yesterday.

It said this "negative approach could only stoke the fires of conflict" (250) (115)

The PSA said the committee appointed by the minister to review labour legislation had left for the International Labour Organisation (ILO) in Geneva at the weekend under a cloud of distrust.

It seemed the committee aimed to gain the support of the ILO beforehand "and thereby sidestep any proper and meaningful negotiations in South Africa on labour legislation"

"We are still in the dark on the terms of reference of this committee and the aims of the government"

It warned Mr Mboweni could not achieve legitimacy on public service labour legislation without involving organised labour in the civil service — Sapa

Municipal strike in Durbanville

Municipal Reporter

ABOUT 200 Durbanville municipal workers have been on strike since the beginning of the week over grievances about affirmative action and promotions.

Town clerk Mr Dennis Smit said the workers' grievances were being attended to.

He said less than half the workforce was on strike, but those on strike provided essential services. Casual labour had been hired so that services such as refuse removal, solving electricity interruptions and clearing blocked sewers could be rendered.

Mr Christian Meyer, chairman of the local SA Municipal Workers' Union branch, said the workers wanted affirmative action. They felt aggrieved that whites seemed to be promoted even when they were not the most skilled.

Civil servants walk out in protest

Labour Reporter

ARG 2/9/94

THE Public Service League walked out of the government's central bargaining chamber today.

League chairman Bernard Domingo said the state asked for a 14-day extension to reply to the union's demands because its chief negotiator was in Switzerland.

"This was unacceptable to us. They arrange a negotiations meeting and then their man is overseas," Mr Domingo said.

A meeting of all league district executives is due to be held on Wednesday to take "final decisions on what form industrial action should take".

The league — representing about 50 000 hospital, forestry and clerical workers — is demanding a 20 percent across-the-board wage increase, housing subsidies for married women and transparency in the restructuring of the civil service

Ex-homeland officials strike

PRETORIA. — Public servants in the former kwaNdebele, charging the new government was ignoring them, went on strike yesterday.

A spokesman for the strikers, Mr Tsebo Mophapi, said the clinics in the area were not operating due to lack of medicines.

Other projects meant for community development were halted, he added — Sapa

N. Transvaal public servants in protest

PIETERSBURG. — Public servants from three formerly self-governing territories marched on the office of Northern Transvaal Premier Mr Ngoako Ramathlodi here yesterday to demand salary parity.

CT 219194
The protesters from Venda, Gazankulu and Lebowa handed a memorandum to MEC for Economic Affairs, Trade and Industry Mr Thaba Mafumadi.

(250) (152)
Their demands included reinstatement of 400 employees dismissed from Hoedspruit Hospital.

Mr Mafumadi told the marchers their grievances were genuine and the government would try to meet their demands — Sapa

Unions walk out of govt pay talks

TEN unions representing about 180 000 public servants walked out of pay-rise talks yesterday in the government's central bargaining chamber in the city.

The walkout came after the state said it needed 15 days to respond to demands for a minimum wage of R1 500 a month and a 15% pay rise. (254)

Four unions said they could not continue talks without compromising the interests of their members. (250) (251) CT 3/9/94

The Civil Service Association, South African Health and Public Service Workers' Union, Health Workers' Union and Public Service League said the pay dispute deserved the immediate attention of the government as it was the cause of a wave of industrial action sweeping the country, especially at hospitals.

They said they would return to talks only if the government unambiguously undertook to resolve the dispute.

Public Service League chairman Mr Bernard Domingo said the government had asked for a 15-day extension because its chief negotiator was in Switzerland.

He said league district executives would meet on Wednesday to decide on industrial action. — Sapa

Perks impasse holds up public service pay talks

SITimes 4/9/94

By MARLENE BURGER

A DISPUTE between the government and public servants over perks parity collapsed the pay talks in Cape Town on Friday.

Public servants from the former independent and self-governing homelands are fighting to retain their extravagant perks

But government negotiators are pushing for an agreement on a set of "prevailing norms" which would cut pay packages for many of the homelands' 240 000 public servants

In Transkei, for example, one of the perks for public servants was a monthly housing allowance of R1 200 — almost twice the maximum housing subsidy paid to their South African counterparts

At this week's four-day meeting of the Public Service Central Bargaining Chamber, representatives of public servants in the former TBVC states and self-governing territories stated that they would never agree to anything that saw monthly pay packets cut.

Although former South African officials are unlikely to suffer the same fate, they are standing firmly behind their 240 000 post-reincorporation colleagues.

"We will not become part of the government's problem. We have been pressurised for weeks to sign an agreement that would be both redundant in the light of the statutory obligation on the employer's part to rationalise service conditions, and immoral in its endorsement of the loss of benefits by any public servant," said Mr Casper van Rensburg, general manager of the Public Service Association.

The agreement was first mooted by the government at a two-day meeting with the unions in Durban last month.

"We talked about nothing but rationalisation for two days. The unions made it clear from the outset that, while we supported the principle, we could not sign anything that would result in the reduction or removal of existing service conditions," the PSA chief negotiator, Mr Anton

Louwrens, said.

Early last month the unions submitted their "shopping list" of demands for negotiation at this week's talks. The government countered by tabling a 176-page document containing details of the rationalised terms and conditions of service, which included the scrapping of certain allowances.

By Friday, with tension mounting and tempers

□ To Page 2

(250)

Public service talks break down

SITimes 4/9/94

□ From Page 1

frayed, the government tabled a revised proposal in terms of which professional allowances would continue to be paid.

But annual salary increases for recipients would be frozen until parity of salaries had been achieved and the allowances incorporated into monthly remuneration.

It was at this point in the

negotiations that representatives of two unions — Hospersa, which has 40 000 members, and the SA Nursing Association, which has a 100 000-strong power base — walked out, saying they had no mandate to discuss loss of allowances.

Their exit followed the walkout earlier in the morning by seven unions over the government's re-

fusal to respond for 15 days to demands for a R1 500 minimum monthly wage and a 15-percent across-the-board increase from December 1.

In a statement on Friday afternoon the Public Service Commission called on "all concerned to be patient and allow the negotiation process to take its course"

(250)

Bureaucrats in the cold

By BARRY STREEK
Political Staff

(250)

CT 7/9/94

THE civil service is facing a major gravy blockage. What to do with the 150 former directors-general in its employ, all of whom earn basic salaries of around R268 000 a year.

With the installation of the government, South Africa's 15 different administrations were merged into a single public service with 10 new administrations.

However, as 27 new central government departments were established, this meant the posts of 27 new directors-general had to be advertised — and filled.

A member of the five-person Public Service Commission, Professor Stan Sangweni, yesterday told the parliamentary select committee on public service and administration that the problems with former heads of department were "very complex" and "very, very serious".

Prof Sangweni added: "We are discussing the whole situation ... I cannot say there is a solution."

Many of the individuals concerned were employed in the former homelands and the commission was negotiating with them, he said.

Rationalisation looms for public servants

BiDay 7/9/94

Political Staff

CAPE TOWN — Almost 1,2-million public servants would be affected by rationalisation and 1,4-million people had applied for the 11 000 affirmative action jobs, the Public Service Commission said.

Commissioner Ian Robson said yesterday there were 1 187 500 public servants at present. Of these, 746 400 were from central government, 220 700 from former independent homelands and 220 400 from former non-independent homelands.

The commission had to transform a central administration, four provincial administrations, four TBVC administrations and six self-governing administrations into one public service, with a central administration and nine provincial administrations. The central administration had been divided into 27 departments.

Robson also said almost 800 laws, including former provincial and homeland laws and ordinances, had already been transferred to the provinces. Some laws, such as those on health, agriculture and welfare, had to be assigned to national and provincial departments.

Another commissioner, Yvonne Meuthin, said 250 of the 11 000 affirmative action posts announced in June were for management positions, from assistant director to director-general (250).

About 4 000 of the jobs were middle management and 6 000 were lower ranked.

She said the restructuring would be negotiated with employee organisations.

She agreed with ANC MP Salie Mame that there was frustration in the public

service because of the slow progress in making it more representative.

Meuthin said gender equality, as provided in the constitution, had been accepted in principle in the service, but was too costly to implement.

The payment of equal housing subsidies to married women could not be implemented immediately because of the costs, she told the parliamentary select committee on public service and administration.

"To bring that on a par will require a phased process depending on the funds government has allocated," she said.

Meanwhile, the public service has to decide what to do with 150 former directors-general in its employ earning basic salaries of R268 000 a year.

Public Service Commission member Stan Sangweni told the parliamentary select committee on public service and administration that the problem with former heads of department was "very complex" and "very, very serious".

Sangweni added "We are discussing the whole situation ... I cannot say there is a solution."

The commission was negotiating with the people concerned, he said.

Many of the former directors-general came from the former homelands and their salaries may not be the same as those employed in the central government service. The salary of a director-general is R268 000.

Political Staff and Staff Reporters

IN a desperate stampede for jobs, 1,4 million people have applied for 11 000 advertised public service posts. Interviews will begin this month.

Highlighting the unemployment crisis, the comprehensive study *South Africans Rich And Poor*, co-ordinated by the Southern African Labour Development Research Unit, says only 42,7 percent of South Africans between the ages of 16 and 64 are working.

The study is based on a survey of 9 000 households in the nine months leading up to the election.

The highest unemployment figures were among Africans, who reported a jobless rate of 65 percent in the economically-active group.

Of those people without work, 40 percent said they had stopped looking because no jobs were available. When asked what the government could do to improve lives, more than half the respondents said it should create jobs.

Jobs are short even for the educated, says a Peninsula Technikon spokesman.

Pentech job placement officer Keith Jacobs said just 20 to 30 percent of students qualified in the science and technology field could expect to get permanent employment.

The picture is even grimmer for unqualified students looking for practical experience needed to complete their diplomas. Only 15 percent of second semester students are being placed.

The parliamentary standing committee on the public service was told yesterday by the Public Service Commission (PSC) that interviews for the 11 000 public service jobs would begin this month.

It is not clear whether the jobs will make the public service more representative of society as a whole.

In terms of a breakdown given to the standing committee, 250 of the advertised posts are at management level and about 4 000 are middle level.

Stan Sangweni of the PSC told the committee that since the unification of 11 public services there were 150 former directors-general in the service. Negotiations about their future were continuing.

Another commission member, Yvonne Meuthin, said that achieving sex equality in the public service depended on money. The principle of equality had been accepted, she said, but achieving it would involve a phased approach.

Large costs were involved in extending housing subsidies to married women in the public service.

Commission member Sibusiso Vil-Nkomo said the public service training institute would be restructured. Training for public servants to implement the reconstruction and development programme would be given.

Dr Vil-Nkomo said the public service should become "user friendly" and provide an effective, quality service.

In spite of service restructuring, Professor Meuthin said there was no surplus of public servants. The government's priorities would entail a shifting of functions.

A spokesman in the Department of Manpower said that a special office had been opened in Cape Town by the provincial administration to receive the applications for the jobs which were contained in a 900-page document.

Each post, ranging from chief directors down to cleaners, had been numbered and all were advertised with specific requirements.

This meant that people who were qualified, but who otherwise might have taken several years to work their way through the public service to promotion, would be eligible for senior jobs.

All applicants would receive letters with contact names.

Interviews soon after 1,4 million apply for 11 000 advertised posts

ARL 7/9/94

(250)

Stampede on for civil service jobs

Rationalising service

Political Staff

ALMOST 1,2 million civil servants would be affected by rationalisation and 1,4 million people had applied for the 11 000 affirmative action jobs, the Public Service Commission disclosed yesterday (250) ~~(120)~~

Commissioner Mr Ian Robson said there were 1 187 500 civil servants, 746 400 from the central government, 220 700 from the former independent

mer non-independent homelands.

The commission had to transform the central South African administration, four provincial administrations, four TBVC administrations and six self-governing administrations into one public service, with a central administration and nine provincial administrations CT 7/9/94

Another commissioner said 250 of the 11 000 affirmative action posts were for management positions

Homeland staffers to keep higher pay

3 Bay 8/9/77

CAPE TOWN — Homeland public servants will join SA's post-apartheid public service at salary levels applying in Pretoria on May 1, but with an exemption for anyone earning more, government says.

Reuter reports Public Service and Administration Minister Zola Skweyiya said yesterday "pensionable salaries and salary scales will be rationalised to those generally prevailing".

Sapa reports departmental spokesman Corrie Smit said the salary adjustments would cost the state about R359m.

It was difficult to determine exactly how many public servants would benefit from the pay rise.

Better than average salary scales could not be touched because they were protected by the interim constitution, Smit said. They would have to be phased out gradually, he added.

A Public Service Department source said Skweyiya's announcement was issued in an attempt to avert a threatened strike by officials of the former Ciskei and Transkei. These officials are demanding that they be allowed to retain their higher salaries and benefits.

Skweyiya has said the rationalisation of allowances would be dealt with later.

JACQUIE GOLDING reports that the Public Servants' League had threatened earlier to strike over government's failure to meet its salary demands.

League chairman Malcolm Domingo said yesterday government had provided an "inadequate" response to the public servants' demand for a 15% across-the-board increase and a minimum salary of R1 500.

During negotiations in the public service bargaining chamber last week, government negotiators said they could only respond in 15 days.

The league and several other public servant unions then walked out of the talks, saying government was procrastinating.

Domingo said there needed to be equality across the board.

He added that the league was demanding that married women in public service also be granted a housing subsidy.

Domingo said that "total transparency" was needed on the 11 000 civil service posts which were being advertised.

And the league needed to know the criteria used in recruiting.

"The Minister (Skweyiya) fails to clarify whether the posts advertised would replace existing posts." (250)

Skweyiya had mentioned rationalisation of the department on the one hand, and the creation of additional posts on the other, Domingo said.

The league was demanding also a review of clerks' salary structures. It said government's indication that these workers were not a "priority" indicated a reluctance to address the wage issue.

Domingo said the attitude of government was "unacceptable", adding that a decision to embark on industrial action could include a national strike.

Public Servants' Union general secretary Casper Jansen van Rensburg said government had shown itself reluctant to negotiate a remuneration package for public servants, and warned that this could lead to strikes.

The league said affirmative action advertised created the impression that coloureds and Indians did not qualify for potential jobs.

"There is total anarchy and people are unsure of the current positions they are holding, especially when posts are handed to a particular group to the detriment of coloureds and Indians," it said.

Public service parity to cost R359 million

PRETORIA — Public servants from the former homelands will join South Africa's post-apartheid public service at salary levels applying on May 1 — except for those who had been earning more (250) ~~350~~

Public Service and Administration Minister Mr Zola Skweyiya said yesterday "pensionable salaries and salary scales will be rationalised to those generally prevailing" CT 8/9/94

However, departmental spokesman Mr Corrie Smit said better than average salary scales could not be touched

because they were protected by the interim constitution.

Salary adjustments would cost the state about R359 million, he said

It was difficult to determine exactly how many public servants would benefit from the pay rise, he said.

A Public Service Department source said Mr Skweyiya's announcement was issued in an attempt to avert a threatened strike by former homeland officials over demands that they be allowed to retain their higher salaries and benefits. — Own Correspondent, Sapa-Reuter

More professional public service on way — minister

Political Correspondent

PUBLIC servants will be required to sign a code of conduct, the senate has been told.

Public service and administration minister Zola Skweyiya said yesterday a professional ethos was to be created in the service.

Because people had no choice about using the public service, this did not mean it should be shoddy or sub-standard.

There would be a phased approach to rationalising the 11 services inherited from the previous dispensation into a

single service.

The public service had been stigmatised as inefficient, unrepresentative and out of touch with community needs.

This would be rectified, and the public service would mirror society at all levels.

Dr Skweyiya said black people should not be used as tokens in the public service.

They should be able to make policy decisions at the highest levels of government.

Moves were being made towards implementing uniform salaries and conditions of service, and rationalising the eight pension funds.

250

Civil Service Strike?

Angry low-paid workers threaten to paralyse country

DAVID BREIER **R5 250**

Weekend Argus Political Staff **R10/9/94**

THE gravy train furore now threatens to cost taxpayers up to R13,3 billion to fund copycat civil service pay demands.

As pressure mounts on the new government to cut its fatcat pay packets, public servants are now threatening to strike to back their demand for a share of the gravy politicians have dished out to themselves.

Civil servants threaten to paralyse the country by striking for at least two days next month

Public service unions demanding higher pay say they are merely following the example of their highly paid political bosses. But their demands could cost the state up to R13,3 billion — which the government says it cannot afford.

Civil service union leaders say anger among public servants over the gravy train has directly sparked off their pay demands and led to a new radical approach.

Politicians' pay includes R780 000 a year for the president, R600 000 for each of his two deputies, R470 000 for ministers and R193 000 a year for MPs and senators.

In contrast, unions say, many of the coun-

try's 1,2 million civil servants are paid only R800 a month.

The civil service pay demand for a 15 per cent pay hike and a minimum monthly salary of R1 500 would cost the taxpayer R8,8 billion a year, excluding educators. If educators were included it would cost a staggering R13,3 billion a year, according to the Public Service Commission. A commission spokesman said the government could not afford this

Malcolm Domingo, national chairman of the Public Service League (PSL), which is spearheading the demand, said politicians were the employers of civil servants. He said the politicians' gravy train had sparked off civil service demands.

"They feathered their nests before looking after the people they employ," he said.

"There is a feeling of disgust among our members over the salaries earned by politicians at the expense of people in the government services who have to execute the decisions taken by parliament," Mr Domingo added.

He said the "average minimum salary" in

the public service was about R800 a month which was below the headline.

"For a person with a family of five children it is impossible to live under such constraints."

"Our members are saying that the salaries the parliamentarians earn are basically to go there to sit, and now and then say one or two words," he said.

Mr Domingo disclosed that widespread anger among civil servants over how much their politician bosses were earning had motivated them to strike.

"That's what started the move to industrial action

"Because the state executives turned a deaf ear to us just after they gave exorbitant salaries to themselves, it has made our members even more determined and more radical in their approach," he said.

"The exorbitant salaries our employers earn are unacceptable to us as workers. Whenever we request the employers to change our salary structure, they say they have no money — yet they have enough

money to restructure their own salaries."

Ten unions, representing about 180 000 public servants, including the PSL, the Civil Service Association, the SA Health and Public Service Workers' Union and the Health Workers' Union, walked out of pay talks last week when the government asked for 15 days to respond.

The service associations are to meet the government at the central chamber of the public service bargaining council from September 19 to 23.

"If at that meeting we don't get a satisfactory reply or a definite indication of intent, then we will definitely stay away on October 11 and 12 and possibly even earlier than that," Mr Domingo said.

He said the PSL was co-operating with the other public service unions and was also talking to the Public Servants' Association (PSA) — which represented mainly white civil servants. He said the PSA was prepared to strike if most of its members wanted to.

After public pressure on politicians to take pay cuts, President Mandela said political pay was "transitional" and would be re-examined.

He has called on workers to tighten their belts and even accept lower wages. And he has pledged to cut salaries of ministers and MPs — but not overnight.

R359m to be found for homeland officials

Own Correspondent

JOHANNESBURG — Government spending and revenue for the fiscal year so far will be reviewed next month to find finance for unforeseen expenditure, State Expenditure director-general Mr Hannes Smit said at the weekend.

An analysis would be undertaken with a view to shifting funds between departments if necessary.

The R359 million to be paid to homeland public servants to bring their salaries in line with the central government had not been included in the June budget, Mr Smit said. The figure included the R170m announced earlier in the form of increases for the lowest-paid public servants.

Mr Smit — who told the joint standing committee on finance last week that the markets should give

the government the benefit of the doubt on spending control — said steps were being taken to reduce government consumption expenditure.

“The aim is to reduce government consumption’s share of SA’s GDP from the present 21% to 17% over five years.”

Sources said the draft of the Reconstruction and Development Pro-

gramme (RDP) Green Paper pointed to major cuts. Mr Smit said most government departments had been notified at the end of last month to expect real cuts in their 1995/96 budgets to finance the RDP.

Deputy Finance Minister Mr Alec Erwin said that, after allocating R5 billion to the RDP fund next year and after setting aside finance for the state’s interest bill, the rest of the budget would not rise in real

terms. **CT 12/9/94**

The government’s spending and revenue figures for the fiscal year to August will be released at the end of this week, and should include the first revenue from the transition levy. Economists said it could help keep revenue more robust than the budgeted 11,2% rise. For the year to July, the increase was 20%, but special factors contributed to the buoyancy. **(250)**

'Blackening SA civil service too expensive'

Political Staff

THE Public Service Association last night warned the government that a sudden retrenchment of thousands of white public servants would cost the state billions of rands.

CT 13/9/94
Radical elements in the ANC want the state to speedily blacken the

public service. Reports say it would cost R100 million to retrench 70 departmental directors-general in South Africa and the former homelands.

PSA manager Mr Casper van Rensburg said the state would have to make up the ensuing pension fund shortfall.

The man at the top's difficult juggling act

ON TUESDAY the Minister of Public Service and Administration, Mr Zola Skweyiya, heard that civil servants were demanding a minimum wage of R1 500 a month.

"The government is very sympathetic to increasing the wages of the lowest-paid civil servants; President Nelson Mandela has said so himself. But there is no money," he said.

Mr Skweyiya makes this statement with increasing emphasis as he outlines the job that has made him the target for criticism by every public servant with a grievance, every minister who can't get the staff he wants and members of the public who think civil servants are a bunch of incompetent layabouts.

Mr Skweyiya's job is to create a system of governance compatible with the constitution.

The first part is to re-incorporate the TBVC and self-governing states into one civil service and to ensure the powers contained in the constitution are assigned to the provinces.

The legislation providing for a single public service has been passed, and the process to ensure the devolution of powers is underway. Mr Skweyiya is satisfied. But now the tough part of his job begins.

The legislation providing for a single public service has been passed, and the process to ensure the devolution of powers is under way. Mr Skweyiya is satisfied. But now the tough part of his job begins committed to reducing the 54 percent of the budget it spends on the civil service.

But, given the impossible brief, the civil service salary bill is going to have to grow by five per-

By EDYTH BULBRING
Political Correspondent

cent in the next budget, Mr Skweyiya says. He hopes it will not be more.

Mr Skweyiya describes the constitutional guarantee of jobs to civil servants as the "most horrible thing that has happened to the ANC".

The legislation to create one public service in effect creates an empty shell, which needs to accommodate 1.2 million people into a national structure and nine provincial structures.

The process now has to begin with ministers deciding what staff are needed and how to accommodate them.

"This is the most difficult issue. What do you do in the whole process of rationalisation? Whom do you employ and whom do you not employ? The jobs are guaranteed and, if you do fire people, at what cost to the state?"

He gives the example of directors-general, the most senior and highest-paid civil servants.

All the directors-general in the bantustans and at central government level, of which they are about 150, had to reapply for their jobs. And, as the jobs were advertised, outsiders could also apply.

Those who fail to get the job and decline another job in the civil service will have to be paid out. This is Mr Skweyiya's worst scenario. Where, he asks, will the state get the money?

Alternatively, they could accept a lesser job in the civil service, but would be entitled to the same remuneration package.

This not only affects the

directors-general but all civil servants in the country. Mr Skweyiya is hoping that many will just decide to leave voluntarily for the private sector or find employment in Reconstruction and Development Programme projects.

Another aspect of rationalisation is dealing with those civil servants who have been employed to manage millions without the appropriate qualifications (250)

There are many such cases and, to get by, these people have been contracting out of their jobs at huge cost to the state.

But even these civil servants will have to be accommodated at appropriate levels at their original salaries.

Mr Skweyiya is unhappy about this part in particular. "Some of the things are unfair. These are some of the things the NP is leaving us with.

"And, if you see the things that are happening at central government level, how much more in the self-governing and TBVC states?"

The issue of affirmative action is as frustrating for him. He does not feel he is getting the co-operation needed to make the public service representative of the country.

"The issue is that, as the ANC, we guaranteed the jobs for the public service, but we expected everybody on the other side to play their role in making the public service representative."

He is careful to avoid saying straight out that there is a policy of resistance from the NP. He calls it "an instinct to preserve the terrain that they are holding".



TARGET ... Public Service and Administration Minister Zola Skweyiya is under fire from all sides

De Klerk is confident

By CHERILYN IRETON: London

WHILE John Major was scoring valuable political points in South Africa, Deputy President FW de Klerk was being reminded he is still an icon in the United Kingdom.

He used his three-day visit to Britain this week to try to assure investors and business leaders that South Africa was not going to be marginalised like the rest of the continent.

Shrugging off disappointment over the sub-investment rating awarded to South Africa this week, Mr de Klerk told his audiences that "something wonderful is happening in South Africa".

"It is no longer being managed by politicians and John Major experienced it this week," he said.

ARLT 19/9/94

~~(243)~~ (250)
Female civil servants' demo

Labour Reporter

WOMEN in the public service are to hold a placard demonstration outside parliament today to demand equal rights.

The demonstration has been organised by the Public Service League.

The demonstrators will demand that married women should qualify for housing subsidies, a minimum wage of R1,500 for all civil servants and a general salary increase of 15 percent.

Civil service union asks the Govt for ~~Star~~ 20/1/14 reassurances

Pessimism and uncertainty among public servants should be urgently addressed by the Government, the president of the Public Servants' Association of South Africa, Koot Myburgh, said in Pretoria yesterday.

He warned that a pay dispute might lead to industrial action.

He told the association's annual general meeting that since the run-up to April's election, civil servants had been exposed to the notion they would be unacceptable to a new government.

"At present the Government is doing nothing to promote career confidence among officials," he said. Uncertainty had been aggravated by affirmative action and threats of advertising posts and cutting pay.

Myburgh denied civil servants had been obstructing the Government's Reconstruction and Development Programme.

"The problem does not lie with officialdom. They have already adapted to the new democracy, and are ready and willing to serve the new Government, including the RDP."

Decisions (250) (234)

He said Cabinet Ministers had allowed themselves "to be led by advisers who do not have the vaguest notion of the disciplines and functioning of the public service". Decisions taken without consulting relevant departments had often failed because they were not feasible.

Myburgh said the PSA supported a more representative public service, but affirmative action should be implemented over time and not "stir up racial differences".

He said pay was the biggest factor in ongoing labour unrest in the public service.

"It is feared that the salary negotiations now in progress are heading for deadlock. In this event the PSA will have to let members in non-essential services vote for a strike."

Myburgh paid tribute to Minister of Public Service and Administration Zola Skweyiya, saying he had "virtually not put a foot wrong to shake the trust of officials in his ministry".

"Minister Skweyiya is one of the strongest Ministers that the public service has had for a long time," he said. — Sapa

Public service morale 'low'

ROGER FRIEDMAN
Labour Reporter

(250)

ARU 20/9/94
PESSIMISM and low morale in the public service could lead to the paralysis of the national administration.

Koot Myburgh, national president of the Public Servants' Association of South Africa, told the association's annual meeting in Pretoria yesterday civil servants were "bombarded" with the idea they were unacceptable to a new democracy in the run up to the elections in April.

And at present, the government was doing nothing to promote career confidence among officials.

"Moreover, the uncertainty is further aggravated by the rationalisation process, affirmative action, threats about the advertising of posts, the scaling down of salaries, the withdrawal of career security and the unilateral amendment of labour legislation," Mr Myburgh said.

"It is necessary to issue a warning that unilateral distrust could result in mutual distrust, and this could lead to paralysis of the national administration."

Mr Myburgh lashed out at Labour Minister Tito Mboweni for taking "no account" of labour in the public service in his appointment of the team to re-write labour legislation.

"The minister must take cognisance of the fact his prejudiced unilateralism is seen as nothing but yielding to the demands of Cosatu."

Liebenberg looking at privatisation ~~(250)~~ and civil service ^{ARG 20/9/94} (250)

Political Staff

NEW Finance Minister Chris Liebenberg has signalled that privatisation and trimming the civil service will be two prongs of his strategy to boost the country's economy

Mr Liebenberg, sworn-in as Derek Keys's replacement yesterday, also said at a media briefing that he had been asked by President Mandela to draw up proposals on how to cut government expenditure

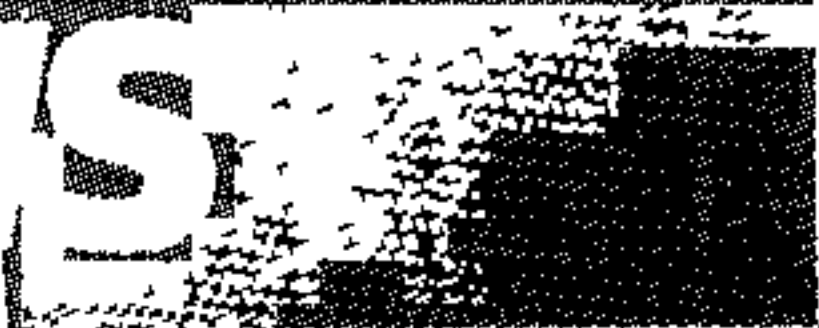
The African National Congress has traditionally been lukewarm about privatisation, but Mr Liebenberg said he had been involved in discussions with government leaders on the issue and these had been "progressing very nicely"

He said the economic policy

he would like the government to follow would demand more discipline, "initially quite a bit of belt-tightening", and "some privatisation".

Turning to the president's request for proposals on how to address government expenditure, Mr Liebenberg pointed out that the civil service salary bill amounted to 54 percent of all such spending. In some other countries the figure was only 30 percent

"Whichever way you look at cutting government expenditure, you have to address salaries," he said, adding that the problem appeared to lie with too many civil servants rather than the level of salaries, and an emphasis should be on increased productivity



Ultimatum to Govt on pay demands

Strike threat by public servants

■ BY JOVIAL RANTAO
LABOUR CORRESPONDENT

The Government has until today to avert a threatened massive strike by more than 500 000 public servants which could bring most activities of a number of State departments and hospitals to a halt.

Representatives of the 17 trade unions and staff associations walked out of wage negotiations in Pretoria yesterday and gave negotiators until lunch-time today to respond to their wage demand of a 15 percent across-the-board increase — with a minimum monthly wage of R1 500 — from December 1.

In negotiations held at the Public Service Bargaining Council, the Government has responded with a minimum wage offer of

R1 000 from July 1995. It did not respond to the wage increase demand (250) (250)

Government negotiators said they were not in a position to reply to the wage demand because the Cabinet has not considered the unions' rejection.

Response

Negotiators said they would work around the clock to convene a special Cabinet or mandate committee meeting for a response before today's meeting.

Anton Louwrens, deputy general manager of the Public Service Association, said representatives from most unions had wanted an immediate illegal strike.

The PSA would let members on the non-essential services

vote for a strike. If there were a majority "yes" vote then these workers would strike. There would be arbitration for personnel in the essential services.

Nehawu deputy general secretary Fikile Majola said if the Government's response was not satisfactory, a strike ballot would be a logical consequence.

The Commission for Administration was yesterday unable to comment. A spokesman said there would be a statement today.

■ Reports reaching The Star last night were that employees at Home Affairs offices in and around Johannesburg would embark on a go-slow from 10 am today. Employee organisations were not aware of the action and could not say whether or not it was linked to the wage talks.

Public servants in pay threat

PUBLIC servants will act if the state fails to meet pay demands by 1pm today, Public Service League (PSL) chairman Mr Malcolm Domingo said yesterday

"We have planned a march to Parliament on September 28 at 11am"

Mr Domingo said the PSL was told in Pretoria yesterday a cabinet decision on pay demands was awaited (250)

South African Health and Public Service Workers' Union (Sahpswu) organiser Mr Success Mataitsane said the Pretoria talks had ground to a halt and he foresaw unions striking

The PSL and Sahpswu want a minimum wage of R1 500 and a 15% pay rise — Sapa (254)

Pay talks fail: Public servants set to strike

JOHANNESBURG — The Public Servants League (PSL) is gearing up to strike after failing to agree with the government yesterday on pay increases.

League chairman Mr Malcolm Domingo said the government had failed to respond adequately to the PSL's demand for a 15% across-the-board increase.

"The state said it was not prepared to review this financial year's budget and has therefore rejected our demands," Mr Domingo said.

He added this was unacceptable to the association's 50 000 members. (250) CT 22/9/94

Mr Domingo said the PSL would start to get a mandate from members on a strike for next month.

Civil service pay deadlock

ARG 22/9/94 (250)

□ Unions discuss strike action for 180 000 public servants

HUNDREDS of thousands of civil servants country-wide are poised to go on strike after a deadlock was declared today in wage negotiations in Pretoria between 18 civil service unions and the government.

The unions are discussing among themselves whether to go on strike.

The unions represent more than 180 000 civil servants, including 40 000 members of the powerful Hospital Personnel Trade Union of South Africa (Hospersa).

Other unions include the Public Service League, the Public Servants' Association and unions representing civil servants from the former homeland states.

The unions are demanding a minimum wage of R1 500 a month and a general salary adjustment of 15 percent.

The government resumed the latest negotiations with an offer of a R1 000 a month minimum salary and no general salary adjustment until 1996.

The unions say that rationing salaries across the public service to the levels demanded would cost the country about R8 billion.

A spokeswoman for Hospersa, Michele Swart, said the unions had been battling to have their negotiations declared deadlocked since negotiations resumed at the central chamber of the Public Service Bargaining Council in Pretoria on Monday.

But only the chairman of the chamber, Hannes du Preez, had the power to declare negotiations deadlocked — which he did about 10 am today.

Ms Swart said representatives of the 18 unions then walked out of the chamber to consult with each other on the way forward.

"Non-essential services" could ballot for a legal strike while "essential services" including hospital workers, had the choice of balloting for a non-procedural strike or reverting to arbitration.

Hospersa represents all sectors of the hospital service, including doctors and nurses.

ROGER FRIEDMAN
Labour Reporter

F

More gravy, please

Sowetan 23/9/94
Sowetan Correspondent

HUNDREDS of thousands of civil servants countrywide are poised to go on strike after a deadlock was declared yesterday between 18 civil service unions and the Government over wages in Pretoria.

The unions are discussing whether to go on strike

The unions represent more than 180 000 civil servants, including 40 000 members of the powerful Hospital Personnel Trade Union of SA.

Other unions are the Public Service League, the Public Servants' Association and unions from the former homelands

The unions are demanding a minimum wage of R1 500 a month and a general salary adjustment of 15 percent (250) (350)

The Government resumed the latest negotiations with an offer of R1 000 a month minimum salary and no general salary adjustment until 1996.

Rationalising salaries across the public service to the levels demanded by the unions would cost the country about R8 billion

A spokeswoman for Hospersa, Miss Michele Swart, said the unions had been battling to have negotiations declared deadlocked since negotiations resumed at the central chamber of the Public Service Bargaining Council in Pretoria on Monday

But only the chairman of the chamber had the power to declare negotiations deadlocked — which he did about 10am yesterday.

Non-essential services could ballot for a legal strike while essential services, including hospital workers, had the choice of balloting for a non-procedural strike or reverting to arbitration.

State calls for rethink as 500 000 consider strike

Biday 23/9/94

CAPE TOWN — About 500 000 public servants could go on strike following a deadlock in wage negotiations between the state and 17 unions and staff associations.

Strike balloting is expected soon. Public Administration Minister Zola Skweyiya said yesterday wage demands tabled by state employees this week would cost government R4,4bn this year and R13,3bn in the 1995/96 financial year.

Employee unions have demanded a 15% salary increase and a minimum wage of R18 000 a year from December during bargaining chamber negotiations which started on Monday.

A strike by public servants — the first in the history of SA — could bring several state departments and hospitals to a halt.

Public Service Bargaining Council spokesman Eileen Brannigan told a news conference yesterday employee organisations were aware of the seri-

ADRIAN HADLAND and
STEPHANE BOTHMA

ous consequences of the current state of affairs and sincerely believed the state should review its position to avert a crisis developing.

"If we go on strike, it will be a no-work, no-pay situation for members. The employees will suffer, but so will our employer," Brannigan said.

Skweyiya said while the state had great appreciation for the valuable work performed by its employees, their demand could not be considered "in isolation of other strategic considerations affecting the public sector".

These included the integration of the public service, historical wage differentials and the fiscal position facing the new government.

"Careful consideration of all these factors is in the best interests of all concerned, particularly the public service," he said.

Employee negotiators were in-

formed this week that Cabinet would need a further month to consider and consult on the demands, he said.

But employee organisations had refused to allow an extra month, Skweyiya said. They had also declined a further meeting, fact-finding or bilateral talks as provided in the chamber's constitution.

Increases had already been awarded to public servants during the course of the current financial year.

A general salary increase and other improvements, including an increase in the minimum wage — equal to a 5,6% rise in the salary bill — had been agreed to by the state.

Other benefits secured by public servants this year included an election allowance, salary parity and a further increase in the minimum wage of 4,77% from July 1.

The implementation of these increases totalled about R2,8bn, Skweyiya said.

GOVERNING

The new terrorism

The ANC would be understandably horrified if it were to be accused of leading an illegitimate government. How could this be, after the success of the April general election in which, for the first time, every adult South African was able to cast a vote? The ANC was duly elected as by far the biggest party of government. Nelson Mandela was sworn in as President by the Chief Justice at the Union Buildings, with the chiefs of the armed forces standing behind him in a guard of honour, the jets of the SA Air Force flying in homage above and the artillerymen of the National Defence Force crashing out a 21-gun salute. All this took place in the presence of the biggest gathering of heads of state since the funeral of John F Kennedy in 1963. If you wanted a ceremony which conferred legitimacy on a government, this was it.

Yet many ANC leaders have been behaving as if their government has less legitimacy even than F W de Klerk's lame-duck administration possessed in its last months. If they continue in this tentative fashion, their capacity to govern will be steadily undermined — and they can say goodbye to stability, growth and the RDP, perhaps even to another term of office.

Consider some of the events of the past few weeks. More than three dozen Soweto principals are still prevented by radical pupils and teachers from entering the schools they are supposed to run; one principal who is at work happens to reprimand a 19-year-old pupil, who retaliates by shooting seven other pupils. Militant truck drivers start another blockade on the N3 motorway at Mooi River, threatening once again to disrupt traffic on the artery linking the country's two most important commercial and industrial areas. Members of coloured communities on the Reef stage violent demonstrations in support of their demand for the scrapping of rent and services arrears and for a flat municipal rate for services, there are incidents of arson.

You do not have to be a political genius to know that such behaviour is criminal, anarchic and entirely unacceptable in a democracy. And you do not have to be a hawk by temperament to sense that the perpetrators must be dealt with firmly. If necessary, force must be used. Indeed, it is the right of any legitimate government to use force if public order and the rights of citizens are threatened. This right is peculiar to the State — ordinary citizens may not take the law into their own hands — and therefore the State has an implicit duty to exercise it.

When De Klerk's government was faced with civil unrest, his Ministers were

in an extremely difficult position. By the very act of releasing Nelson Mandela and accepting the principle of a universal franchise in a single state, De Klerk was conceding that his government was illegitimate. The ANC knew this very well and relished the many opportunities to exploit it. Even common criminals attracted a certain aura of respectability in the townships, on the basis that nobody could be as bad as the hated security forces.

That fragile time has passed and they are now Mandela's police and army — yet ANC Ministers, faced with blackmail and violent challenges to their authority, are responding with even more timidity than De Klerk's embattled regime was forced to do.

When the first truck blockade was organised, Labour Minister Tito Mboweni rushed to negotiate through the night with the truckers. This proved that the blackmail tactic would work and it was only a matter of time before another blockade would be called. Much the same encouragement was given to hostage-takers at various institutions. The well-meaning Mary Metcalfe, PWV MEC for education, spoke of the Soweto schools crisis being solved by "the community," as if there was such an organism capable of acting coherently. PWV premier Tokyo Sexwale appeared to reward violent protests by appearing in person to address angry coloured residents.

Why have the school principals not been given police protection to go about their business? Why are the trucks not towed from the road at gunpoint? The truckers have no right to block public roads, just as those who chase away school principals are guilty of harassment and intimidation. Let us be clear on this: anyone who takes a hostage is a terrorist; anyone who burns down a municipal office is an arsonist. Those responsible should be arrested and charged, offered reasonable bail conditions, given access to legal representation and then provided with a fair trial in open court.

In case the relevant ANC Ministers find such a democratic course of action shockingly unpalatable, they should try to remember the rights of the community at large, not just those who are the most vocal and violent.

It seems extraordinary that a government which was elected with such a massive mandate, and inaugurated with such breathtaking dignity, now appears to lack the confidence to protect school principals, arrest hostage-takers and clear the public roads.

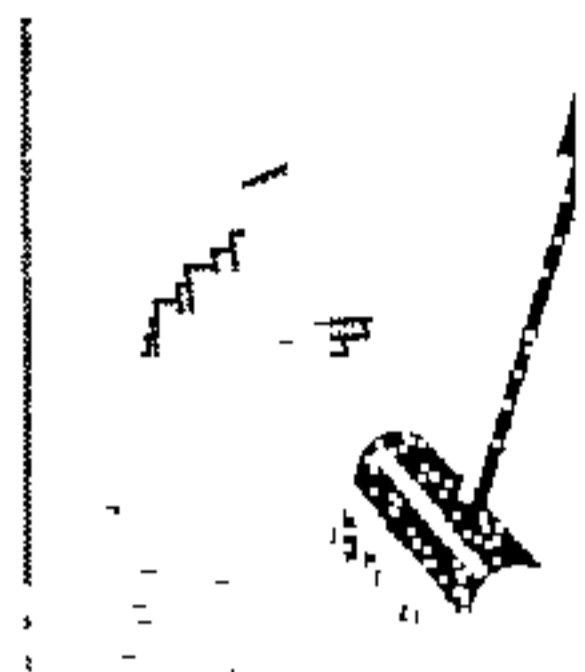
Of course it would not be easy, but that is what a government is for — and what will win votes in the next election. ■



PUBLIC SERVICE

Looking for a way out

Political compromise has entrenched a massive salary bill



Even with the best of intentions — and these appear sincere and are repeatedly expressed — government's efforts to slim down the bureaucracy will be difficult.

The interim constitution burdens Public

Service & Administration Minister Zola Skweyiya with an almost impossible task. Not only must he create a new public service from the 15 administrations inherited from the Nationalists, but he can't easily fire any of the 1,2m people incorporated into the new structure. In fact the constitution obliges him to hire even more officials as soon as possible, in order to implement affirmative action and thereby to correct race and gender imbalances.

All this, of course, is supposed to happen within the constraints of government's commitment to cut back on consumption spending. The country can't afford a big bureaucracy, at 60% of total State consumption spending, the civil service salary bill is already too high.

But so is the cost of political compromise. It was agreed at the World Trade Centre to merge the 745 000 public servants from the old central government departments and the provinces with the 222 000 from the TBVC states and 22 000 from the homelands into 27 central government departments and nine provincial administrations.

Just for starters, an extra R359m is now needed to establish salary parity, implemented from May 1, among all employees in the new public service. The next problem government faces is meeting the expectations of those who want jobs in the public service — about 1,3m have applied for 11 000 affirmative action posts now on offer — and demands for a better deal from existing State employees. Strikes, protests and threats of action by hospital workers, teachers, policemen and clerks have set the scene for a summer of confrontation.

Nevertheless, government believes it can zip the bureaucratic monster's mouth without excessive pain or loss of popularity. The RDP White Paper published this week speaks bravely of keeping the size of the civil service constant — or at worst allowing a 1% growth in the current fiscal year. It points out that staff turnover is now about 8% a year. The intention is to fill only about 5% of vacancies.

New Finance Minister Chris Liebenberg says the problem is not so much the size of salaries but the number of people em-

ployed. Finding ways to increase productivity and reduce staff numbers is the challenge.

But the opportunity for decisive action along these lines was lost when MPs voted themselves fat-cat salary packages and Cabinet Ministers started appointing highly paid advisers. Skweyiya argues that the advisers are temporary and will be phased out as soon as possible. But even so, how can any civil servant now be sacked?

The immediate danger is that government will simply give in to pressure and not only allow the overflow from the former homelands and TBVC states to stay on, but appoint even more staff to repay political debts. After all, there are precedents: when the Nats won power in 1948 they purged the public service of English-speakers and known United Party supporters and filled the vacancies with NP loyalists. The ANC simply wants to create a few more jobs without kicking anyone out.

Skweyiya has pointed out that the ANC had agreed at the pre-election negotiations to guarantee the jobs of all white public servants. He may as well have left off the racial tag, all civil service jobs are effectively guaranteed by the Constitution for the time being. This is why, for example, about 150 directors-general of defunct homeland departments are doing nothing on salaries of R268 000 a year.

Public Service Commissioner Stan Sangweni recently told the parliamentary select committee on the public service that the future of the former DGs was "very complex" and "very very serious." He could not offer a solution to the problem of what to do with them. Getting rid of unwanted



Skweyiya . . . wants to restore the public's trust

senior bureaucrats could cost up to R3m a head, but is there an option? Keeping them will cost even more as salaries and perks increase over the years.

It is understood that a more permanent arrangement now being discussed by provincial premiers may be to create DG posts in all the new provincial departments instead of having just one for each province as was previously the case. This could create an extra 95 DG posts at a total annual cost of R25,5m.

Fanie Cloete, of Stellenbosch University's department of Public Administration, has no doubt the new government will allow the bureaucracy to grow. Even under the NP, which was latterly committed to a market economy and a reduction of public spending, the civil service continued to balloon. The ANC-led government is far more interventionist and it would be a contradiction to expect it to reduce the size of the public service — despite its protestations and good intentions. Also, Cloete doubts government can afford the political cost of retrenching State officials or not creating new jobs.

Kobus Wessels, a research specialist in the public administration research division of the Human Sciences Research Council in Pretoria, points out another danger: a drastic rationalisation could result in a serious collapse of services. Even the shuffling of staff between departments must be handled carefully to avoid disruption. Part of the problem is that the reorganisation of 1,2m people is such a massive operation that many of them are uninformed about how they will be affected and, naturally, are worried. Wessels says it is difficult to determine an optimum size for SA's public service, but points out that the civil services in developing countries tend to be bigger than those in developed countries because the private sector is unable or unwilling to perform many of the essential services that would allow for a smaller bureaucracy.

But in spite of the constitutional guarantees, uncertainty about job security remains a problem among white civil servants. Affirmative action is likely to block career advancement for most of them. The pre-election fear that the civil service could become a major obstacle to reform has passed.

At worst, demoralised bureaucrats will simply leave the service or sink into the depths of inefficiency in the knowledge that their jobs are relatively safe. The biggest danger could be a mass exodus of competent senior public servants to the private sector when the economy picks up, leaving inexperienced or inefficient affirmative ac-

Fun 23/9/94

(250) (300)

Looking for a way out

Political compromise has entrenched a massive salary bill



Even with the best of intentions — and these appear sincere — and are repeatedly expressed — government's efforts to slim down the bureaucracy will be difficult.

The interim constitution burdens Public Service & Administration Minister Zola Skweyiya with an almost impossible task. Not only must he create a new public service from the 15 administrations inherited from the Nationalists, but he can't easily fire any of the 1,2m people incorporated into the new structure. In fact the constitution obliges him to hire even more officials as soon as possible, in order to implement affirmative action and thereby to correct race and gender imbalances.

All this, of course, is supposed to happen within the constraints of government's commitment to cut back on consumption spending. The country can't afford a big bureaucracy at 60% of total State consumption spending, the civil service salary bill is already too high.

But so is the cost of political compromise. It was agreed at the World Trade Centre to merge the 745 000 public servants from the old central government departments and the provinces with the 222 000 from the TBVC states and 22 000 from the homelands into 27 central government departments and nine provincial administrations.

Just for starters, an extra R359m is now needed to establish salary parity, implemented from May 1, among all employees in the new public service. The next problem government faces is meeting the expectations of those who want jobs in the public service — about 1,3m have applied for 11 000 affirmative action posts now on offer — and demands for a better deal from existing State employees. Strikes, protests and threats of action by hospital workers, teachers, policemen and clerks have set the scene for a summer of confrontation.



Skweyiya wants to restore the public's trust

Nevertheless, government believes it can zip the bureaucratic monster's mouth without excessive pain or loss of popularity. The RDP White Paper published this week speaks bravely of keeping the size of the civil service constant — or at worst allowing a 1% growth in the current fiscal year. It points out that staff turnover is now about 8% a year. The intention is to fill only about 5% of vacancies.

New Finance Minister Chris Liebenberg says the problem is not so much the size of salaries but the number of people employed. Finding ways to increase productivity and reduce staff numbers is the challenge.

But the opportunity for decisive action along these lines was lost when MPs voted themselves fat-cat salary packages and Cabinet Ministers started appointing highly paid advisers. Skweyiya argues that the advisers are temporary and will be phased out as soon as possible. But even so, how can any civil servant now be sacked? The immediate danger is that government will simply give in to pressure and not only allow the overflow from the former homelands and TBVC states to stay on, but appoint even more staff to repay political debts. After all, there are precedents when the Nats won power in 1948 they purged the public service of English-speakers and known United Party supporters and filled the vacancies with NP loyalists. The ANC simply wants to create a few more jobs without kicking anyone out.

Skweyiya has pointed out that the ANC had agreed at the pre-election negotiations to guarantee the jobs of all white public servants. He may as well have left off the racial tag, all civil service jobs are effectively guaranteed by the Constitution for the time being. This is why, for example, about 150 directors-general of defunct homeland departments are doing nothing on salaries of R268 000 a year.

Public Service Commissioner Stan Sangweni recently told the parliamentary select committee on the public service that the future of the former DGs was "very complex" and "very very serious". He could not offer a solution to the problem of what to do with them. Getting rid of unwanted

senior bureaucrats could cost up to R3m a head, but is there an option? Keeping them will cost even more as salaries and perks increase over the years.

It is understood that a more permanent arrangement now being discussed by provincial premiers may be to create DG posts in all the new provincial departments instead of having just one for each province as was previously the case. This could create an extra 95 DG posts at a total annual cost of R25,5m.

Fanie Cloete, of Stellenbosch University's department of Public Administration, has no doubt the new government will allow the bureaucracy to grow. Even under the NP, which was latterly committed to a market economy and a reduction of public spending, the civil service continued to balloon. The ANC-led government is far more interventionist and it would be a contradiction to expect it to reduce the size of the public service — despite its protestations and good intentions. Also, Cloete doubts government can afford the political cost of retrenching State officials or not creating new jobs.

Kobus Wessels, a research specialist in the public administration research division of the Human Sciences Research Council in Pretoria, points out another danger — drastic rationalisation could result in a serious collapse of services. Even the shuffling of staff between departments must be handled carefully to avoid disruption. Part of the problem is that the reorganisation of 1,2m people is such a massive operation that many of them are uninformed about how they will be affected and, naturally, are worried. Wessels says it is difficult to determine an optimum size for SA's public service, but points out that the civil services in developing countries tend to be bigger than those in developed countries because the private sector is unable or unwilling to perform many of the essential services that would allow for a smaller bureaucracy.

But in spite of the constitutional guarantees, uncertainty about job security remains a problem among white civil servants. Affirmative action is likely to block career advancement for most of them. The pre-election fear that the civil service could become a major obstacle to reform has passed.

At worst, demoralised bureaucrats will simply leave the service or sink into the depths of inefficiency in the knowledge that their jobs are relatively safe. The biggest danger could be a mass exodus of competent senior public servants to the private sector when the economy picks up, leaving inexperienced or inefficient affirmative ac-

tion appointees to run the show. Of course, the vast majority of public servants are not merely pen pushers. About 70% are teachers and health workers, 20% in the National Defence Force and police and only 10% in administrative jobs. But administrative staff should be split from the true bureaucrats. Such a split would permit the performance of administrators to be measured more accurately.

Such a move would be in line with a suggestion by Freedom Front senator General Tieme Groenewald that the public service be restructured on the basis of deregulation and competition to make it cost effective. He says communities should be empowered to deal with their problems instead of simply relying on government to solve them. This could apply to issues such as community policing, education, health, community care, refuse removal and housing. Taking this view further and given the fact that teachers make up a high proportion of the civil service, one way of saving costs is to gradually extend the Model C school system, thus enabling more and more teachers to be funded by communities rather than the State.

Groenewald says the civil service should become mission-driven rather than rule-driven, by scrapping as many laws and regulations as possible and attending to needs of the citizenry rather than the needs of the bureaucracy.

says, will be achieved through training and retraining and the establishment of a code of conduct. The new public service will be orientated towards the RDP, which means scrapping programmes, policies and employment practices which are unconstitutional or anti-RDP.

For example, blacks will be promoted rapidly to overcome what he describes as "differences in ranking between officers and employees" which protect the positions of whites at the expense of blacks. Women and the disabled will also benefit from the programme to correct "imbalances".

Skweyiya concedes that "representativeness" will not be achieved by "waving the magic wand" but rather through a "carefully thought-out strategy" to draw blacks into the public service. "It is my wish that black people should not be used as tokens in the public service. They should hold positions that empower them to make policy decisions at the highest level of government." (250)

So far, Skweyiya has focused on the consolidation of all powers and functions at national level.

The proclamation in June of the new Public Service Act which created one public service with 42 departments and organisational components, including the nine provincial administrations, the transfer of the administration of the former TBVC states, the non-independent homelands and the former provinces to the new provincial administrations. Nearly 900 regional laws are involved, and

The activation of the new departments, provincial administrations and organisational components through the transfer of functions, personnel and other resources. But implementing even these technical



Liebenberg

apply for vacant posts and be judged on the same basis as all other applicants, but affirmative action will remain a significant criterion when making appointments.

He believes motivation and commitment in the public service should be underpinned by "universally accepted worker rights" which allow civil servants to participate fully in matters that concern them. This will be achieved partly through the recently activated Public Service Labour Relations Act, which rationalises and consolidates existing laws regulating union rights.

It is for this reason that all eyes are now on Skweyiya. His commitment to creating the sort of public service that SA has never had is unequivocal, but the realities are formidable if he is to make any headway, even though it may go against the ANC grain, he will have to find ways for government to do less, not more.

aspects is proving difficult. For example different job categories, service conditions and pay scales have to be rationalised. Improving the racial balance in the public service is being tackled in two ways.

In the short term the 11 000 vacant posts inherited by the new government have all been advertised and preference will be given to disadvantaged applicants, and

The longer-term strategy includes granting study bursaries to suitable candidates from disadvantaged communities to prepare them academically for careers in the public service, and training courses to enhance the skills of existing employees and new entrants, particularly women.

In theory, the rights of white public servants should not be threatened by affirmative action. Their posts — and those of all civil servants employed when the new government took power — are protected by the interim constitution. Also, Skweyiya says anyone can

apply for vacant posts and be judged on the same basis as all other applicants, but affirmative action will remain a significant criterion when making appointments.

He believes motivation and commitment in the public service should be underpinned by "universally accepted worker rights" which allow civil servants to participate fully in matters that concern them. This will be achieved partly through the recently activated Public Service Labour Relations Act, which rationalises and consolidates existing laws regulating union rights.

It is for this reason that all eyes are now on Skweyiya. His commitment to creating the sort of public service that SA has never had is unequivocal, but the realities are formidable if he is to make any headway, even though it may go against the ANC grain, he will have to find ways for government to do less, not more.

Picture BENNY GOOL have a specific model with which it wanted to place by grades with the market.

Civil servants set to strike

By BARRY STREEK, Political Staff

NEGOTIATIONS between the government and civil service unions broke down yesterday, opening the way for a strike by a large number of South Africa's 1.2 million civil servants.

Public Service and Administration Minister Dr Zola Skweyiya said last night the unions had rejected the cabinet's request that they be given

another month to consider the unions' demands

Dr Skweyiya said: "It was explained to them that the democratic process requires broader consultation before an informed decision can be taken."

The breakdown in negotiations — a deadlock was declared in Pretoria yesterday by the chairperson of the Bargaining Council — opens the way

for a strike by civil servants

Last night Public Service League (PSL) national chairman Mr Malcolm Domingo said the PSL would immediately begin a strike ballot.

Cosatu and Nehawu last night distanced themselves from the dispute, saying it had been "engineered by various right-wing staff associations to entrench their positions of accumulated privilege, and to re-

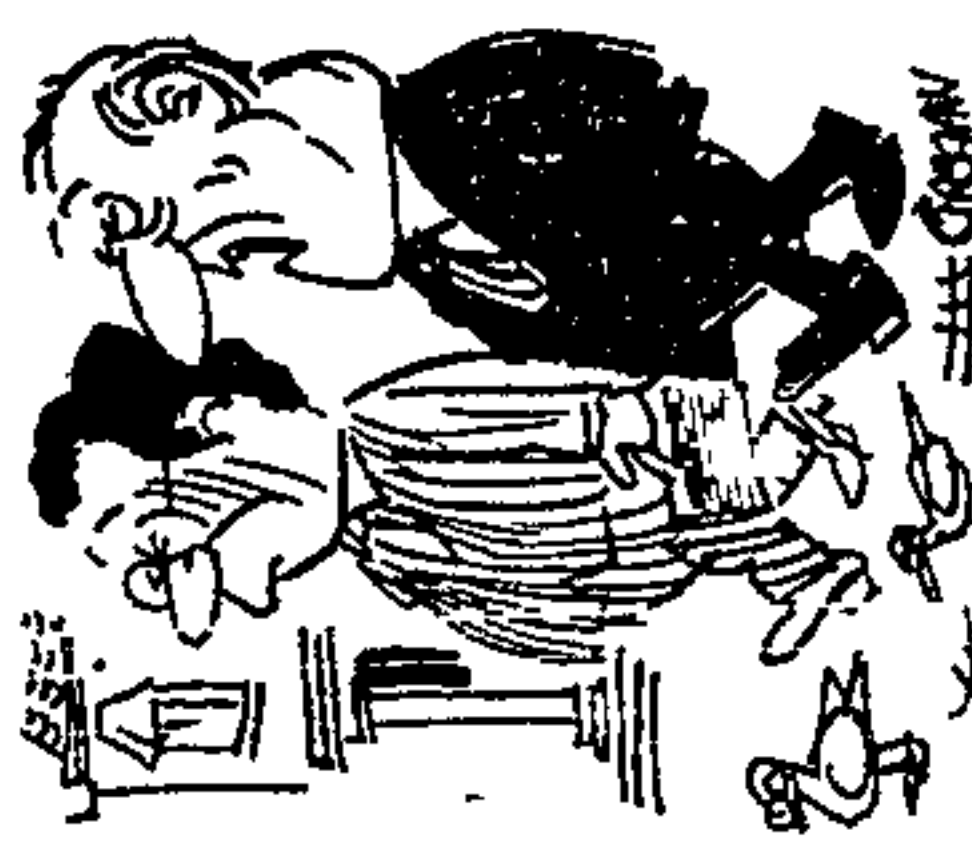
sist democratisation of the public service"

Dr Skweyiya said the employment organisations had demanded a general salary increase of 15% and a minimum wage of R18 000 a year from December 1 this year

"To implement the demand, an amount of R4,4bn will have to be provided in this financial year R13,3bn will have to be provided for the 1995/6 financial year"

CT 23/9/94

crack of dawn



I believe Tokyo Sexwale was so upset at the racist behaviour of rent boycotters in the Transvaal he felt like throwing up his food in despair

Another liver op for Jessica

AILING liver transplant patient Jessica Lennon was on the operating table again early this morning receiving her second liver transplant — three weeks after the first organ was rejected.

A Red Cross Children's Hospital spokeswoman said last night that Jessica was in a critical condition when the transplant team began the marathon transplant operation about 10.30pm

The operation was expected to last about 10 hours.

● Jessica gets a new liver — Page 3

'King' chants drown Natal premier's speech

DURBAN — Hundreds of students at the University of Durban-Westville shouted down kwaZulu/Natal Premier Dr Frank Mdlalose yesterday, forcing him to abandon his speech

Shortly before, shouts from the audience prompted Dr Mdlalose to ask if he had spoken too long

Students shouted "Isilo, isilo (king, king)", followed by cat calls and laughter

Dr Mdlalose sat down ANC provincial leader Mr Jacob Zuma took the podium to applause and cheers of "ANC, ANC"

He reprimanded students for their intolerance and said until political attitudes were overcome issues such

as Zulu King Goodwill Zwelethini's Shaka Day invitation to the invitation to President Nelson Mandela to attend Shaka Day would continue to cause problems and delay upliftment in kwaZulu/Natal

Dr Mdlalose said Shaka Day celebrations had never been sectarian, but certain people had politicised them

When he finished students left the hall without applause or thanks to the speakers

Mr Zuma said the ANC would heed the king's call to replace the celebrations with a period of prayer — Sapa

● Shaka Day: IFP attacked — Page 2

CT 23/9/94

Personal tax in SA 'too high'

PRETORIA — Personal income tax must come down, Finance Minister Mr Chris Liebenberg said here yesterday.

"But I can give no time span," he added, at a press conference in his office

He added that corporate contributions to income tax were too low in comparison with those from individuals.

On international investor confidence he said he had come across "enormous goodwill" towards South Africa during his recent European visit

Mr Liebenberg said the country now needed an economic vision and plan. It should be presented with built-in milestones on which South Africa's performance could be judged

"We have to spell out a track record and stick to it. That is when the investors will start investing."

He added that an investment code should not only be aimed at foreign investors but also those inside the country. — Sapa

BUSINESS BRIEF Gold (Ldn) (close) \$393,45

Joke at envoy's expense



Paying off the past

Taxpayers face a huge bill to keep the civil service happy

(250) ARGUS 24/9/94

DAVID BREIER

Weekend Argus Political Staff

AS civil service pay talks deadlocked, a power struggle has begun between the bureaucrats of the old South Africa and the new African National Congress-dominated government.

Analysts predict there will be only one loser — the taxpayer, who is likely to end up paying for generous early retirement packages to buy off fearful old-guard civil servants. And they are also due to pay billions of rands if civil servants force through their pay demands.

The opening shots were fired as civil servants from the old system threatened to strike while the government signalled plans to shrink the civil service and at the same time increase the proportion of blacks to whites in the service.

Observers predict the struggle will come to a head in two or three years when a permanent constitution overtakes the interim constitution guaranteeing job security for the 1,2 million civil servants inherited from the apartheid era.

■ Apartheid bureaucracy and the new majority government have entered a power struggle — and the loser is likely to be the taxpayer.

Pay talks between the government and old-guard public service bodies have deadlocked. The Public Servants' Association (PSA), representing the hardcore of old-style white bureaucrats, has warned that pessimism and low morale in the service could paralyse the national administration.

And the Public Service League (PSL), representing largely coloured civil servants, is balloting members on whether to strike if the government does not meet its demands, which would cost R13,3 billion a year. But the government has cut the ground from under the PSL's feet. Its White Paper on the reconstruction and development programme envisages shedding 36 000 civil service jobs a year through attrition, by not replacing most of the eight percent who leave yearly. But the government is also committed to creating 11 000 new "affirmative action" jobs for blacks.

New Minister of Finance Chris. Liebenberg said the civil service would be trimmed. He said 54 percent of

government spending was on civil service salaries while in some countries the figure was only 30 percent. University of Stellenbosch political scientist Willie Breytenbach, said: "The big picture has always suggested there was going to be a power struggle between the new government and the Pretoria bureaucracy representing white interests which are no longer paramount."

"Everybody is getting into synch with the new South Africa except the civil service."

He predicted the issue could eventually end up in the constitutional court if civil servants felt their positions were not secured by the permanent constitution. The court would then have to weigh up the interests of the old public service against the need of the new government to reduce the bureaucracy and implement affirmative action.

He said it was unlikely that the government would tamper further with the interim constitution by re-

moving the guarantee of civil service jobs. The government had already made minor adjustments to the interim constitution and was unlikely to tinker again. "The showdown will be two years from now," he said.

He predicted the permanent constitution would water down job security for civil servants who would defend their position in court. "What we are seeing now is sabre-rattling, strategising and muscle-flexing in the opening rounds," he said.

Professor Breytenbach predicted the battle would be resolved without "blood and guts on the street" by making provision for attractive early retirement packages — paid for by the taxpayer.

"The pension is mightier than the sword," he said, predicting clever boxing between the government and the bureaucracy to avoid confrontation.

"But the taxpayer will foot the bill. That is the price we will have to pay for national reconciliation so as not to raise the fears of people unnecessarily. White fears and black aspirations have to be dealt with in a very sensitive way or else it is a brew for a major concoction," he said.

Cosatu moves to centre

S Times 25/9/94

COSATU is at odds with "right-wing" staff associations over a planned strike that would cripple government services throughout South Africa.

Eighteen staff associations have threatened to strike for a 15 percent across-the-board increase and a R1 500 minimum wage.

If the strike goes ahead, it will be the first in South African public service history.

But Cosatu general secretary Sam Shilowa this weekend lashed out at the "right-wing" associations for deliberately aiming to undermine the implementation of the Reconstruction and Development Programme by pushing up the "already inflated" salaries of public servants.

Cosatu, meanwhile, is demanding a wage freeze among high earners and a R1 500 minimum wage.

The congress's attack on the staff associations — and harsh criticism of the left-wing Turning Wheel truckers' blockade earlier in the week — have shifted Cosatu closer to the political centre.

But Mr Shilowa stopped short of committing Cosatu to a strike moratorium, saying the federation objected to the staff associations' demands, not their intention to strike.

The possibility remains that both the conservative staff associations and Cosatu might strike at the same time, but over different demands.

"They are striking for the entrenchment of apartheid privileges. We are go-

By RAY HARTLEY and MARLENE BURGER

ing to mobilise our own members for the closing of the wage gap," Mr Shilowa said.

Deadlocked negotiations between the government and 18 unions representing some 500 000 public servants will resume on October 25 — unless members vote before then in favour of a strike.

Mr Shilowa claimed the staff associations had opportunistically co-opted Cosatu's R1 500-a-month demand despite the fact that their members earned far higher salaries.

A joint Cosatu/National Education Health and Allied Workers Union statement said the staff associations aimed to "resist the democratisation of the public service" (250)

"They are now talking of embarking on strike action, something unheard of during the apartheid years."

The proposed strike by the 18 staff associations could throw provincial governments, battling to incorporate old homeland administrations, into further chaos.

The government has offered a R100-a-month increase on the current minimum wage of R900 and asked for another month to consider the demand for a 15 percent across-the-board increase.

But the public servants, who may legally strike for up to 30 days without loss of benefits or victimisation, rejected the request "because we are not convinced that an improved offer will be presented a month from now", said Miss Eileen Brannigan, spokesman for the newly formed strike committee.

The committee will meet on October 3 to discuss the logistics of a strike ballot.



SIBUSISO BENGU ... new guidelines

Guidelines spelt out for new school system

By EDYTH BULBRING
Political Correspondent

THE Education White Paper released by Minister Sibusiso Bengu on Friday spells out plans for a radical transformation of the school system.

From January next year, the "apartheid juggernaut" of ethnically based education departments will be replaced by a single national education department with nine provincial sub-sections.

The White Paper is not a final document, but lays down policy guidelines which will be fleshed out following further negotiations.

It raises more questions than it gives answers, but these are the principle guidelines.

● The government will provide funds to schools on an equitable basis in order to ensure an acceptable quality of education.

The key to this is the definition of what the government means by an acceptable quality of education, which the White Paper does not spell out adequately.

But what is clear is that all schools will be given equal funding based on laid down criteria for a strict teacher/pupil ratio and basic infrastructure.

Any extras wanted above this basic education that the state funds will have to be provided by parents.

The question arises whether the amount the state pays to schools for teachers' salaries will be based solely on the teacher/pupil ratio, or whether the state will take into account the higher salaries paid to more qualified teachers at traditionally privileged schools.

The White Paper is vague on this, but it does talk of phasing in parity for teacher salaries, raising the lowest-paid and freezing top salaries.

There will be a gradual move towards paying teachers for the job performed rather than solely on the qualifications they possess. The effect of this would be to reduce the present disparity in teachers' salaries.

● The White Paper also says that the patchwork of different school systems — model C, farm schools and others — will be replaced by uniform national school models.

These will include state, state-aided and independent schools.

The different school models will all be funded by the state on the same basis.

● While the constitution protects the right of language, religious and cultural diversity at schools, it rules out discrimination on the basis of race.

Hence, an English-medium school with a Catholic emphasis for French descendants will be able to exist, but it will not be able to exclude a child on the basis of race.

The constitution also provides that if a governing body is challenged in court on the grounds that it has practised discrimination, the onus rests on it to prove otherwise.

● Every person has the right to equal access to educational institutions, the White Paper says. The government will lay down uniform and equitable admission practices in all state and state-aided schools. Criteria for affirmative action will be part of this.

● The White Paper commits the government to free and compulsory education — of a basic standard — to the end of Standard Seven.

The government can only provide free education for six-year-olds next year, and will phase in free education for other age groups as resources become available.

The White Paper says that schools will be free to charge fees, the level of which will be determined by the capacity of the communities to pay and/or the quality of schooling which the community deems affordable beyond the acceptable minimum which the government provides from public funds.

But this does not mean that pupils who cannot pay their fees will be compelled to do so.

The question arises whether a school which demands fees for the extras that it is providing will be able to exclude a child who cannot pay, or legally enforce payment.

The answer is no. This means that in many privileged schools some parents will be subsidising poorer pupils, resulting in the fees going up.

The White Paper does not have a satisfactory answer to this. It suggests state bursaries for pupils that cannot pay, but does not examine how this could impact on its commitment to equity.

Despite the unanswered questions, which which are likely to only become clear with further policy papers, parents and pupils can be sure of one thing ... change is coming.

EDUCATION WHITE PAPER

The man at the top's difficult juggling act

ON TUESDAY the Minister of Public Service and Administration, Mr Zola Skweyiya, heard that civil servants were demanding a minimum wage of R1 500 a month.

"The government is very sympathetic to increasing the wages of the lowest-paid civil servants; President Nelson Mandela has said so himself. But there is no money," he said.

Mr Skweyiya makes this statement with increasing emphasis as he outlines the job that has made him the target for criticism by every public servant with a grievance, every minister who can't get the staff he wants and members of the public who think civil servants are a bunch of incompetent layabouts.

Mr Skweyiya's job is to create a system of governance compatible with the constitution.

The first part is to reincorporate the TBVC and self-governing states into one civil service and to ensure the powers contained in the constitution are assigned to the provinces.

The legislation providing for a single public service has been passed, and the process to ensure the devolution of powers is underway. Mr Skweyiya is satisfied. But now the tough part of his job begins.

The legislation providing for a single public service has been passed, and the process to ensure the devolution of powers is under way. Mr Skweyiya is satisfied. But now the tough part of his job begins. committed to reducing the 54 percent of the budget it spends on the civil service.

But, given the impossible brief, the civil service salary bill is going to have to grow by five per-

By EDYTH BULBRING
Political Correspondent

cent in the next budget, Mr Skweyiya says. He hopes it will not be more.

Mr Skweyiya describes the constitutional guarantee of jobs to civil servants as the "most horrible thing that has happened to the ANC".

The legislation to create one public service in effect creates an empty shell, which needs to accommodate 1.2 million people into a national structure and nine provincial structures.

The process now has to begin with ministers deciding what staff are needed and how to accommodate them.

"This is the most difficult issue. What do you do in the whole process of rationalisation? Whom do you employ and whom do you not employ? The jobs are guaranteed and, if you do fire people, at what cost to the state?"

He gives the example of directors-general, the most senior and highest-paid civil servants.

All the directors-general in the bantustans and at central government level, of which they are about 150, had to reapply for their jobs. And, as the jobs were advertised, outsiders could also apply.

Those who fail to get the job and decline another job in the civil service will have to be paid out. This is Mr Skweyiya's worst scenario. Where, he asks, will the state get the money?

Alternatively, they could accept a lesser job in the civil service, but would be entitled to the same remuneration package.

This not only affects the

directors-general but all civil servants in the country. Mr Skweyiya is hoping that many will just decide to leave voluntarily for the private sector or find employment in Reconstruction and Development Programme projects.

Another aspect of rationalisation is dealing with those civil servants who have been employed to manage millions without the appropriate qualifications. (250)

There are many such cases and, to get by, these people have been contracting out of their jobs at huge cost to the state.

But even these civil servants will have to be accommodated at appropriate levels at their original salaries.

Mr Skweyiya is unhappy about this part in particular. "Some of the things are unfair. These are some of the things the NP is leaving us with."

"And, if you see the things that are happening at central government level, how much more in the self-governing and TBVC states?"

The issue of affirmative action is as frustrating for him. He does not feel he is getting the co-operation needed to make the public service representative of the country.

"The issue is that, as the ANC, we guaranteed the jobs for the public service, but we expected everybody on the other side to play their role in making the public service representative."

He is careful to avoid saying straight out that there is a policy of resistance from the NP. He calls it "an instinct to preserve the terrain that they are holding".



TARGET ... Public Service and Administration Minister Zola Skweyiya is under fire from all sides

Cosatu moves to centre

S Times 25/9/94

COSATU is at odds with "right-wing" staff associations over a planned strike that would cripple government services throughout South Africa.

Eighteen staff associations have threatened to strike for a 15 percent across-the-board increase and a R1 500 minimum wage.

If the strike goes ahead, it will be the first in South African public service history.

But Cosatu general secretary Sam Shilowa this weekend lashed out at the "right-wing" associations for deliberately aiming to undermine the implementation of the Reconstruction and Development Programme by pushing up the "already inflated" salaries of public servants.

Cosatu, meanwhile, is demanding a wage freeze among high earners and a R1 500 minimum wage.

The congress's attack on the staff associations — and harsh criticism of the left-wing Turning Wheel truckers' blockade earlier in the week — have shifted Cosatu closer to the political centre. (250)

But Mr Shilowa stopped short of committing Cosatu to a strike moratorium, saying the federation objected to the staff associations' demands, not their intention to strike.

The possibility remains that both the conservative staff associations and Cosatu might strike at the same time, but over different demands.

"They are striking for the entrenchment of apartheid privileges. We are go-

By RAY HARTLEY and MARLENE BURGER

ing to mobilise our own members for the closing of the wage gap," Mr Shilowa said.

Deadlocked negotiations between the government and 18 unions representing some 500 000 public servants will resume on October 25 — unless members vote before then in favour of a strike.

Mr Shilowa claimed the staff associations had opportunistically co-opted Cosatu's R1 500-a-month demand despite the fact that their members earned far higher salaries.

A joint Cosatu/National Education Health and Allied Workers Union statement said the staff associations aimed to "resist the democratisation of the public service". (250)

"They are now talking of embarking on strike action, something unheard of during the apartheid years."

The proposed strike by the 18 staff associations could throw provincial governments, battling to incorporate old homeland administrations, into further chaos.

The government has offered a R100-a-month increase on the current minimum wage of R900 and asked for another month to consider the demand for a 15 percent across-the-board increase.

But the public servants, who may legally strike for up to 30 days without loss of benefits or victimisation, rejected the request "because we are not convinced that an improved offer will be presented a month from now", said Miss Eileen Brannigan, spokesman for the newly formed strike committee.

The committee will meet on October 3 to discuss the logistics of a strike ballot.

De Klerk is confident

By CHERILYN IRETON, London

WHILE John Major was scoring valuable political points in South Africa, Deputy President FW de Klerk was being reminded he is still an icon in the United Kingdom.

He used his three-day visit to Britain this week to try to assure investors and business leaders that South Africa was not going to be marginalised like the rest of the continent.

Shrugging off disappointment over the sub-investment rating awarded to South Africa this week, Mr de Klerk told his audiences that "something wonderful is happening in South Africa".

"It is no longer being managed by politicians and John Major experienced it this week," he said.

Perm Term Fixed Deposit



CAPE

Civil servants vote today on strike after talks break down

(250) ALL 26/9/94
Labour Reporter
CIVIL servants throughout the country are voting today on whether to strike after wage negotiations at the Central Bargaining Chamber in Pretoria broke down last week.

But unions representing "essential services" such as hospital workers — for whom it is illegal to strike — are sitting on the sidelines awaiting the decision of their colleagues in non-essential services.

Nic Kruger, chief negotiator for the Hospital Personnel Trade Union of South Africa, said Hospersa would consider its position only after the non-essential unions had completed their secret strike ballots.

Malcolm Domingo, national chairman of the 40 000-member Public Service League, said today the unions hoped to have concluded the secret ballots of their members within three weeks.

"Our desire is to take a stance toward the end of October," Mr Domingo said.

A strike was unavoidable unless the government came

up with a new offer. "As it is, there is no room for further negotiation... we have already leaned over backwards," he said.

The 17-union coalition is demanding a minimum wage of R1 500 and a 15 percent across-the-board salary increase, while the government has responded with a R1 000 minimum wage and no gener-

al salary increase this financial year.

Mr Kruger said Hospersa was compelled to go into arbitration, a similar position to the Health Workers' Union.

"We are not considering an illegal strike at this stage... if a strike is called for we will consider our position," he said.

Strike threat to matric exams

COLOURED matric exams and results could be jeopardised nationally by a "go-slow" strike at the Department of Education and Culture's examinations department, a Public Service League spokesman said yesterday

League spokesman Mr Derrick Appolis said "There are 42 clerks who organise the matric examinations for the whole coun-

try. The backlog is so big that even if they work double shifts they will not finish in time"

Department spokesman Mr A P Barhuis said "I do not foresee any problems, there is no backlog"

However, Mr Appolis said a "full-scale strike will be called for by the league if the department does not respond to grievances concerning overtime work

and pay by tomorrow"

● About 1 500 members of the Public Service League marched through Cape Town yesterday and presented a memorandum to the administration ministry

The memorandum calls for housing subsidies to be extended to women, the subsidy to be increased to R120 000 and for more pay — Sapa, Staff Reporter

(250) (132)

Talks with Buthelezi end go-slow

THE one-week go-slow by some Home Affairs Department workers ended on Friday after a delegation from the National Education Health and Allied Workers' Union (Nehawu) met Home Affairs Minister Man-gosuthu Buthelezi.

Except for the Harrison Street office in central Johannesburg, almost all the PWV Home Affairs offices embarked on the go-slow to bring their grievances to the attention of the Minister.

Staff are unhappy about pay, working conditions and racial discrepancies.

A staff member at the Market Street office, Johannesburg, who refused to be identified, said the workers had been trying to get Buthelezi to look at their working conditions.

"Nothing has changed around here," she said "For instance, we should be serving blacks and whites, but when black people go to Harrison Street they are told to go to Market Street. That is why you find this

NOMAVENDA MATHIANE

place full of black people and whites going to Harrison Street."

She said whites with lower qualifications than some black staff were in more senior positions than the black members.

On Friday, Nehawu official Andy Kolanisi met Buthelezi, his deputy Pennel Maduna and labour relations officer John Rademeyer.

Among points raised was the appointment of blacks at senior level in the immigration department.

"Workers allege that white officers are not screening white immigrants, while they are ruthless when it comes to blacks wanting to enter the country," he said.

They also told the Minister circulars were still written in Afrikaans.

Nehawu is meeting Buthelezi and the labour relations officers again tomorrow to sort out administrative problems.

PUBLIC SERVICE

In their court

FM 7/10/94

~~SA~~ 250

President Mandela's disclosure that he and the Cabinet will consider cutting their own salaries and those of MPs, while temporarily freezing the salaries of senior civil servants is more political than practical — and cunningly political at that

Portrayed as a symbolic act, the move appears simply a gesture to foil the carping over government's so-called "gravy train". The timing of Mandela's disclosure, however, makes it a political tactic in government's showdown with civil servants, who are threatening a strike — ostensibly over salaries.

The civil servants are demanding 15% increases across the board and a hike in the minimum wage from R900 a month to R1 500 a month. But that is only a surface issue. The real dispute revolves around explosive matters that have yet to be addressed, such as affirmative action, restructuring and rationalisation of the civil service — matters crucial in deciding who controls the public sector and how to set about the dissolution of entrenched (white) power.

Mandela said in New York this week that a Finance Ministry report compiled by former Minister Derek Keys and finalised by successor Chris Liebenberg, recommends salary cuts of 20% for the President, his Deputies and Ministers, and 10% for MPs. The report has yet to be considered by the Cabinet.

The cuts would save less than R10m a year, according to the *FM's* calculations — a negligible amount in relation to the country's needs. But the President was clever to link the gravy-train issue to the civil service wage demands, as it redirects some public outrage on to the career officials.

This week, a strike committee representing 17 public service unions called for an urgent meeting with Public Service & Administration Minister Zola Skweyiya to discuss procedures for balloting for a "disciplined strike". The committee was, however, "still willing to consider any proposal from government that can avert a strike", said spokesman Anton Louwrens.

Long before the new government took office, the mainly white-controlled civil

service moved to protect its position. In August last year, it helped usher through parliament the Public Service Labour Relations Act, legalising strike action for the first time in the civil service.

Since the ANC-led government took over, powerful civil service unions such as the Public Servants Association, the SA



Skweyiya . . . under fire from public servants

Nursing Association and others have had a tempestuous relationship with Skweyiya. Two months ago, they succeeded in forcing the government to abandon a plan to employ highly paid ministerial staff outside the civil service.

The dissolution of the homelands has brought several, mostly black, employee unions from those regions into alliance with the white-led unions, as they seek wage parity and amalgamation with the larger public service. Ironically, only the Cosatu affiliate, the National Education, Health & Allied Workers Union (Nehawu) — historically one of the more militant public service employee groups — does not support the move to strike.

Nehawu also wants the minimum wage raised to R1 500. But at the same time it wants to narrow the wage gap by freezing salaries above R72 000 and raising lesser salaries on a sliding scale.

"This strike threat is a political move instead of a labour matter," says Nehawu general secretary Neal Thobojane. He dismisses charges that Nehawu is an ANC sweetheart union, it's just that Nehawu does not want to wreck the affirmative action and restructuring programmes of the new government, he says.

Thobojane accuses the white-led unions of deliberately forcing a strike crisis as a ploy to influence government policies on affirmative action and public service re-

structuring. If government does look like caving in, he says, "then you'll see us act to stop it from doing so".

HOUSING

Realities crowd in

FM 7/10/94

Despite inescapable financial constraints, at least two provincial housing MECs — the PWV's Dan Mofokeng and Free State's Vax Mayekiso — do not buy the argument that the country can only afford "starter" or "incremental" houses for the very poor.

Excepting KwaZulu-Natal's Peter Miller and Western Cape's Gerald Morkel, their counterparts tend to be ambivalent about the idea of starter houses, though they grudgingly recognise the fiscal constraints.

At last Friday's indaba with the nine provincial MECs for housing, called by Housing Minister Joe Slovo in Kimberley, Mayekiso and Mofokeng strongly opposed Slovo's proposed incremental houses, which, says Mofokeng dismissively, will be "less than 15 m² as the plan stands."

Asked about his widely reported claim that all the provincial housing chiefs support his stance, Mofokeng replies: "All I said is that the document (Slovo's 'proposed national housing strategy') discussed at Kimberley, in particular the question of incremental housing, should be sent back for discussion by the provinces."

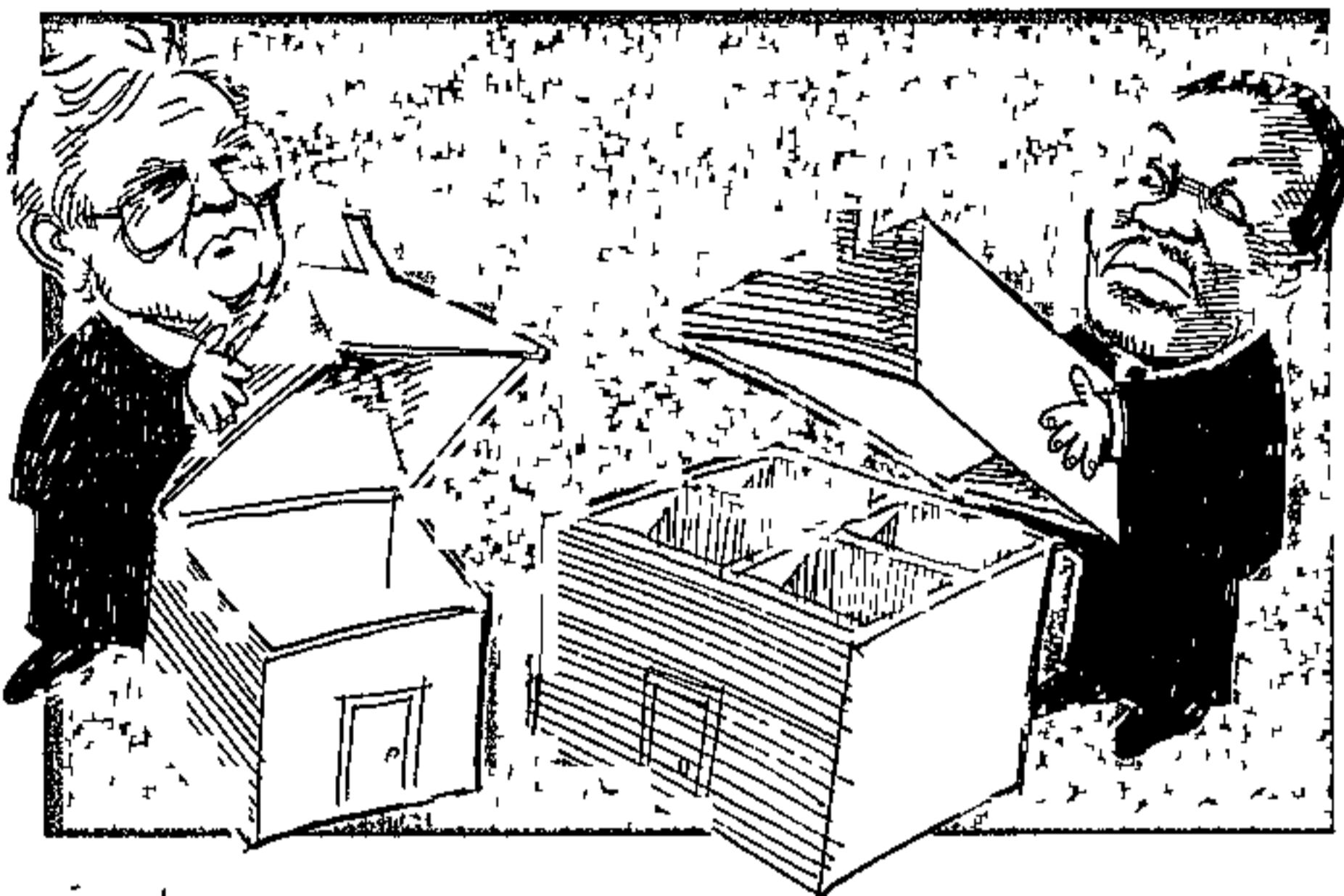
Asked what he would like to see instead, Mofokeng says "housing must be linked to job creation and there must be policies and mechanisms to ensure that people will be able to improve those houses."

But that, among other things, is precisely what is covered in the proposed strategy.

Mofokeng says 81% of the African population earn below R1 400 a month, "and the most pressing need is here. So we say, provide units which would afford family privacy and be family efficient. Also, make sure that the houses you build are between 48 m² and 50 m² — it's not a mansion, but has two bedrooms, a kitchen, a bathroom and toilet." He estimates the cost would be around R25 000 a unit and says his discussions on financing, through his proposed regional finance corporation, are at an "advanced" stage.

The housing strategy document says: "Because of the disproportionately large number of low-income families in the country (more than 40% of all households have a joint income of less than R800 a

month), and the severe fiscal constraints to the general fiscus and the housing budget, specifically, it has been concluded that the provision of complete housing units at State expense to people not able to afford such units with only limited State financial assistance, is not feasible in SA now,



irrespective of the applicable form of delivery or tenure.

“Government, therefore, intends (within fiscal constraints) to make a maximum contribution towards the cost of a starter housing unit and, thereafter, proactively support, through technical, logistical and institutional supports, a process of upgrading in order to achieve the desired completed housing unit.”

It says that essential access to credit and both financial and sweat equity investment by individuals will further contribute to improving housing circumstances “Mobilising private savings and credit will require and contribute to a normalisation of the public environment in many areas where the public administration and infrastructure, as well as law and order, have deteriorated to such an extent that private investment can no longer be attracted on a sustainable basis.”

Acceptable idea

KwaZulu-Natal’s Housing MEC Peter Miller says that while starter houses are nobody’s first preference, “it is an option forced on us by the financial realities that face us all”

Clearly more in tune with the thinking in Slovo’s department than some of the Minister’s ANC colleagues, Inkatha’s Miller says that, in a sense, everybody goes through a process of incremental housing by bettering their abodes.

So, in principle, the idea is perfectly acceptable

“There is no doubt that the poorest of the poor are not going to be able to start with the ultimate product My objective is to get people into a form of durable housing as soon as possible — in KwaZulu-Natal with its high rainfall, that means behind waterproof walls and under waterproof roofs”

Such starter houses, he adds, will however be situated on serviced stands with

access to sanitation and water and, if people can afford it, electricity. This he says is a vast improvement on squatter settlements where people live under cardboard and plastic with no sanitation or running water.

Miller has entered preliminary discussions with the KwaZulu Finance Corp about turning its Ithala savings bank into a fully fledged community bank that will be able to mobilise savings and capital for low-cost housing loans.

He aims to build 1m houses in the province in the next 10 years.

The MECs are unanimous about one thing, says Miller “That a nation with a critical housing problem that only

budgets 1% on the national budget for housing, needs urgently to rethink its priorities”

The housing MECs, he advises, should concentrate on making a case for an increased housing budget

NATIONAL PARTY
New offensive

As his new-look party gears itself up for the local government elections next October, KwaZulu-Natal NP leader Danie Schutte has clearly decided the best form of defence is attack

Last week’s provincial congress in Durban was the first of the NP’s regional congresses to be held since the election. The party’s role has changed from that of ruling party to a minority organisation — third behind Inkatha and the ANC in the region — and it has had to adjust accordingly. The event, therefore, provided a valuable pointer to future directions and strategies of the party

In his address Schutte launched into a blistering attack on the NP’s two larger regional rivals.

Predictably, his remarks stung Inkatha leader Mangosuthu Buthelezi (who is already deeply embroiled in a bitter public row over his role in Zulu royalty) into an immediate and equally scathing response.

Schutte accused Inkatha leaders of devoting more time to internal cultural squab-

bles than vital provincial issues and doing precious little to foster the spirit of togetherness and stability that are essential if the region is to realise its potential as the country’s model province.

Responsible role

Schutte also used an attack on the ANC and the enduring rumours of some of its prominent leaders being involved in hit squads in the region, as a means to demonstrate the responsible role being played by the NP with its wealth of experience and record of peaceful participation in the election.

He says the NP is ahead of the other parties in drafting a provincial constitution.

In the same vein, he also used the congress as a platform to launch a policy document committing the party to fighting for a better quality of life for all. Among its proposals are

- Free-trade zones and sports pools to fund upliftment,
- Provincial agricultural credit institutions,
- Greater provincial control of the electronic media, combined with greater protection for media freedom,
- An adult education programme targeting rural and traditional areas,
- Addressing the housing needs of farm workers, and
- A primary health care strategy for rural areas.

Also significant was the changed style of the congress. As Natal University’s Mervyn Frost puts it: “This was a very significant change from past NP congresses at which the faithful sat and were addressed by a series of Cabinet Ministers, and then intoned ‘ons dank die minister’.”

The difference is that the congress split up into workshops dealing with themes, such as the constitution and the role of small parties in the interim constitution and were addressed by experts rather than party members

“That participatory style clearly represents a democratisation of the NP”

Frost adds that it was also interesting to note that the delegates were no longer exclusively white. Blacks were still in the minority, but “it was very conspicuously not a white meeting.”

The NP’s constituency has changed dramatically and now seems to be aiming at attracting those blacks and whites who are afraid of a monolithic majority



Schutte blistering attack on NP’s regional rivals

(250) ET 7/10/94

Public servants opt for ballot as talks deadlock

PRETORIA — The Public Servants' Association of South Africa is going ahead with a strike ballot for its members in non-essential service after a deadlock in salary talks, the union said yesterday.

It was "still receptive to any constructive negotiations" with the state. "The duty now rests on the employers who will have to make the first move."

The balloting of members would continue in the event of resumed negotiations. It would be stopped only by "a formal agreement on the salary issue."

Public service staff are demanding a pay rise of 15% and a minimum wage of R1 500 a month. — Sapa

Judge tells workers to keep to the law

ROGER FRIEDMAN

(256)

Labour Reporter

ARG 8/10/94

A JUDGE has told about 150 municipal workers to comply with an urgent court interdict, ordering them to refrain from any strike action or intimidation — or face going to jail.

And Mr Justice Van Niekerk has ordered Durbanville municipality assistant engineer Marius van Deventer to refrain — “as far as possible” — from communicating directly with the workers until the next court date on October 24

Any communication between him and the workers at the Durbanville depot should take place through an intermediary, the judge said

The municipality obtained the order on Monday but, in papers, alleged the workers had failed to comply.

The workers were loaded into two busses when they arrived for work yesterday and taken under police escort to court.

It emerged that the court order, printed in English and Afrikaans, had not been translated for Xhosa speakers — about half of the workforce.

This was finally done with the help of a court translator yesterday.

Public service takes issue with Mandela

B. Day

DAVID GREYBE

CAPE TOWN — Blacks occupied fewer than 5% of the managerial posts in the former RSA public services, a senior public service union official said yesterday

1110194
However, whites made up only one-quarter of the total new rationalised public service, Public Servants' Association (PSA) GM Casper van Rensburg said

He said public service unions took exception to a remark by President Nelson Mandela in the US which implied that the majority of SA's 1,2-million public servants were white

Van Rensburg said the picture at managerial level changed "dramatically" in favour of black public servants with the inclusion of the former TBVC states and self-governing territories into the new public service

Van Rensburg said the PSA, as the largest public service union, would seek clarification this week of Mandela's remarks from Public Service Minister Zola Skweyiya

(250)
According to media reports, Mandela said in Washington on Friday that black South Africans did not have political power because many influential positions were still in the hands of whites

Van Rensburg stressed that all 18 public

service unions backed the new government, its reconstruction and development programme, rationalisation of the public service and affirmative action despite criticism from the ANC government.

"It seems that ANC Cabinet members such as Skweyiya do not trust public servants to implement the RDP," he said.

He called on government to stop complaining about how difficult it was to get rid of white public servants, and to act positively. He said the most sensible, and easiest, way was for government to offer voluntary retrenchment packages.

"However, I think they are afraid there will be such a huge outflow of white public servants that services could collapse," Van Rensburg said.

He argued that voluntary retrenchments allowed for a "controlled" rationalisation of the public service. "We cannot just wish away white public servants."

Van Rensburg said the unions were still awaiting a reply from government to a question tabled in the Public Service Bargaining Council on future public service representivity

"Affirmative action is not supposed to be a monster which robs whites of their jobs."

Public service run by white men

Political Staff

250

CT 12/10/94

THE policies of apartheid left South Africa with a public service dominated by white males, especially in its higher echelons, Minister of Public Service and Administration Dr Zola Skweyiya said yesterday.

President Nelson Mandela had been urging speedy moves to make the service more representative, he said

His ministry and the Public Service

Commission had submitted a report last week to Mr Mandela's office on the race and gender composition of every government department.

Dr Skweyiya spoke at the Affirmative Action Conference of Local Governance, organised by the Institute for Local Governance and Development.

The dominance of white males was "one of the greatest challenges we face in transforming the public service", he said

Dr Skweyiya said about 85% of management personnel are white males, only about 10% black males, 1,5% coloured males and 1% Indian males.

"White females represent 2% of managerial personnel, black females 0,6%, Indian females 0,06% and coloured women are not represented at all."

But Dr Skweyiya emphasised that the public service could not afford tokenism, and said all personnel would be selected on merit.

Public Service 'overloaded' (250)

Political Staff

THE Public Service Commission was so overloaded it was finding it difficult to play an ombuds role, the chairperson of Parliament's Select Committee on Public Service, Ms Phuzmile Ngcuka, said yesterday. CT 14/10/94

She was speaking on affirmative action at the Institute of Local Government and Development conference in Sea Point

Responding to a call for the PSC to monitor progress on affirmative action in local government bodies, she said she did not think this was possible.

■ BY JOVIAL RANTAO
LABOUR CORRESPONDENT

A threatened national strike by 500 000 public servants seems to have been temporarily averted following assurances by Public Service and Administration Minister Zola Skweyiya that their wage demands were being addressed.

Skweyiya met repre-

Skweyiya, Erwin in bid to avert civil service strike

sentatives from 17 State employee associations in Pretoria yesterday to discuss their demand for a minimum salary of R1 500 and an across-the-board monthly increase of 15 percent.

The 17 organisations, with the exception of the National Education,

Health and Allied Workers' Union, said they would start balloting their members for a strike after wage talks deadlocked in the central chamber of the Public Service Bargaining Council.

A statement from Skweyiya's office said the

main aim of the meeting was to allow the Minister, accompanied by Deputy Finance Minister Alec Erwin, to put forward an integrated, uniform and coherent process in accordance with the Reconstruction and Development Programme and the constitution. Its aim was

to address all grievances raised by employee organisations. Skweyiya asked employee organisations to consider various proposals that could facilitate a solution, including the establishment of a grading system that would bring about equity and fairness in the sector.

1,49m apply for 11 000 public service posts

(250)

ET 17/10/94

PRETORIA — The Public Service Commission yesterday announced that sorting the 1,49 million applications for 11 000 public service posts had been finalised, but called on applicants to be patient.

It said government departments and provincial administrations were not yet able to begin selecting candidates and therefore could not respond to inquiries from applicants after today, as was previously announced.

“Guide-lines on the filling of the posts must also still be issued to departments and administrations,” the commission said. — Sapa

Call for restructuring of civil service

By BARRY STREEK
Political Staff

A COMPREHENSIVE plan to restructure the civil service in line with the goals of the RDP should be introduced, chairperson of the Select Committee on Public Services Ms Phumzile Mlambo-Ngcuka said yesterday.

A minimum wage of R1 500 a month should be paid in the civil service to set an example to the private sector and show that the government was commit-

ted to fight against low wages and to introduce "a living wage".

Ms Mlambo-Ngcuka, deputy leader of the ANC in the Western Cape, said it should be borne in mind the democratic forces were dealing with a legacy of apartheid which had been inherited by the government.

"The government has inherited an authoritarian bureaucracy, unsatisfactory labour relations dispensation, seg-

regated forms of representation in the public sector and over 340 different classifications leading to different wages and conditions of service."

Some of the key negotiators in the predominantly white staff association were part of senior management, yet they represented workers in the civil service.

The present grading system was too complicated, inefficient and inequitable. Apartheid-related inequalities

persisted especially in benefits, which discriminated against women, she said.

"Workers in the public sector, who are predominantly black, have been paid very low wages to carry out important tasks in servicing the public."

The huge wage gap between the best and worst paid civil servants reflected "the consistent social under-valuation of black workers and the over-valuation of white employees", she said.

CT 20/10/94 250

Council strikers to march in city

CF 22/10/94
Municipal Reporter

CAPE TOWN City Council faces a strike on Monday by its majority union, the 10 000-strong SA Municipal Workers' Union (Samwu)

Council executive committee chairman Mr Arthur Wienburg confirmed at a press conference yesterday that a strike was planned.

Permission has been sought, and granted in principle, for a Samwu march of 7 000 people through the city from 8.30am on Monday. Marchers hope to deliver a memorandum to the national and provincial parliaments and to the council.

Negotiations over the route were continuing late yesterday.

The formerly white SA Association of Municipal Employees (Saame), which has about 3 000 council-employee members, said yesterday that its members would not do the tasks of absent workers.

Saame members could take part in the march if they wished and if they had obtained time off, said secretary Mr G J Beukman.

(250)
Samwu could not be reached at either of its offices yesterday, but it sets out its grievances in a pamphlet circulating under its name.

It feels that decisions taken by the council will lead to retrenchments, redeployment of staff against their will, victimisation and threats to job security.

Mr Wienburg issued a detailed reply to the pamphlet yesterday. He said the reasons the union provided in it amounted to "a pathetic attempt to scrape up an excuse for industrial action".

CF 24/10/94
Mr Wienburg said yesterday it was hurtful that employees who had been accommodated by the council to an extent far beyond what was required of it, should act like this.

Unionists themselves should know that much of what was in the pamphlet was incorrect, as they had been involved in processes like drawing up affirmative action policy.

The usual policy of "no work, no pay" would apply, he said.

City march by striking workers today

Municipal Reporter
STRIKING council workers are expected to gather on the square with the "red knot" sculpture outside the Cape Town Civic Centre from before 8 30am today.

Permission has been granted for a crowd of up to 7 000 people to take part in the

march. The SA Municipal Workers' Union (Samwu) has told the council it will have 300 marshals.

The route of the march which starts at 8 30am is as follows. Hertzog Boulevard, left into Adderley, left into Darling, up Buitenkant, right into Roeland, down Plein

where a memo to Parliament will be handed over, then down into Spin, Bureau, Adderley and Wale streets.

Another memo will be handed over by marchers to the provincial legislature in Wale Street.

Deputy city administrator Mr Alan Dolby said yesterday

Samwu had been refused permission to go onto the Station Deck or into the Civic Centre, where the Saamwu marchers wanted to deliver another memo.

The council is facing a difficult day, today, which also marks the start of the change over for minibus taxis from

Strand Street to the Station Deck.

"We don't know how many traffic officers will be taking part in the strike," Mr Dolby said.

Historically, there has not been large support for strikes from the traffic department. The union expects the march to be over by 12 30pm

24/10/90
250

City battles

Chaos erupts at civic centre as police fire at protesters

250 (S) ARG 24/10/94

ROGER FRIEDMAN
Staff Reporter

A PROTEST march erupted in chaos today as municipal workers pelted police with bricks, bottles and potplants and police responded with volley after volley of rubber and plastic bullets.

The march by 3,000 members of the South African Municipal Workers' Union turned nasty at the civic centre on the Foreshore as marchers tried to gain access to the foyer.

A stand-off between heavily-armed police and workers ensued. A policeman was beaten up and attempts were made to grab his gun.

Workers had just returned to the civic centre — after peacefully marching through the city centre to parliament — when various objects, including full beer bottles, wine bottles, potplants and bricks, were hurled at police, who withdrew to the foyer.

Objects were hurled through the plateglass windows.

About 30 police with shot-guns came storming out, firing rubber and plastic bullets into the crowd. More than 100 shots were fired.

The workers, many bleeding, withdrew a few metres and then pushed forward again.

Police fired volley after volley before the workers withdrew to the square alongside the civic centre.

As the shooting continued, workers lay on the ground clutching at their injuries. Throughout the incident union officials battled to restore calm, to no avail.

Seven police were injured, according to spokesman Raymond Dowd — including one who was beaten almost senseless in an attempt to grab his



Picture: BRENTON GEACH, The Argus
POLICE OPEN FIRE: Police fire on municipal workers outside the civic centre today after violence erupted during a union march.

Workers explain march

ROGER FRIEDMAN
and ANDREA WEISS
Staff Reporters

MUNICIPAL workers marched today because they believe the city council is dragging its heels over the establishment of new local government.

The South African Municipal Workers Union accused the council's executive committee of "being happy" to hide behind conservative elements in the Cape metropolitan negotiating forum "so that it can hold on to illegitimate power for as long as possible".

A major complaint was the proposed leasing of the Maitland Abattoir to Abakor, which could lead to retrenchments.

Today in a memorandum to national government the union accused local government structures of contradicting government policies.

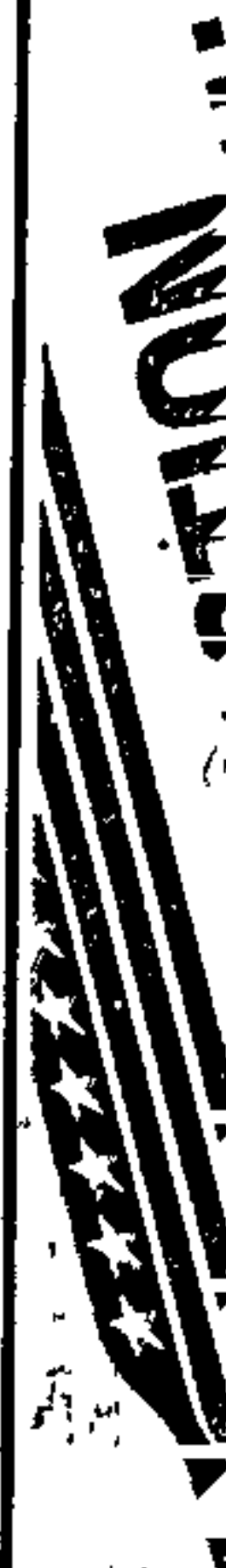
The union said the city council was going ahead with retrenchments instead of job creation, monopolies as opposed to free enterprise, and price controls and unilateral decisions without regard to public opinion.

"We demand that government takes the necessary

To page 2

Judgment starts

Matie student



The march by 3,000 members of the South African Municipal Workers' Union turned nasty at the civic centre on the Foreshore as marchers tried to gain access to the foyer.

A stand-off between heavily armed police and workers ensued. A policeman was beaten up and attempts were made to grab his gun.

Workers had just returned to the civic centre — after peacefully marching through the city centre to parliament — when various objects, including full beer bottles, wine bottles, pots and plants and bricks, were hurled at police, who withdrew to the foyer.

Objects were hurled through the plateglass windows.

About 30 police with shotguns came storming out, firing rubber and plastic bullets into the crowd. More than 100 shots were fired.

The workers, many bleeding, withdrew a few metres and then pushed forward again.

Police fired volley after volley before the workers withdrew to the square alongside the civic centre.

As the shooting continued, workers lay on the ground clutching at their injuries. Throughout the incident union officials battled to restore calm, to no avail.

Seven police were injured, according to spokesman Raymond Dowd — including one who was beaten almost senseless in an attempt to grab his gun.

He said police were committed to minimum force, hence the use of rubber and plastic bullets, not live ammunition. They had tried to throw a cordon around the workers in vain.

"Police were then compelled to open fire using rubber (bullets) and plastic shot," Colonel Dowd said.

At least 40 municipal workers were treated for mostly minor injuries, according to Metro. One worker was struck in the eye.

As ambulances attended to the wounded former Samwu leader and MP Salie Manie promised the workers the incident would be discussed in parliament.

Mr Manie said: "It looks that with our people being shot like this we are still in the apartheid South Africa."

He appealed for calm while he went inside the civic buildings to organise for a memorandum to be handed over.

He promised: "We will see that those people who shot our people will answer."

"I give my word. We will see to it that what happened here is discussed in parliament."

"We have said we are in the new South Africa, we need people to run our council who understand our problems."

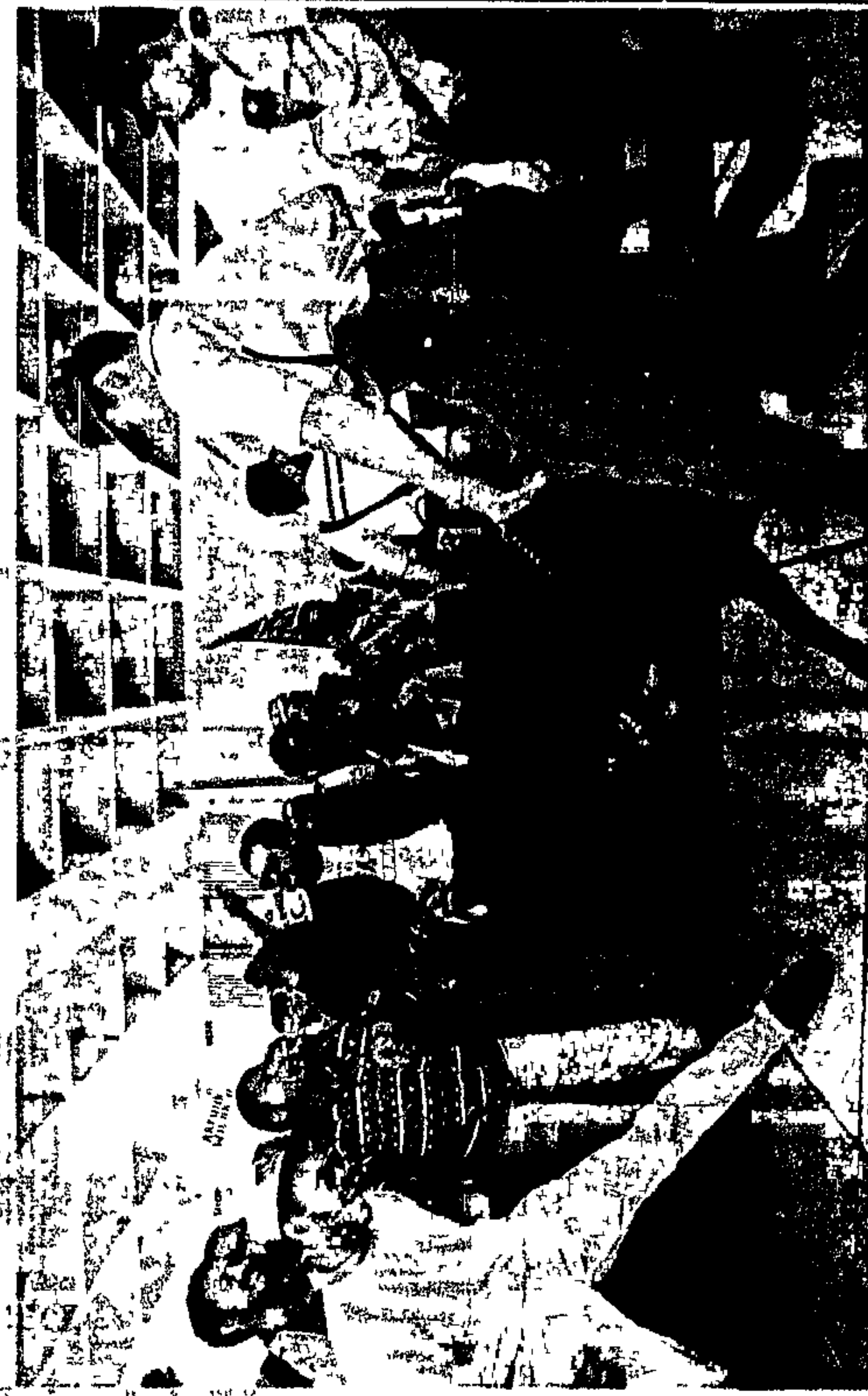
Turn to page 2

St
JUL
Bie
pre
me
cro
sup
cus
den
J
Fri
by
led
las
T
den
Mo
Not
hav
der
sch
gus
T
wer
Ms
and
E
sco
floc
sho
Set
J
reo
the
B
clai
that
had

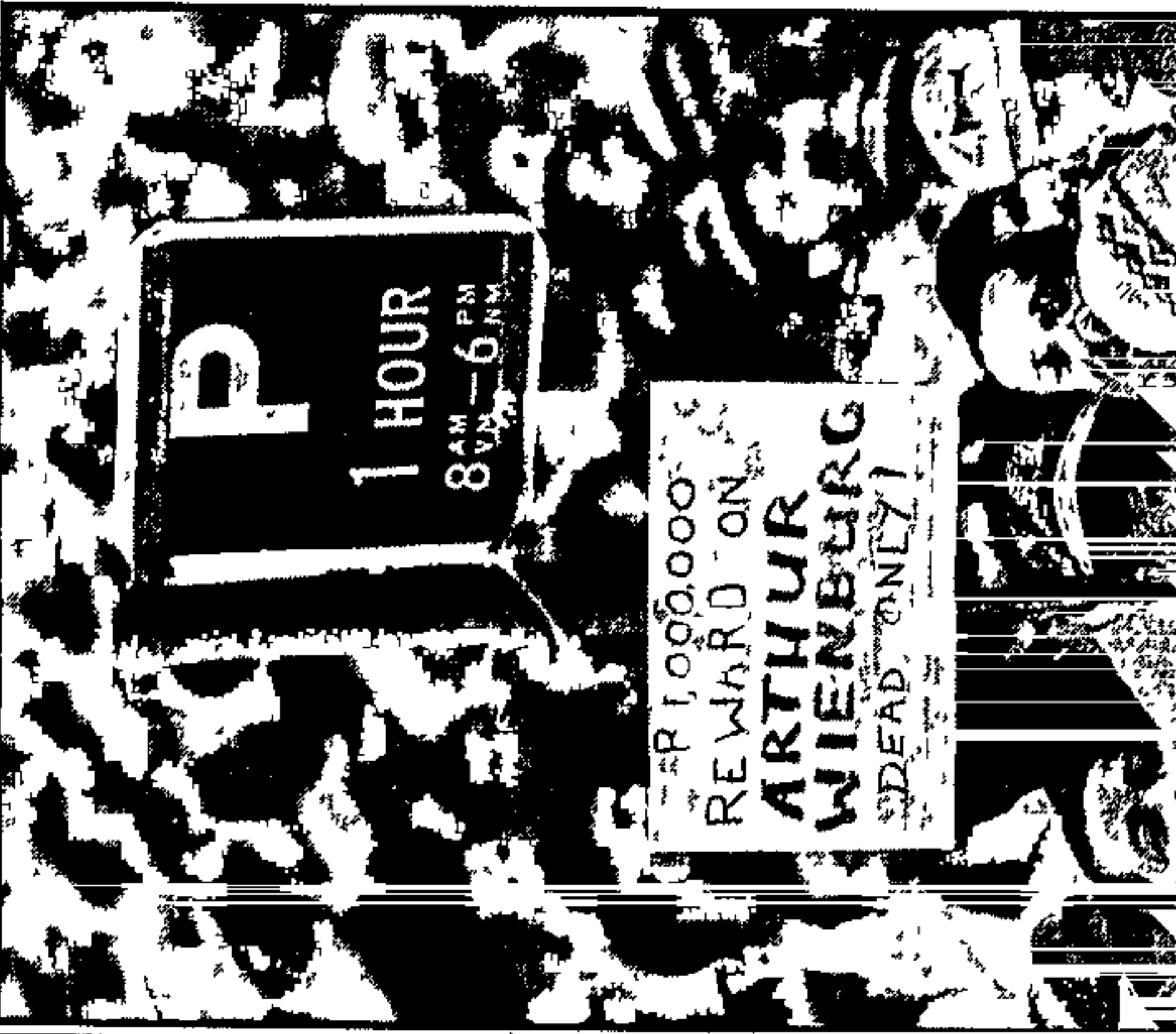
Argus photographer Brenton Geach reports from today's battlefield outside Cape Town civic centre



WAR ZONE: A policeman struck by a flying object outside the civic centre takes cover as others fire rubber and plastic bullets into the crowd of protesting municipal workers. More than 100 shots were fired



BARED TEETH: A police dog strains at the leash as municipal workers taunt officers outside the civic centre. Seven policemen were injured in today's mêlée and 40 protesters were treated for mainly minor injuries.



Civic centre battlefield

From page 1

(Exco chairman) Arthur Wienburg is not a person who listens to the workers. After Mr Manie had accompanied union officials into the civic centre and handed over the memorandum to Mr Wienburg, union leaders returned and asked the workers to leave peacefully.

This they did, but not before hurling a few dozen objects through side windows of the civic centre.

Damage to the complex will run to thousands of rands with an entire wall of plateglass smashed to smithereens.

Earlier, the workers had gathered outside the civic centre before marching to the provincial buildings in Wale Street, and then to parliament.

Union slates council delay

From page 1

steps to prevent the Cape Town city council from undermining and dismantling the free-

Ransom Select

The World's first

Multi Filter

King Size cigarette.

WIND



REWARD: A municipal worker makes known his feelings about city council executive committee chairman Arthur Wienburg.

nied union officials into the civic centre and handed over the memorandum to Mr Wienburg, union leaders returned and asked the workers to leave peacefully.

This they did, but not before hurling a few dozen objects through side windows of the civic centre.

Damage to the complex will run to thousands of rands with an entire wall of plateglass smashed to smithereens.

Earlier, the workers had gathered outside the civic centre before marching to the provincial buildings in Wale Street, and then to parliament.

Union slates council delay

From page 1

steps to prevent the Cape Town city council from undermining and pre-empting the local government transition process, and to allow for a new transitional metropolitan council to take responsibility."

Other demands included:

- A moratorium on the sale of public assets, including the Wemmershoek Forestry Station;

- A moratorium on job evaluation and up-gradings until a new job grading system could be negotiated, and,

- That the council acts decisively to bring about rapid transition.



SIGNS OF THE TIMES: Members of the South African Municipal Workers' Union gather outside the provincial building in Wale Street before the march turned nasty.

Union and exco in crisis talks

(From page 1)

According to the union the majority of major council depots are at a standstill today. The council said it was unclear how effective the union's call had been. ARG 25/10/94

Mr Keegan has slated the council's calling in of police to deal with what "was always intended to be a peaceful march"

"There is now an urgent need for an immediate inquiry into the background to and the circumstances of this disaster

Yesterday's bloody conflict outside the civic centre saw 57 demonstrating workers struck by rubber and plastic bullets and left 10 policemen injured

Council spokesman Ted Doman downplayed the effect of yesterday's industrial action, saying most Samwu members reported for work and most services were uninterrupted.

Samwu regional chairman Trevor Serfontein told a meeting of the union's shop steward council yesterday that the meeting with exco was to discuss grievances contained in a memorandum handed to exco head Arthur Wienburg after yesterday's blood-letting.

The proposed leasing of the Maitland Abattoir to Abakor heads the union's list of grievances

Yesterday's events were a secondary issue, he said.

Mr Wienburg was a "union basher" and his "arrogance" could lead to a major breakdown between the union and council, Mr Serfontein said.

Mr Wienburg responded by calling the Samwu executive's "incitement" of workers "most regrettable".

"The violent course of action by those who took part in the march is out of keeping with the ethos of the new South Africa," he said.

The union said "it was the actions of two policemen with their dogs that provoked the crowd".

Police spokesman Raymond Dowd said police had opened 10 dockets over alleged assaults on policemen and an unspecified number for damage to property and public violence.

● See page 25

LACE-INSET CAMISOLE
A wonderful evening camisole with lace inset applique — R91
So right for cocktails
10-20
Black
White

pom

STUTTAFORDS TOWN SQUARE
ADDERLEY STREET
SEA POINT • CAVENDISH • TYGER VALLEY

UNIVERSITY OF CAPE TOWN
GALDABU LIBRARY

Cape Times

CAPE TOWN
2004

Teale's OF KENILWORTH

JULIE WHITE AND ROBBY B

Pull-on slacks, skirts, blouses and dresses, in cool, comfortable wash and wear poly-cotton.
Excellent value
From R69,00

Main Rd, Kenilworth. Tel 762 2806

FOUNDED 1876 ★ 488 4911 TUESDAY, OCTOBER 25 1994 **R1,00** (Country R1,20) Prices include VAT



STRIKER
An unidentified man kicks in the window of a police car, close to the Civic Centre, shortly after a confrontation between protesting Samwu workers and police yesterday. Fifty-seven workers and 10 policemen were hurt. Picture: BENNY GOOL

CIVIC STRIKE WILL CONTINUE

250

By PETER DENNEHY

THE City Council workers strike is set to continue today after yesterday's violent confrontation between workers and police in which 57 workers and 10 policemen were hurt.

Late last night exco chairman Mr Arthur Wienburg said a meeting aimed at resolving the crisis between the council and the SA Municipal Workers' Union (Samwu) would be held at 1pm today. No union spokesman was available to confirm the meeting.

Emotions ran so high during yesterday's strike, that two police dogs used to keep strikers

at the Civic Centre at bay became confused. One bit Colonel Willem Snyman.

Union branch secretary Mr Robert Adams said 8 000 striking employees had been asked to report to their workplaces today but not to start work before there had been a report back from shop stewards.

Shop stewards are expected to be briefed after the meeting between the City Council's executive committee and the union's council.

Figures on the number of injured could not be confirmed last night, but hospital sources said 11 had been treated at Wood-

stock Hospital and eight at Somerset.

Mr Adams said not all 57 reported injured by plastic bullets who had been taken to hospital. Two who had been hospitalised were seriously hurt. One who had been hit close to the eye might lose his sight, he had been told, and another had multiple jaw fractures.

All the injured workers had apparently been shot with 37mm-diameter plastic balls fired from shotguns. Policemen were mostly hit by stones and bottles and glass from smashed windows, for which damage was estimated at R20 000.

Police had earlier blocked en-

frances to Parliament and the provincial legislature, and to the Civic Centre building. At the first two venues, memoranda concerning mainly the loss of job security were handed over, and this had been the plan at the Civic Centre too.

The union had been told strikers would not be allowed into the civic building itself. When the strikers saw the police on the Civic Centre back stairs, many ran around to another flight of stairs and over a platform to the doors. Police got there before them, and blocked the entrance.

Objects were thrown before the shooting started. The first ob-

jects looked relatively harmless — a shoe, a small piece of cement — but later, on the level below, a wine demijohn and a large block of concrete were hurled. Two police vehicles and one which may have been civilian had their windows smashed.

Up on the platform, the police all retreated inside the Civic Centre at one stage, and then emerged with guns blazing.

The City Council will hold Samwu responsible for damage to the Civic Centre. Mr Wienburg said yesterday he had requested a meeting with Samwu since Thursday, but had been refused.

Strikers burn school bus

^{APR 26/10/94}
EAST LONDON. — Municipal strikers destroyed a school bus and a laboratory at the city's sewerage works during protests against racially segregated local authorities.

Border police spokesman Garry Neuwenhuis said the bus worth R250 000 and the laboratory were destroyed on Monday night.

"Diesel had actually been run from the burning bus to two other buses, but they didn't burn," said Lieutenant-Colonel Neuwenhuis.

The workers are demanding a transitional local council for East London and surrounding townships — Reuter

(12) (250) (2500)

Demand grows for blacks in top public

The Argus Correspondent
PRETORIA. — There are growing demands — and increasing pressure on Minister of Public Service and Administration Zola Skweyiya — for greater black representation in the senior ranks of the public service.

Public servants will be listening with keen interest when he makes his budget speech tomorrow as the clamour increases for more top public servants to be black and for the wage gap between black and white employees to be closed.

Unions in the public sector, among them the Trade Union of South African Authorities (Tusaa), said yesterday they fully supported calls by the Congress of South African Trade Unions (Cosatu) and its affiliate Na-

tional Education, Health and Allied Workers Union (Nehawu) to have the wage gap narrowed and pave the way for black officials to be placed in senior posts

Tusaa general-secretary Nakedi Mogale said the wage gap between black and white workers should be narrowed within a phased period of two years

Unlike public services in other countries, the highest paying grades in South Africa were dominated by whites, while blacks earned less, he said.

Mr Mogale said the disparity reflected the constant social under-evaluation of black workers and the over-evaluation of whites

He said Tusaa was concerned

about the control of the public service by whites.

Mr Mogale said an estimated 85 percent of all positions in the public service at management level were occupied by white males.

"We are saying the top positions currently held by whites should be changed as the government's affirmative action plans are implemented," Mr Mogale said. He warned the government not to trust those public servants in top positions to implement the programme.

Mr Mogale argued that blacks should become the majority of officials in the public sector, as this would be representative of the demographic nature of South African society.

Public service and administration

service jobs

spokesman Corrie Smit said yesterday that Dr Skweyiya would address some of these issues during his budget speech tomorrow

Mr Smit said that whereas the narrowing of the wage gap was subject to negotiations in the Public Service Bargaining Council, Dr Skweyiya was expected tomorrow to address certain of the issues

Casper van Rensburg of the Public Service Association (PSA) said a process needed to be set up whereby the public sector could over time become broadly representative of the people of South Africa

He warned, however, that the process need not make certain sections of the existing structures feel guilty simply because of the colour of their skins.

(258)  26/10/94

Municipal workers ~~250~~ 250 still strike

EAST LONDON. — The strike by municipal workers in the greater East London area entered its fourth day with little chance of an immediate settlement in sight.

Unrest has severely hampered services in Beacon Bay and Gonubie. ARG 27/10/94

The strike by members of the South African Municipal Workers Union on Tuesday led to litter being dumped in East London's main street for the second time in a week.

Police are investigating incidents of suspected arson in Gonubie, which could be linked to the strike.

Damage estimated at R340 000 has been caused to Gonubie municipal property since Monday night.

A 55-seater bus used to transport pupils between East London and Gonubie was set alight at the municipal workshop and an attempt was made to burn another two buses. A fire also broke out at the sewage purification works.

Lieutenant Colonel Gary Nieuwenhuis said no arrests had been made. — Sapa.

Municipal workers ~~250~~ 250 still strike

EAST LONDON — The strike by municipal workers in the greater East London area entered its fourth day with little chance of an immediate settlement in sight

Unrest has severely hampered services in Beacon Bay and Gonubie

ARG 27/10/94
The strike by members of the South African Municipal Workers Union on Tuesday led to litter being dumped in East London's main street for the second time in a week.

Police are investigating incidents of suspected arson in Gonubie, which could be linked to the strike.

Damage estimated at R340 000 has been caused to Gonubie municipal property since Monday night.

A 55-seater bus used to transport pupils between East London and Gonubie was set alight at the municipal workshop and an attempt was made to burn another two buses. A fire also broke out at the sewage purification works.

Lieutenant Colonel Gary Nieuwenhuis said no arrests had been made — Sapa.

(2)
28/10/94
**Strikers held
for trespassing**

EAST LONDON —
Twenty more striking
municipal employees
were arrested here yes-
terday morning (250)

This followed a tres-
pass complaint by town
clerk Mr Rhett Gardner

The arrests took place
at the mayoral parlour
after the strikers gath-
ered to demand charges
be withdrawn against
colleagues who were ar-
rested on Wednesday.

Police said there were
no violent incidents.

The strikers appeared
in court later on a
charge of trespassing —

Fury and confusion, despair and desperation — this was the Monday 'We just hope to serve our people'

250 (103) ARG 28/10/94

A demonstration by municipal workers aimed at speeding up the transition to democratic local government turned nasty this week. One of the workers' major concerns was the proposed privatisation of Maitland abattoir. The Argus spoke to a policeman involved in the shooting that followed, a unionist who organised the demonstration and an abattoir worker with an uncertain future.

AFTER voting for the first time in April, Ivan Myers was hopeful his police uniform would no longer be a "legitimate" target.

The events of Monday at the Civic Centre, where a demonstration by dissatisfied municipal workers erupted into all-out violence, dashed his hope

"You feel disappointed because what should have been an organised and well-conducted march became a riot and inevitably, the organisers are going to try to get the community to blame the police," said 31-year-old Captain Myers

He was part of the police line which opened fire on the demonstrators with rubber bullets, injuring 57 workers. Ten police were hurt in the fracas

"Despair is what you feel. You've got the community hurling abuse and everything we are trying to build up they are breaking down

"In the past we could have been viewed as the upkeepers of apartheid but many of us hoped that after the election we could just do what we have to do which is uphold law and order and serve the community

"From early Monday morning people in the crowd were swearing at us... trying to antagonise us... the key is to stay cool and calm because if you lose control they will take the upper hand.

"They are swearing at the uniform... it must have been the uniform... they were saying 'Jou moer, jou boer'."

After the marchers had handed over memorandums at the provincial building in Wale Street and at parliament, they made for the Civic Centre with a final memorandum earmarked for city council executive committee chairman Arthur Wienburg

Police attempted to throw a cordon around the entrances to the complex but the marchers evaded them by crossing the road and approaching from the Nico Malan theatre.

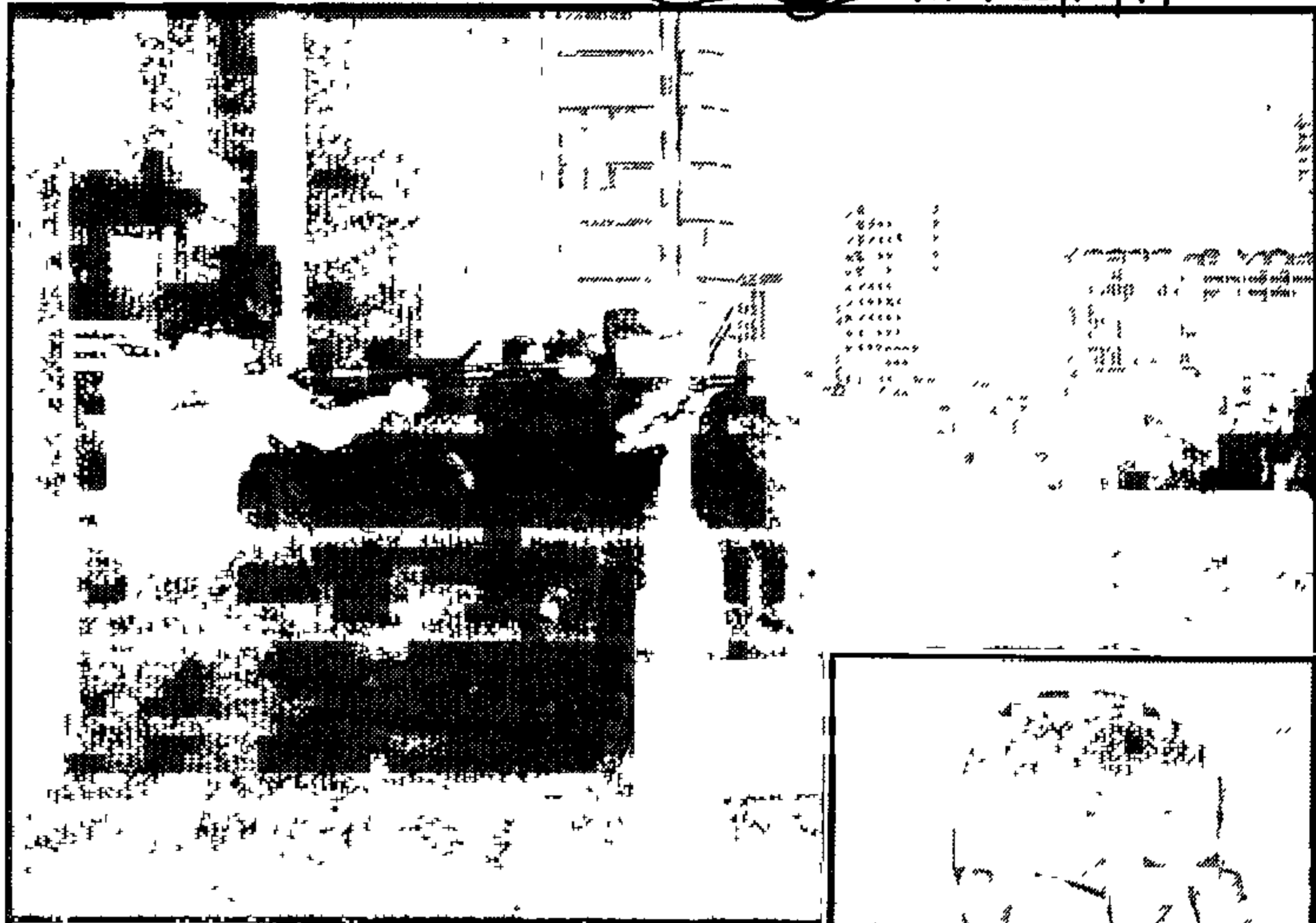
"We are there as a thin blue line.

"I saw a concrete slab come flying through the air but it fell a bit short. I knew it was going to escalate. You feel fear but remain totally focused on the situation, keeping a close watch on the crowd, maintaining self-discipline

"Then lots of stones, bottles, dagga-pipes and half-bricks rained down. These are objects that can kill, injure or maim

"Your fear escalates. You think about self-preservation and the people around you. I have police in my care. But you still hope you can get through it with the minimum of force.

"We were stuck between an unruly crowd and law-abiding citizens inside the Civic Centre with our backs to the wall and nowhere to go... with the full knowledge that if the line crumbled there would be chaos.



FLASHBACK: Captain Myers fires into the fleeing crowd of municipal workers outside the civic centre.

"The glass (civic centre frontage) was already shattered, several police were injured and the intention of the crowd was obvious. They wanted in

"You think to yourself: at what stage do we go over to minimum force, knowing full well that your actions and not those of the crowd will be questioned later

"If one is part of a group that is attacked one is entitled to defend oneself. You are sitting with two options, either you get killed or seriously injured or you do what no normal person likes to do which is to resort to force.

"I dodged around between the missiles. One lot tried to take my firearm, another tried to grab my watch.

"You identify trouble-makers in the crowd. The group in front had sticks and chains. They were trying to hit out at one of the dogs with a chain

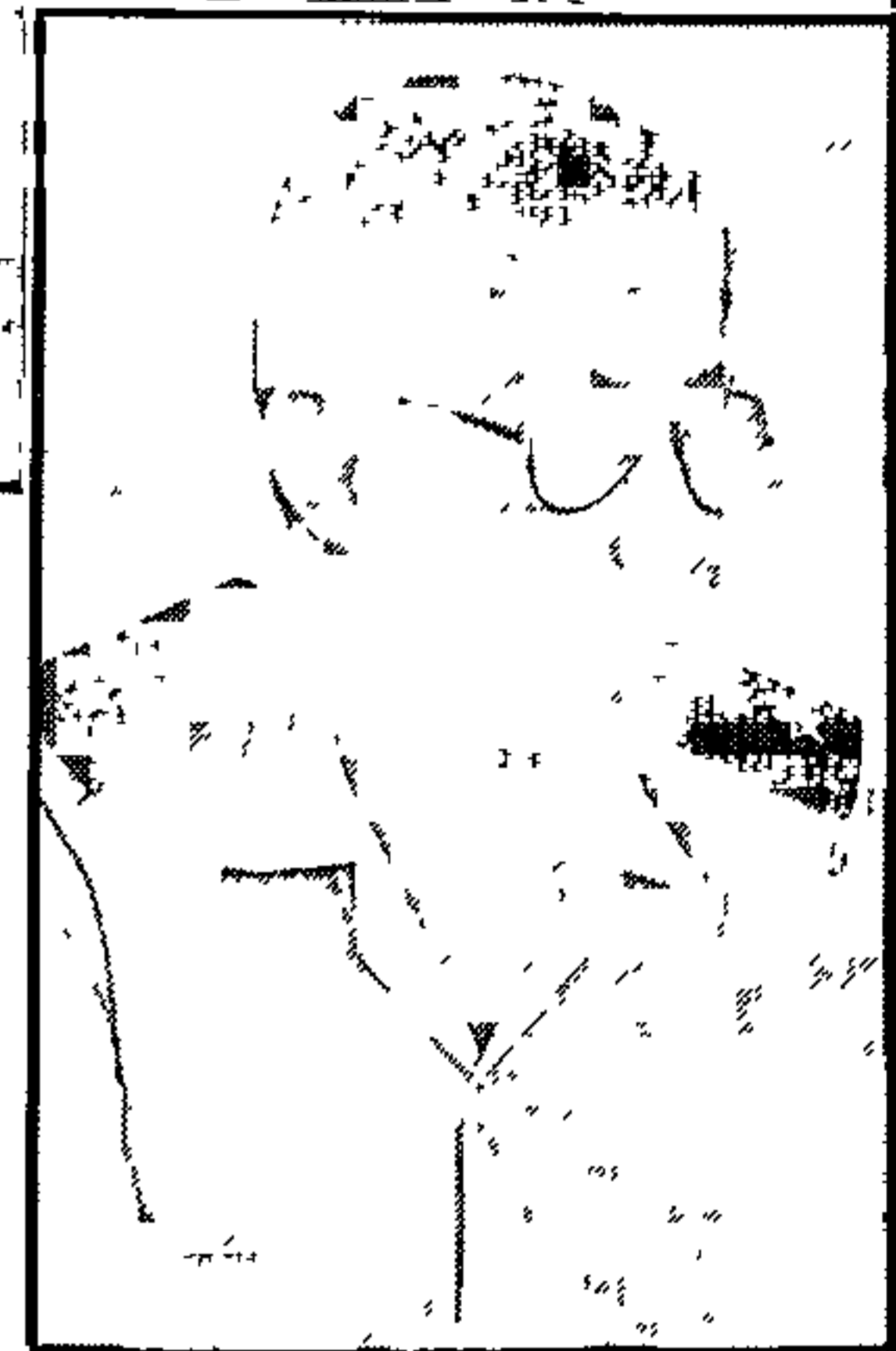
"You are still thinking rationally and coolly. You aim from the waist down to minimise the injuries.

"You are sweating, you're concerned for your safety and the safety of members under your command... as well as attaining the objective of regaining order.

"You are extremely stressed. The sort of duty that was performed and the action taken are not part of our normal day-to-day function of serving the law-abiding community.

"You go home and unwind with a beer. You feel disappointed. You just have to hope that incidents like that do not harden the minds of the community against us

"We are human and we are trying to protect them. It's a huge morale blow when the community starts to criticise us without looking at the causes."



THE LAW: Captain Ivan Myers recounts Monday's events.



UNCERTAIN FUTURE: Abattoir worker Vincent Howard

No tokenism in civil service: Skweyiya

CLIVE SAWYER
Political Correspondent

SELECTION of South Africa's 11 000 new civil servants is underway after some teething troubles about how they were to be picked.

Advertising of the posts after the election drew almost 1,5 million applications

Minister of Public service and Administration Zola Skweyiya said in the debate on his budget vote in the national assembly yesterday, guidelines would soon be given to departments on how to ensure "representivity" in fill-

ing the posts.

He warned: "We will not tolerate tokenism"

Everyone would have to go through a proper selection process to ensure they were qualified and would have to be used in an effective and meaningful way.

"At senior levels they will be empowered to play a full role in the development of policy and management of major programmes"

Dr Skweyiya said the Public Service Commission had identified discriminatory employment measures and service conditions

(250) ARLT 28/10/94
These included different service benefits for men and women, and urgent attention was being given to eliminating this

Sam de Beer (NP) asked Dr Skweyiya to investigate whether the use of consultants, rather than knowledgeable civil servants, was holding up the establishment of fully-functioning provincial administrations. This investigation should include the cost of hiring the consultants, he said.

Dr Skweyiya said such an investigation had been done already, and had shown the special advisers were well-qualified

Stoppage ends at hospital site

MAINTENANCE workers employed by the Provincial Administration returned to work yesterday after a meeting between management and staff to resolve workers' grievances at a construction site at Victoria Hospital.

According to a spokesman for the Public Servants' League about 100 maintenance workers downed tools after an electrician was appointed to supervise the building of a casualty unit at the hospital.

Workers were also unhappy with pay.

VOTA CONTINUA... A voter casts his ballot in the northern town of Karapila in Mozambique party election. The National Electoral Commission reported that about 80 percent of the 6 had cast their ballots by the end of Friday. Results are not expected until mid-November. See Pages

Mandela agrees to 20 percent pay cut

CIPress 30/10/94

By DESMOND BLOW

PRESIDENT Nelson Mandela and his deputy presidents have agreed to take a 20 percent cut in their basic pay - instead of being paid R575 000 a year the President will receive R460 000.

This was announced last night by Acting President Thabo Mbeki - who said his own salary and that of Deputy President F W de Klerk's salaries would be cut from R500 000 a year to R400 000.

The salaries of cabinet ministers and premiers will be cut by 10 percent from R392 000 a year to R352 000.

Smaller percentage cuts will also be made to the salaries of deputy ministers, executive council members and other elected government members.

Mbeki said the full cabinet had approved these cuts. ~~(30/10/94)~~

■ A shock announcement by Mbeki was that the government was considering privatising some

of the state assets and enterprises to release funds for the reduction of debts and to help with the reconstruction and development programme (RDP).

He disclosed this as part of a six-pronged plan to help the RDP by transforming the public sector into a "leaner and more effective stimulant for the RDP" (250)

The plan included:

■ Asking government departments to cut their budgets for the year 1994/95 by about 4 percent and to use the esti-

mated R2,5 billion saved for the RDP;

■ A fundamental restructuring of the public service, where salaries at present constitute 54 percent of current expenditure. Civil service expenditure altogether accounted for 21 percent of the GDP and it was planned to reduce it to 17 percent over five years;

Mbeki said that certain aspects of the plan would come into effect immediately whereas others would be implemented in the 1996/97 budget.

Some doors aren't opening

Justin Pearce

250 178
WM 30/9-6/10/94

MORE than 300 candidates who were trained overseas last year with a view to bringing the South African diplomatic corps into the post-apartheid era are still waiting to take up posts with the Department of Foreign Affairs.

This is in spite of the fact that the diplomatic corps has been left understaffed by the opening of new diplomatic contacts by South Africa.

Frustrated former trainees who spoke to the *Weekly Mail & Guardian* said they were being barred from the DFA by a conservative bureaucracy which is intent on perpetuating itself.

A total of 320 candidates were trained in Egypt, India, Malaysia, the Netherlands, the United Kingdom and the United States, at the expense of the governments of the host countries and the European Union.

While the trainees were not promised that the training would guarantee them a place in the diplomatic corps after the April elections, all of those who spoke to the *WM&G* said they had been given to believe they had a strong chance of qualifying for posts.

The spokesman for both the Ministry and the Department of Foreign Affairs, Jacques Malan, said the DFA supports the idea that the diplomatic corps should be made more representative of South African society. He said the applications were being processed by the Public Service Commission.

Overseas training would be considered "appropriate experience" when job applications were considered, but there had been no commitment between the ANC and either the Department or the Public Service Commission that the trainees would be employed.

However, in an interview in August, Deputy Minister Aziz Pahad named the deployment of the foreign-trained applicants as one of the issues which his department would have to confront in order to make it more representative.

In June, Foreign Affairs Minister Alfred Nzo promised that the urgent review of the diplomatic corps requested by President Nelson Mandela would begin "soon".

Union pressure on Govt to raise wages

■ BY HELEN GRANGE
LABOUR CORRESPONDENT

Public service unions are stepping up their pressure on the Government to break the wage deadlock by offering higher packages, notwithstanding the Cabinet's decision to initiate top-level intervention to try and forge a settlement.

The Public Service Bargaining Council (PSBC) met for the second day yesterday, but signs were that the dispute was heading towards arbitration rather than resolution.

Deputy presidents Thabo Mbeki and FW de Klerk were assigned by the Cabinet on Wednesday to try and break the deadlock, and are expected to meet government and union representatives next week.

However, the campaign initiated by the National Education, Health and Allied Workers' Union to secure higher wages for its members continued yesterday with marches in Cape Town, East London, Bisho and King William's Town.

Meanwhile, public service unions representing 1,2 million servants are currently balloting their members on a strike. They are demanding a 15 percent across-the-board increase and a minimum monthly wage of R1 500 from December.

In addition, the Government's proposal that a public service forum be established in the public service has created divisions

within both the Education Labour Relations Council (ELRC) and the PSBC.

The National Professional Teachers' Organisation of South Africa (Naptosa) and its affiliates, which represents about 60 percent of the voting strength in the ELRC, rejected the proposal at talks held with the Government this week.

Naptosa staged a walkout after a ruling that sufficient consensus had been achieved on the need for such a forum.

Naptosa spokesman Andrew Pyper said yesterday that a public service forum would at best only be a "talkshop adding to the already high level of frustration of employee organisations on account of the perceived inertia of the State to deliver positive results.

Refer back

"The negotiation issues which affect public servants across the board can be more constructively dealt with by joint committees drawn from both the ELRC and the PSBC, and emerging agreements can then be referred back to the respective councils.

"To create a public service forum would usurp the powers of the ELRC and PSBC and make a mockery of the process of labour relations," he said.

Some of the bigger unions represented on the PSBC are in agreement with this position.

British to help SA civil service

From LINDA ENSOR

LONDON. — British help in transforming South Africa's public service is one of the key issues to be discussed between Public Affairs Minister Dr Zola Skweyiya and British government officials during his visit to the UK this week.

Talks on bilateral co-operation will continue when British Public Service and Science Minister Mr David Hunt visits South Africa in February.

Mr Hunt said at a press briefing. "We will do everything possible to help," adding that the British government fully endorsed the programme to reform South Africa's government administration.

Savings

Dr Skweyiya, who arrived in London on a five-day trip yesterday, will address an international Service for the Citizen conference this week. Today he meets Overseas Development Minister Baroness Lynda Chalker and visits the Civil Servants College, which is organising the conference.

The college trained many ANC officials, in preparation for their role in the public service.

Britain has achieved more than R11 billion in savings from its programme to improve government efficiency, since the launch of the project in 1979. About 10 to 12 efficiency scrutinies of the civil service take place annually and contracting out activities to the private sector is constantly under evaluation.

Wage dispute: Skweyiya hits out

Own Correspondent

LONDON. — Public Services Minister Dr Zola Skweyiya has lashed out at public servants involved in the current wage dispute for being insensitive to the needs of the country and intransigent in their bargaining position. (250)

And he has warned that the necessary rationalisation of the public administration will inevitably cause pain to some civil servants.

In an interview, Dr Skweyiya said the government simply did not have the money to pay the minimum monthly salary of R1 500 demanded by the public service unions from December 1. This demand was "impossible, unacceptable," he stressed.

"We don't have the money. If we are to deliver the Reconstruction and Development Programme people should be sympathetic to

what the state is capable of."

President Nelson Mandela and government ministers had taken a cut in salary and accepted belt-tightening in the national interest and public servants should do likewise, he said. CT 9/12/94

Dr Skweyiya said he did not believe that a strike would take place even though a strike ballot was being conducted by the unions among the country's 1,2 million public servants.

Wage dispute: Skweyiya hits out

Own Correspondent

LONDON. — Public Services Minister Dr Zola Skweyiya has lashed out at public servants involved in the current wage dispute for being insensitive to the needs of the country and intransigent in their bargaining position. (250)

And he has warned that the necessary rationalisation of the public administration will inevitably cause pain to some civil servants.

In an interview, Dr Skweyiya said the government simply did not have the money to pay the minimum monthly salary of R1 500 demanded by the public service unions from December 1. This demand was "impossible, unacceptable," he stressed.

"We don't have the money. If we are to deliver the Reconstruction and Development Programme people should be sympathetic to

what the state is capable of."

President Nelson Mandela and government ministers had taken a cut in salary and accepted belt-tightening in the national interest and public servants should do likewise, he said. CT 9/12/94

Dr Skweyiya said he did not believe that a strike would take place even though a strike ballot was being conducted by the unions among the country's 1,2 million public servants.

Unions go to court over jobs dispute

250
BO 9/12/94

DAVID GREYBE

CAPE TOWN — The first of a string of urgent union applications against provincial governments who have readvertised public service jobs will be heard in the Industrial Court today.

The Northwest was the only government which bowed to union threats of legal action, and agreed this week to suspend its jobs campaign.

Two provincial governments — the Free State and Eastern Transvaal — refused, saying yesterday they were prepared to defend themselves in court.

A Free State spokesman said his government would oppose an urgent Industrial Court interdict application brought by the Hospital Personnel Trade Union.

The union demanded government suspend its "unilateral" jobs campaign in the provincial public health sector.

Public service unions are demanding that guidelines for the transformation of the public service be negotiated first with them at central level, saying without more transparency the process of transformation cannot be deemed credible.

The Free State is also facing an urgent Supreme Court interdict application next week by the biggest public service union.

The Public Servants'

Association (PSA) gave the Free State, Northwest and Eastern Transvaal provincial administrations until today to suspend all re-advertising of posts.

The Free State spokesman said late yesterday the province's lawyers were still studying the association's demand, but indicated it would not comply.

Supreme Court action against the Eastern Transvaal government is also expected next week, after it rejected the demand to suspend the jobs campaign.

An Eastern Transvaal spokesman maintained his government had complied with laid-down procedures drawn up at national level for the filling of posts. He said the association would have to pursue the matter with central government.

In the Northwest, a legal clash between government and the unions was avoided when representatives from the two sides agreed this week to suspend the jobs campaign until clarity was obtained from government.

Unions are opposed to jobs being offered outside the public service before candidates from within have been considered. The PSA is also demanding the establishment of a special tribunal to resolve disputes.

nbique,
nabolo,
e
Man-
ngs in
zo said
SA had
tional

re still
ted by
would

d," he

DI

ARG 14/12/94

'Not a cent for municipal elections'

(250)

ANDREA WEISS, Municipal Reporter

NOT a cent has been set aside in provincial and national coffers to prepare for municipal elections in October next year — leaving municipalities to pick up a bill which will run into hundreds of millions of rands.

This point was made by Cape Town city councillor Neil Ross at the last meeting of the Western Cape Regional Services Council before transitional local government comes into being, probably at the beginning of January.

In terms of the Local Government Transition Act, this meant registration of voters should start on January 28.

But Mr Ross said that "not a cent" for this task had been budgeted in the current financial year by central or local government.

Mr Ross was commenting on items before the RSC asking for money to be set aside to register voters in the area covered by the council, as well as to conduct a complete aerial survey of the metro-pole.

He said he was unhappy that local government was being expected to pick up the cost, given that the registration campaign would form the basis of a national voters' roll for national elections.

Customs officials resigning over pay

PRETORIA. — An "alarming" shortage of customs and excise officials was the result of resignations because of poor salaries, the Public Servants' Association said yesterday.

The statement said the shortage was "desperate" and that the state should pay urgent attention to the remuneration packages of these officials.

An investigation by the PSA had shown customs and excise officials were resigning to double their salaries in private sector jobs.

The PSA said the personnel shortages were costing South Africa "billions of rand in lost excise duty each year".

This had a negative ripple effect on the national economy, which the government could ill afford.

The PSA said the gross starting salary of customs and excise officials was R1 309 a month. After years of service most of the officials stuck on a gross salary of R3 878 a month.

In other, comparable, groups the gross starting salary was R2 261 a month with a ceiling of R8 279 a month.

The PSA added that it was preparing a claim to negotiate the improvement of salary packages for the officials. — Sapa

Public servants 'ready to strike'

(250) CT 14/12/94
DURBAN. — The count-down to the public service strike has begun, with the Public Servants' Association saying there were indications that the bureaucrats were voting overwhelmingly in support of industrial action.

PSA general manager Mr Casper van Rensburg said postal votes from about 75 000 members were still flowing in and they had extended the closing date from December 15 to December 20.

The Public Service League of South Africa has also had to extend its December 12 closing date to January 31 next year, as the Department of Defence and the Cape Provincial Administration had only given permission for balloting on December 8.

Negotiation between the government and 18 unions in the Public Service Bargaining Council deadlocked earlier this year over salary increases.

The unions have demanded a 15% general increase and a minimum wage of R1 500.

Cabinet bid to avoid public service strike

BD 14/12/94

250

DAVID GREYBE

CAPE TOWN — Senior Cabinet members are likely to intervene in the public service wage dispute today amid news of an overwhelming vote for strike action by members of the largest public service union.

Deputy Presidents Thabo Mbeki and FW de Klerk will meet Public Service Minister Zola Skweyiya and the presidents of all 18 public service unions at the Union Buildings in a bid to prevent SA's first legal public service strike.

Union negotiators last night reported another "frustrating" round of talks with government, saying they were unable to reach agreement on a policy framework for personnel rationalisation at central and provincial levels of government. The two sides agreed, however, to continue their talks today. They also hoped to discuss affirmative action policy.

A union negotiator said that unless the stalemate was broken unions could be "forced" to declare a dispute, adding to the threat of a national strike over wages.

The largest union, the Public Servants' Association (PSA), reported overwhelming support for strike action after two weeks of balloting. The full ballot results are expected before Christmas. Several other unions are also busy with strike balloting.

Participants at today's meeting with Mbeki and De Klerk at the Union Buildings said no agenda had been set.

Mbeki has been quoted as saying he

□ To Page 2

Cabinet (250) BD 14/12/94

□ From Page 1

hopes to achieve three things: no confrontation, no strike and a settlement that would motivate the public service to implement government policy.

Government said it could meet unions' wage demands only as the economy improved. The unions wanted a 15% across-the-board increase and a minimum monthly wage of R1 500, backdated to December 1. Government was offering a minimum wage of R1 075 a month from April 1 and R1 250 a month from April 1 1996.

A union official said it was "too early to expect anything". At most he hoped for the appointment of an all-party working group to look into the issue.

Union negotiators at the bargaining council session in Pretoria accused gov-

ernment negotiators of "the impossible", mixing personnel rationalisation, "a leaner public service" and greater representivity. One said it was an internationally accepted practice to deal separately with such issues, otherwise government could be accused of unfair labour practice.

The negotiator said government wanted "to get rid of public servants in the cheapest way possible, by creating a surplus of staff by advertising posts outside the public service before personnel rationalisation has been completed".

Sapa reports that the PSA said an "alarming" shortage of customs and excise officials was related to poor salaries. Officials were resigning to double their salaries in private sector jobs.

Mbeki, De Klerk meet civil servants

PRETORIA — A high profile government delegation, led by Deputy Presidents Thabo Mbeki and F W de Klerk, yesterday met representatives of civil service employee organisations to discuss the government's salary increase offer

Mr Mbeki and Mr Klerk, together with Public Service Administration Minister Dr Zola Skweyiya, also discussed "matters of mutual concern" with the public servant representatives, a government statement said

The statement said the parties agreed on the government's proposal to establish joint task teams to examine all issues concerning conditions of service, including the improvement of salaries and wages, to be addressed within a three-year plan

"In order to work out the necessary details regarding this proposal, it was agreed that a working group, consisting of representatives from the state as employer and the employee organisations, be established immediately to draw terms of reference of the task teams. The task teams should start functioning by mid-January," the statement said

However, the statement cautioned that "additional wage and salary increases would . . . have to be effected

at the cost of expanding other essential services needed for reconstruction and development"

The government statement said the employee organisations had expressed serious concerns of their members.

National Professional Teachers' Organisation of South Africa president Mr Leepile Taunyane said in a statement the parties had agreed to Naptosa's suggestion that functions envisaged for the task group could be fulfilled within the Education Labour Relations Act (ELRA)

"The deputy presidents also agreed to convey to the cabinet the view of Naptosa that, apart from the possible benefits which could result in the long-term as a result of the three-year plan, there is an urgent need to consider in the short-term contingency plans which could include the possibility of an adjusted offer to educators in the 1995/96 financial year," Mr Taunyane said.

The government statement said it was agreed that "the way forward lay in a partnership between the state as employer and the employee organisations to co-operate in the best interest of the future of this country" — Sapa

(250) CT 15/12/94

Govt proposes salary plan

CAPE TOWN — Deputy Presidents Thabo Mbeki and FW de Klerk yesterday told public service unions threatening a national strike over wages government was prepared to reconsider its salary offer.

However, they made it clear to a top-level delegation representing all 18 public service unions that the state did not have the money to meet the unions' wage demands, which would cost at least R8bn

Mbeki and De Klerk, impressing upon the union delegation that a public service strike would damage growing confidence in the economy, proposed that government and the unions jointly work out a three-year salary plan for the public service.

Delegates at the Pretoria meeting agreed to establish a joint working group to seek ways to break the stalemate. Public Service Minister Zola Skweyiya was also at the talks. *BD 15/12/94*

The working group, set up under the auspices of the Public Service Commission and Skweyiya's office, would establish task teams to start work next month. The teams

DAVID GREYBE

would also examine other disputed public service issues (250) (335)

Public Servants Association (PSA) GM Casper van Rensburg said he had been impressed by the sincerity displayed by Mbeki and De Klerk. However, it was premature for the PSA to withdraw its strike threat. The PSA would continue strike balloting in non-essential services and seek arbitration on wages in essential services "We want to see whether the task teams reach consensus on anything before we reconsider our position."

The task teams would have to look at the overall remuneration situation in the public service. His biggest concern was that they would get bogged down.

The PSA insisted that the task teams answer to the central chamber of the Public Service Bargaining Council, he said.

A government source said the lack of a common position among the unions was expected to complicate the teams' work

50 000 public servants plan January strike

(250) ET 16/12/94

PRETORIA. — About 50 000 public servants are to strike on January 3, blocking roads and inflicting "maximum damage" on the government, South African Health and Public Service Workers' Union secretary-general, Mr Silas Baloyi, said yesterday.

Mr Baloyi said the union would force non-members to join the strike.

Marches on the Union Buildings here and on other government institutions are planned.

The threat comes after a meeting between a government delegation led by deputy presidents Thabo Mbeki and F W de Klerk and representatives of civil service employee organisations, to discuss the government's salary increase offer.

A government statement said the parties agreed on the government's proposal to establish joint task teams to examine all issues concerning conditions of service, including the improvement of salaries and wages, to be addressed within a three-year plan.

But Mr Baloyi said the meeting had yielded "nothing substantial".

The strike threat by the union comes after months of wrangling about pay rises — Sapa

Govt 'hamstrings'

250
 CT 20/12/94

Evergreens 'can fight off colds'

OTTAWA — Evergreens indoors give off chemical vapours that knock cold germs out of the air, a research scientist of the Canadian forestry service said here.

Russian-born Dr Vladimir Smurnoff extracted germ-fighting substances from the air of rooms decorated with Christmas trees or just evergreen branches. He identified them as thujone, limonene and fenchone.

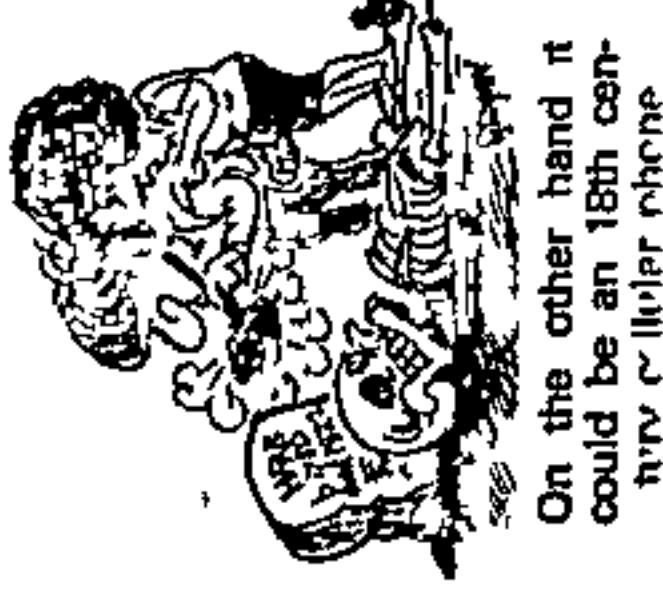
In a report to the government, Dr Smurnoff particularly recommends evergreen extracts for poorly ventilated work-places, but adds people could benefit also from evergreen branches in their homes.

Homefinder tomorrow

DON'T miss Homefinder, free with the Cape Times tomorrow. To give homebuyers additional time to shop around, Homefinder is being carried on Wednesday until the end of the year, reverting to both mid-week Homefinder and Friday Homefinder in the first week of January.

Crack of dawn

On the other hand it could be an 18th century letter where



Threat to slash Christ painting

By WETTE VAN BREDA

A PAINTING on display in St George's Cathedral depicting Christ afflicted with Aids has provoked a threat to slash the work of art.

American artist Mr W Maxwell Lawton, who is HIV-positive, said he had been called blasphemous, communist and heretic by critics of the painting, which will probably be housed in the cathedral.

He said people had come to the church threatening to spit on the painting and destroy it in the three weeks he worked on it in the new wing of the cathedral.

However, most people have been supportive and complimentary of the picture which shows a lesion-riddled Christ with intravenous drips and an oxygen tube up his nose, said the cathedral's sub-dean Mr Chris Ahrends.

"It's a very meditative work which holds an important message and makes incredible statements," he said. It would be used for Aids awareness campaigns.

Mr Ahrends said the church supported a recently-coined phrase "Our church has Aids" because "Christ suffers in each person including those with Aids."

Admitting that he intended "to shock", Mr Lawton said the message of the painting was "theologically correct". People who knew the scriptures of the Bible appreciated the painting but those who did not were critical, Mr Lawton said.

"It's a wake-up call to the church. Fight Aids, not people with Aids."

By ANTHONY JOHNSON and BARRY STREEK

BLOEMFONTEIN. — Angry government ministers yesterday slammed "unsympathetic" white male civil servants in key positions who they claimed are hampering their efforts to govern.

The ministers' frustration emerged from confidential reports discussed at the ANC conference here.

In the reports ministers said they were being "hamstrung" and even "stymied" by an unsympathetic civil service dominated in key positions by white men.

They expressed their anger as demands from a number of regions grew yesterday for a review of the constitutional job guarantee for civil servants.

The ministers stressed the urgent need to speed up affirmative action to transform the "too pale and too male" character of the public service.

Posts, Telecommunications and Broadcasting Minister Dr Pallo Jordan complained in his report, circulated to ANC delegates (but not the media) here, that the culture of his department was "that of Afrikaner males, some with strong commitments to the past".

He said "It is virtually impossible to develop relationships of trust between myself and most senior staff," adding that on taking over the ministry he found only one black — a messenger.

The guarantees we have accepted for incumbent civil servants remain an obstacle to any serious restructuring and the dearth of qualified blacks to fill upcoming posts means that for the foreseeable future we will have to make do with what we have got," Dr Jordan said.

The Minister of Public Service and Administration, Dr Zola Skweyiya, noted in his report to the conference that a public service dominated, especially at higher levels, by white men "is one of the greatest challenges we face in transforming the public service to a representative organisation that will reflect the multi-cultural picture of South Africa".

He said Public Service Com-

mission would have to establish new criteria for hiring, promotion, training and grading as well as create a completely new classification system that would ensure that blacks were accorded priority attention.

The PSC would also have to embark upon "intensive recruiting drives focusing on candidates from disadvantaged communities".

Defence Minister Mr Joe Modise complained that there were still "significant numbers of former SADF personnel who are finding it difficult and do not want to change to the new democratic society".

Safety and Security Minister Mr Sydney Mufamadi said "The extent of grievances around personnel matters is a legacy of apartheid injustices, with black members of the SAP having been severely disadvantaged."

CIVIL SERVICE TOO PALE AND TOO MALE — MINISTER

One of the burning issues at the ANC conference is the groundswell of demands that the ANC force a review of job security for civil servants negotiated at the multi-party constitutional talks in the run-up to the April election.

A resolution submitted by the Western Cape calling for "the constitution to be amended to abolish job guarantees" captures the mood of delegates from a number of regions.

However, ANC negotiators — including secretary-general Mr Cyril Ramaphosa — have acknowledged that it would be difficult for the ANC to wriggle out of the sunset clause provision.

Three provincial ANC leaders — Mr Chris Nissen of the Western Cape, Mr Tokyo Sexwale of Gauteng and Mr Patrick Lekota of the Free State — have also complained in their provincial reports to the conference that job guarantees were hampering the needed transformation of provincial bureaucracies.

And two ANC women deputy ministers — Deputy Minister of Agriculture Ms Thoko Msane and Deputy Minister of Arts,

Culture, Science and Technology Mrs Winnie Mandela — complained of the way their ministers were treating them.

Mrs Msane said the Minister of Agriculture, Dr Kraai van Niekirk, had agreed to the principle of having regular meetings with her before and after cabinet meetings but this was "not yet a satisfactory practice". She also said the principle of consultation and information exchange between Dr Van Niekirk, the department and herself before any major announcements and decisions had been agreed but had not happened.

Mrs Mandela said there had been problems in the relationship of the advisory group of experts and the minister, Dr Ben Ngubane. She said the advisory group had been "severely critical of unilateral action on the part of the minister, who has in turn been unwilling to take criticism."



Civil service strike looms

By Claire Keeton

THE PUBLIC SERVICE could be hit by an unprecedented wave of strike actions next year if last-minute Government intervention fails to resolve a wage deadlock with employee organisations

The counting of strike ballots from the 106 000 members of the Public Servants Association should begin today and indications are that the vast majority support a strike

But PSA spokesman Casper van Rensburg said: "A positive outcome does not mean we will immediately embark on a strike"

He said their meeting with Deputy Presidents Mr Thabo Mbeki and Mr FW de Klerk last week was promising

"We are prepared to work in a task group with the employer and these developments will de-

■ **MAJORITY SUPPORT** Ballot indicates

substantial approval for strike action:

Sowetan 21/12/94
decide whether we exercise our right to strike"
The employee organisations are demanding a R1 500 minimum wage and a 15-percent increase

Nearly all 68 000 members of the South African Health and Public Workers Union have voted to strike (250) (15)

They plan to down tools on January 3 and disrupt the civil service countrywide.

But Saphwu spokesman Mr Silas Baloyi said yesterday

"If the Government wants bilateral talks, our door is still open. However, if they do not deliver there is nothing we can do"

He said the Public Works Department would be worst hit, with Foreign Affairs, Land Affairs, the SANDF, and Gauteng hospitals also seriously affected.

The 96 000-strong National Health and Allied Workers Union has not opted to ballot since the leaders do not believe negotiations have deadlocked

Nehawu has drawn up a revised position aimed at settling in the next round of talks, scheduled for February

Meanwhile the employee organisations are working with the State on task teams to look at all conditions of service, including salaries

New policies to tackle slow pace of change in 'state machinery'

BLOEMFONTEIN — The ANC national conference yesterday adopted far-reaching policy directives to speed up government's transformation of the public service, judiciary, army, police and media.

"Until we transform the state machinery as a whole into a loyal instrument of democracy, transfer of power to the people will not be complete," the ANC resolved.

A priority was a radical overhaul of the Public Service Commission, including changes to its mandate to play the role of an ombudsman, and a staff shake-up "to become more representative".

Management of the commission, which set standards for the 1.2-million public servants, would in future be handled by Public Service Minister Zola Skweyiya.

The commission's report to conference on transforming state machinery said that while it recognised the problems encountered by government in restructuring the public service, "it is crucial government does not reinforce the perception that it is hesitant". It called on Skweyiya "to act decisively and begin to implement ANC policies as reflected in the reconstruction and development programme".

DAVID GREYBE

The newly elected ANC national executive committee had to consider urgently amending the interim constitution to overcome restraints on the process, particularly the public service job guarantee.

Affirmative action and representivity had to be used more "creatively" to overcome restraints. New legislative measures had to be included in the Public Service White Paper to be tabled early next year.

The ANC said government also had to consider "redeploying old (public service)

personnel... to areas where they could not sabotage change". Performance evaluation of public servants was necessary. Retrenchment packages and early retirement should be used to make "space for new personnel".

Delegates gave the go-ahead for establishing an ANC public service unit in the secretary-general's office, and a separate ANC "think-tank" involving all party structures inside and outside government.

The ANC called for the powerful Public Service Bargaining Council to be restructured so that it would no longer be used as

a forum to negotiate policy matters. In an apparent bid to curtail the power of established public service unions, the party called for restructuring of the bargaining chamber "to reflect actual membership of unions which have in the past been undermined by the practices of the apartheid administration".

Policies

- Community courts of similar mechanism to investigate.
- Restructuring the all-white and all-male attorneys-general offices to reflect society at large.
- Whether state attorneys' offices should be kept. If so, they should be restructured.
- The role of traditional courts, "which should be restructured and located within the formal judicial system"; and
- The introduction of measures to ensure lay participation in administering justice.

Noting problems created by SA National Defence Force "elements who wanted to sabotage the integration process", the ANC called on the Defence Ministry and the parliamentary defence committee to monitor closely and oversee all stages of inte-

From Page 1

However, it said there was a perception that absorption rather than integration was taking place, and called for more information. Noting the lack of discipline among former Umkhonto we Sizwe members, the ANC called on them "to adhere to the necessary standards of discipline".

The ANC called on Safety and Security Minister Sydney Mufamadi to speed up integration of SA's police services. He also had to investigate the threat of hit squads and act accordingly.

The ANC said the party and government had to draw up "a detailed approach on the issue of diversifying ownership and control of the print media. This should be undertaken to ensure that voices of "disadvantaged sections of society" were heard

To Page 2

Ministers were urged to fill the 11 000 affirmative action posts created after the election "by the end of February".

The ANC called on Justice Minister Dul-

Call for civil service to be transformed

By BARRY STREEK
Political Staff

BLOEMFONTEIN.—A White Paper on the transformation of the civil service should be presented to Parliament early next year, the ANC decided yesterday.

The 3 000 delegates to its national conference here also resolved that its national executive committee "should, as a matter of urgency, examine the necessity or otherwise of amending the interim

constitution to enable the government to implement its policies on the civil service"

The unanimous resolution said the state machinery needed to be transformed into a representative, efficient and loyal instrument of democracy

Provisions of the interim constitution limit the extent and pace of such transformation, although the provisions on affirmative action provide some possibilities.

The resolution said the bargaining chamber between the government and the civil service should

not be used as a forum to negotiate the implementation of the Reconstruction and Development Programme.

It also called on the government to immediately review the mandate of the Public Service Commission to ensure that the commission be made representative and that it functions as an ombudsman

The Ministry of Public Administration should become a proper department and should take charge of political and administrative functions, the resolution said

ET 22/12/94

11 000 public service posts: New guidelines

Own Correspondent

JOHANNESBURG — The Public Service Commission has issued new guidelines for the recruitment of staff to fill 11 000 posts, it was announced yesterday

The guidelines are designed to make the public service more representative of the population, including women and the disabled

Public Service and Administration Minister Dr Zola Skweyiya also announced that the commission had finalised the interim rules and procedures to be applied by national departments and provincial administrations in staffing their rationalised organisational structures

Dr Skweyiya said the measures

CF 29/12/94 (250)
would guide departments in the difficult task of absorbing public servants from the country's 11 former public services

"This process will be concluded taking into account the objectives of promoting representivity, down-sizing the Public Service to a more cost-effective level and protecting serving officials' rights to continued employment," Dr Skweyiya said

He said both the guidelines and interim measures had been drafted in consultation with a wide range of concerned parties including the 18 employee organisations represented in the central chamber of the Public Service Bargaining Council.

Dr Skweyiya said women, the

disabled and certain population groups were not well represented in many occupations in the public service, particularly at management level

The main objective of the public service recruitment programme was to address this imbalance

Dr Skweyiya said the guidelines would ensure that the most competent candidates who met the advertised requirements and would advance public service representivity were appointed or promoted

The minister said he was confident the new measures would have a positive effect on the morale and motivation of public servants by helping to provide certainty for their future.

NEWS Measures to rationalise and

New plan a boost for civil service

■ STAFFING GUIDE Skweyiya

hopes model will boost morale:

THE PUBLIC SERVICE Commission has finalised interim measures for staffing and rationalising the public service at national and provincial levels, Minister of Public Service and Administration Dr Zola Skweyiya announced in Pretoria yesterday.

He said in a statement the measures would guide Government departments and provincial administrations in staffing their rationalised structures.

They also dealt with the question of absorbing civil servants from the 11 former public services of South Africa, the TBVC states and the self-governing territories.

The process would take into account the promotion of representivity, the scaling down of the civil service to a more cost-effective size and protecting the employment rights of serving officials.

Provision had been made for the early retirement of those opting for it and who

were at least 50 or had 30 years or more of pensionable service.

This would apply in particular to management and middle management.

To ensure that this contributed to rationalisation the posts of those who opted for early retirement would not be filled automatically.

In addition, each department would have to make cuts in staff expenditure.

Vacant posts would be advertised only when the human resources within the service had been considered and a compelling need identified for an outside appointment to promote representivity (250).

The creation of a leaner public service would be a factor at all times.

Skweyiya said he was sure the measures, finalised in consultation with 18 employee organisations and a number of interest groups, would boost morale because they gave civil servants certainty about their future. —Sapa

Flashpoints seen as RDP sails into the doldrums

CLAIRE GEBHARDT

AKG. 2/11/94
250
JOHANNESBURG. — Labour and local government structures are shaping up as potential economic flashpoints over the next 12 months.

Analysts fear the inability to get RDP spending off the ground could spark off renewed labour unrest if workers believe their needs are not being met.

So far, nothing has been spent from the R2,5 billion RDP fund this year and R5 billion is due to be added next year.

The apparent lack of ability to get the money into the ground is attributed to local government inexperience and inability to make decisions.

This situation is likely to continue for the next 12 months until local government elections have been held.

Syfrets Economic Focus says this

time lag could produce dissatisfaction at a grass-roots level and undermine stability.

"Post-election goodwill may not be enough to sustain confidence until there is actual delivery on election promises."

Syfrets says the current wave of strikes is being fuelled by two factors — inexperienced leaders with a need to flex their muscles, and workers with post-election expectations.

"Should expectations not be met, this could have a detrimental effect on market sentiment and overall productivity."

Building contractors say they are doubtful that significant progress will be made, even on the housing front, until late next year.

"It's like working in a vacuum," says one.

Public service unions reject new salary offer

CAPE TOWN — Public service unions yesterday rejected a new revised wage offer from government but, for the first time, were split down the middle on their next move.

Negotiators said they expected government to exploit the split when talks resumed today in the central chamber of the public service bargaining council. The four-day talks end tomorrow.

Sources said the 18 unions were evenly split. The Public Servants' Association (PSA) — the biggest union — is leading the one camp, and the Cosatu-affiliated National Education, Health and Allied Workers' Union (Nehawu) the other.

The PSA-led group wanted "a salary plan that must be funded", while the Nehawu-led group favoured "career movement opportunities for the under-privileged". The source

DAVID GREYBE

said it would not be wrong to describe the union split as a black-white one.

Negotiators from the PSA-led group complained last night that government negotiations, led by Paseka Ncholo, special adviser to Public Service Minister Zola Skweyiya, had favoured the Nehawu group.

A source from the PSA-led group said they planned to start balloting members over industrial action next week. He expected a "huge yes-vote".

Nehawu, on the other hand, had argued against industrial action, saying it was premature. It accused unions such as the PSA of forcing an official wage deadlock at the last bargaining session six weeks ago.

Negotiators said it was unlikely now that there would be enough time to deal with the rest of the agenda, which included issues such as affir-

mative action and rationalisation.

All 18 unions yesterday rejected a second revised wage offer from government. A union negotiator said afterwards: "Like with the first offer, we could not take it seriously."

When talks adjourned on Tuesday, government had offered a monthly minimum of R1 050 from April 1 next year. The unions want a R1 500 minimum from December 1, and a 15% across-the-board increase. The unions yesterday reduced their across-the-board figure to 14%, and shifted implementation of wage increases to January 1 next year.

Yesterday government revised its minimum offer to include a wider net of public service scales, and undertook to introduce a minimum R1 250 from April 1 1996. Government also announced a R400m package to eliminate gender discrimination in the housing subsidy scheme.

Public service crisis a vital test for belt-tightening plan

By EDYTH BULBRING
and MARLENE BURGER

THE government faces an immediate and crucial test of its commitment to its belt-tightening programme after the deadlock this week of wage talks with the civil service unions

An exhausted and agitated Minister of Public Service and Administration Zola Skweyiya said on Friday: "This is our final offer. There is no more money."

The 18 unions representing public servants on Friday rejected a revised government offer, resolving to seek legal advice on whether they could now ballot their members for what could be South Africa's first public service strike.

The government's new offer, which would cost R2,5-billion to implement, favours the lowest-paid workers and gives employees in managerial positions no increase for next year. It provides for:

● A 19,44 percent increase on April 1 next year for the lowest-paid

workers, raising their salaries from R10 800 to R12 900 a year. This would affect about 100 000 public servants.

● A commitment from the state to further increase the wages of the lowest-paid workers to R15 000 a year by April 1 1996. This would mean that the lowest-paid worker would have increased his salary by R4 200 in two years.

● A sliding scale of increases for workers earning more than the minimum wage but less than R46 545 a year. Lower-paid workers will receive bigger increases than those with salaries near the cut-off point.

● No increases for public servants earning R46 545 and more;

● A change in overtime payments to health-care workers. At present, overtime payments are based on a nominal rate. In future, they will be based on health-care workers' salaries. This is aimed primarily at doctors and nurses who have been working more than 20 hours' overtime a week since the government introduced its free health-care pro-

gramme for pregnant mothers and young children; and

● The setting aside of R400-million to address gender disparities in housing subsidies from April 1 next year. Women who lost their housing subsidies when they married will benefit from this. (324)

The unions are demanding a 15 percent across-the-board increase and a hike in the minimum wage to R1 500 a month. (250)

Dr Skweyiya said on Friday that it would be "regrettable" if workers decided to strike. "We are trying to ensure that we meet them halfway and this is halfway," he said.

"We would strongly appeal to them not to go on strike. It is not in the interests of the country. It would not benefit them personally, or the citizens of the country."

Public Service Commission chairman Roe Venter said that, in addition to the lowest-paid workers, teachers, nurses and policemen would benefit most from the govern-

□ To Page 2

Crucial test for cut-back scheme

□ From Page 1

ment's wage offer.

Dr Skweyiya challenged unions representing the lowest-paid workers to explain to their members why they had not accepted the government's offer.

SA Health and Public Sector Workers' Union spokesman Success Matatsane said public servants would hold strike ballots from tomorrow.

Public Service League chief negotiator Arthur Farred said: "The state has failed to come up with an acceptable offer. Now the members will decide on our next move." 6/11/94

The general manager of the 105 000-strong Public Servants' Association, Mr Casper van Rensburg, was reported as saying his members would hold a strike ballot between November 10 and 15.

In terms of the constitution, public servants may strike for a month without reprisal or victimisation.

According to sources at last week's cabinet meeting, the Treasury Committee, headed by Finance Minister Chris Liebenberg, vetoed a proposal by Dr Skweyiya's department to offer the lowest-paid workers an increase to R15 000 a year from April 1 next year. (250)

The proposal, which would have cost the state R4,2-billion, was not affordable, the Treasury Committee said. It was decided to phase it in over two years, as is proposed in the government's final offer.

Setback for public service strike plan

DAVID GREYBE

CAPE TOWN — Public service unions could be barred from going ahead with plans for SA's first public service strike after government appeared to have outsmarted the unions at last week's wage talks.

Public Service Bargaining Council Chairman Hannes du Preez turned down a request by unions on Friday, after four days of inconclusive talks, to declare a deadlock, as he did six weeks ago. He said he wanted to seek legal opinion.

Government negotiators had argued that technically the deadlock was broken because both sides had shifted from their original positions.

If Du Preez ruled against the unions, they would be prevented from balloting.

While government improved its pay offer twice during the talks, the unions lowered their demand from a 15% across-the-board increase and a minimum monthly wage of R1 500 to 14% across-the board and a minimum R1 400.

Union sources conceded yesterday that government could be right. A union source said: "We may have been set up. They (government) may be right."

The government team was led by Paseka Ncholo, consultant adviser to Public Service Minister Zola Skweyiya, and Public Service Department deputy director-general Fanie Visser.

Another union source said the unions felt "terribly let down" after Skweyiya had led them to believe, during crisis talks with the presidents of the 18 unions three weeks ago, that government negotiators would "come up with a more comprehensive salary plan than they did".

Skweyiya said after the talks had broken down that government's offer, worth R2,5bn, was final because there was no more money in state coffers.

Ncholo said it would cost R8bn to meet the unions' demands.

The unions said they would go ahead with plans to hold strike ballots, which a union official yesterday said could take at least a month to complete.

Union officials argued that the deadlock had not been broken because the talks had broken down again, and the unions had reverted to their original position.

A government source yesterday claimed the 18 unions were divided over the issue. The source said two of the smaller unions had already indicated their willingness to accept the package, and predicted others would follow.

The government source said government was confident Du Preez would rule in its favour. Government would then make plans to implement the package.

The package is aimed at narrowing the huge wage gap in the 1,2-million-strong public service by favouring the lowest-paid workers.

It provides for

- A 19,44% increase on April 1 next year for the lowest-paid public servants, raising their monthly salary from R900 to R1 075. An estimated 100 000 workers will be affected,
- A second increase, on April 1 1996, to R1 250 a month;
- A sliding scale of increases for employees earning more than the minimum wage but less than R46 545 a year. Public servants earning R46 545 and more would not get increases,
- R400m to end gender disparities in housing subsidies, also from April 1 next year, and,
- The introduction of overtime payments to health workers based on their salaries and not a nominal rate, as at present

The implementation of the Reconstruction and Development Programme brings the role of the public service, which is often stigmatised as inefficient and unrepresentative, under the spotlight. Labour Correspondent Jovial Rantao reports

Star 8/11/94

For a more civil service

250

Perhaps more than at any other time in its history, the public service has come under increasing pressure to refine its role in society.

Even Public Service and Administration Minister Zola Skweyza has publicly voiced his concern that the sector, previously white-dominated, is not changing rapidly enough.

Speaking in Parliament recently, Skweyza said there was a need for drastic change in the civil service, to bring it into line with the Government's Reconstruction and Development Programme (RDP). South Africa, he said, needed to build a public service which mirrored its multicultural society and which would be efficient and accountable to the public.

It was necessary to discontinue programmes, policies and employment practices which acted against the Interim Constitution and the RDP, he said.

The Congress of South African Trade Unions (Cosatu) agrees with the minister. Its general secretary, Sam Shilowa, has gone further, accusing the public service of only "paying lip service" to the RDP. Cosatu has also criticised the threat by 17 public sector employee organisations to go on strike over pay

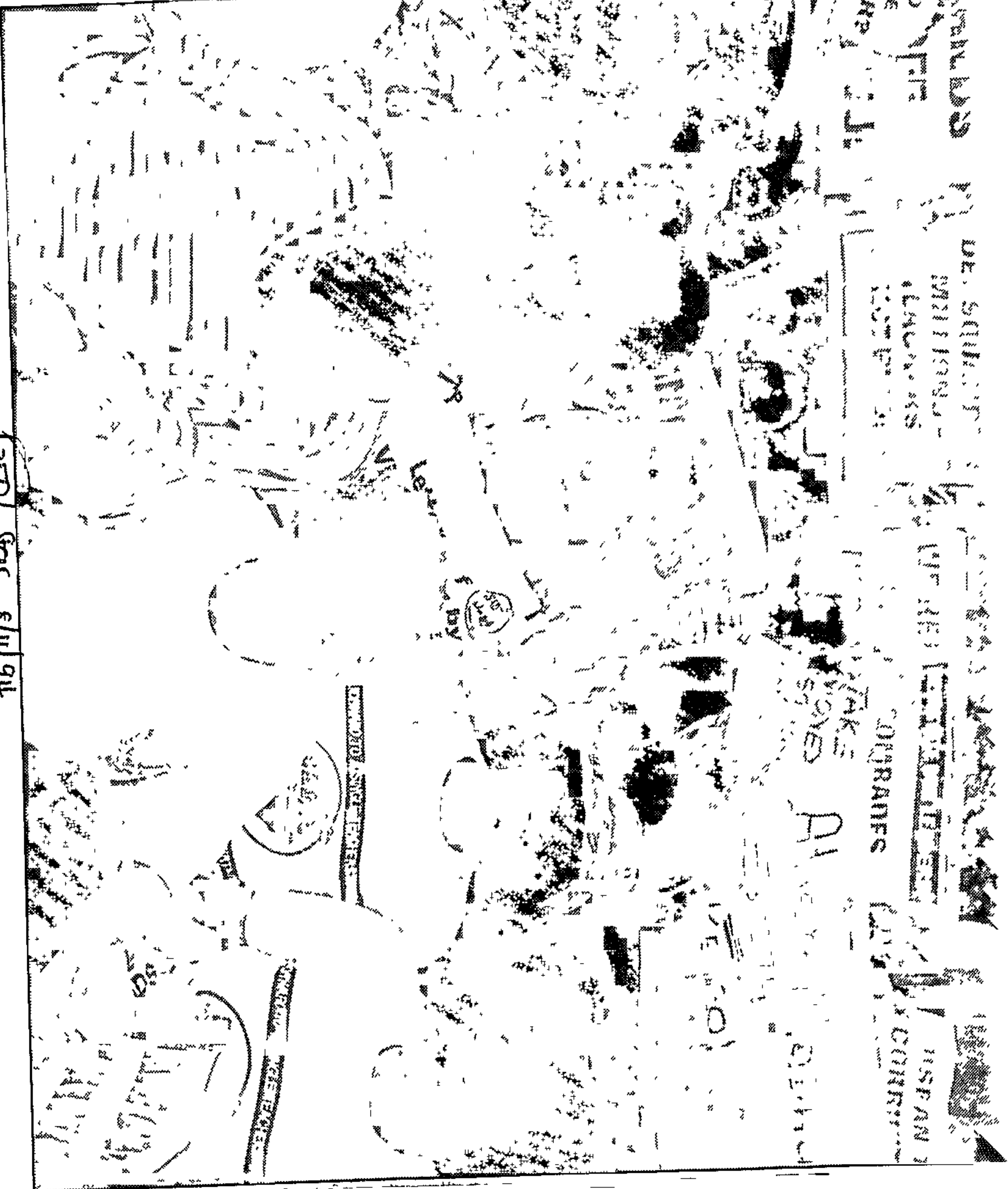
Outdated

According to Patrick Fitzgerald, a director of the Wits Graduate School of Public and Development Management, South Africa's public service is structured and managed along wholly outdated principles and methods.

"To turn this ship around in order to achieve the kind of developmental governance that is required by the RDP will require a co-ordinated strategy driven by the strongest possible political will and clarity of vision," Fitzgerald said.

The entire public service was a "rule-driven bureaucracy, resulting in performance that was measured in terms of adherence to the rules rather than achievement of results. There was, therefore, no incentive for creativity and a culture of service activity and a culture of service.

Other problems included: ■ Corruption and mismanagement of resources "The bureaucracy has frequently operated in an ethical vacuum where the il-



On the march . . . Teachers take to the streets in Johannesburg recently to demand better working conditions.

legitimacy of the State has been consolidated into a culture of personal gain and misappropriation of funds."

■ A poor and outdated management strategy "Management techniques in the public service have been developed in isolation from international thinking and focus on administration as opposed to management. Management style tends to be authoritarian, highly rigid and inflexible." ■ Lack of accountability "There

is a need to move from bureaucratic to operational accountability where employees are directly accountable to end-users, citizens and communities."

■ Lack of transparency, which means that information on which key decisions are based has been concentrated in the hands of senior officials, with the public and frontline workers kept in the dark ■ Inadequately trained staff at both the senior and junior levels ■ Poor labour relations, charac-

terised by the absence of an adequate legislative and institutional framework for collective bargaining.

Fitzgerald said these problems would need to be decisively tackled "Instead of a mere piecemeal approach, a practical vision of developmental governance needs to be instituted," he said.

He suggested the decentralisation of decision-making to enable employees who interface with the public to be responsive and effective when dealing with citizens.

■ Fitzgerald is also co-ordinator of the PWT premier's strategic management team

Public service

B/Dcy 10/11/94 From Page 1

tives of the RDP".

Similarly, employees were held accountable on the basis of adherence to rules as opposed to efficiency and effectiveness "Much decision-making was in secret and Parliament was often bypassed, for instance in passing subsidiary legislation."

Another problem was the unacceptably high wage gap in the public service. Ncholo said it was so high "it cannot be justified in any democratic society".

There was also the problem of "budgetary rigidity", which locked resources into inappropriate programmes, while procedural rigidity made restructuring "a lengthy process".

The guidelines for a public service "mission statement" are based on the RDP. They include democratisation; race and gender representativeness, accountability and transparency, administrative restructuring; affirmative action, "democratising" labour relations and a staff code of conduct.

Ncholo said government's adoption of

the RDP recommendation for a defined racial and gender quota system would depend on stakeholders' comments.

Public servants would have to be retrained "to reorientate them to the realities of the new political order".

The culture of administrative practice had to be redirected from one geared to control and regulation to one that was centred on development and people

Training had to be conducted through various channels, including in-service training, public and private sector training institutions, and tertiary education

On broad policy, the document stated the Public Service Commission would have to establish new criteria for hiring, promotion, training and grading, and create a completely new classification system.

To ensure targets were met, the commission would have to advertise revised criteria for hiring, training and promotion as well as embark on extensive recruiting drives in disadvantaged communities

● See Page 6

Affirmative action a priority

Govt plans shake-up of public service

B/Day 10/11/94

CAPE TOWN — Government yesterday released details of a radical restructuring plan for the 1,2-million-strong public service over the next five years.

A priority would be the implementation of affirmative action programmes to make the public service more representative.

Government found it unacceptable that about 40% of public servants were white and that the top management consisted overwhelmingly of white men.

The Public Service Commission would "embark upon extensive recruiting drives focusing on candidates from disadvantaged communities".

Details of the plan were released in the parliamentary public service select committee yesterday in the form of a discussion document, with an invitation to all stakeholders to comment.

While the plan did not include any reference to cutbacks in the number of public servants, details of an austerity drive announced recently indicated that 200 000, or 17%, of state employees would be trimmed over the next five years.

Paseka Ncholo, adviser to Public Service Minister Zola Skweyiya, said government hoped to release a Green Paper, with comments, in the first quarter of next year. He said a White Paper was planned for the middle of the year.

The plan draws heavily on government's

DAVID GREYBE

reconstruction and development programme. But, first, the public service had to undergo a "major transformation" or it would not succeed in the pivotal role planned for it in the implementation of the RDP and transformation of society. The "administrative infrastructure of apartheid colonialism" had to be dismantled.

The document focused on:

- An analysis of the current situation by identifying problems;
- Provision of a "mission statement on democratisation";
- Training, retraining, and;
- Broad policy objectives and "capacity building".

However, it warned that its capacity to deliver the goods was limited. "Expectations of the rewards which democracy would bring are high and greatly exceed the capacity of the economy to deliver."

The document identifies the "authoritarian, highly rigid and inflexible" management styles inherited from the apartheid era as a serious problem. Public servants were more concerned with adhering to regulations than with productivity.

As a result, there were no management information systems to promote efficient monitoring and revisions of programmes, "especially those aligned with the objec-

To Page 2

Impasse in PSA pay talks

250
~~257~~

CT 10/11/94

March for more pay

THE cabinet said yesterday it did not have the resources to meet the wage demands of the country's 1,3 million public servants.

Cabinet secretary Professor Jakes Gerwel said although negotiations were still under way, the cabinet wanted to emphasise that its offer was made after careful calculation of the resources available.

"There are no obvious other resources available."

He said the stage had been reached where both employee bodies had indicated their non-acceptance of the offer by the state as employers

But in neither case had a formal deadlock been declared and the cabinet would await further reports from the ministers concerned.

The government sympathised with the demands made by public servants and had made a wage offer linked to a three-year plan to improve the quality of life of workers, Minister of Public Service and Administration Dr Zola Skweyiya said yesterday.

The government had offered to raise the minimum wage to R1 175 for the lowest paid worker from April 1995, and to R1 250 in 1996 linked to an improvement in the budget, he said at a media briefing.

By PETER DENNEHY

ABOUT 700 members of the Public Servants' Association — a usually-conservative grouping of 105 000 government employees countrywide — staged a march to Parliament yesterday in support of a 15% pay increase.

The general manager of the association, Mr Casper van Rensburg, said salary and wage negotiations at the central chamber of the Public Service Bargaining Council had deadlocked, and attempts to get around the deadlock had failed.

Industrial action ballot papers will be posted by the middle of this month to those members who were not in "essential services". No essential services

staff marched yesterday.

The association hopes to have the results of the ballot by the month end. It has never had a strike before, only having gained the right to strike in August last year.

Public service strikers may not be dismissed in the first 30 days if the strike is legal.

Mr John Lee, vice-chairman of the PSA in the Western Cape, who handed over a memorandum to be given to President Nelson Mandela "in person", said his organisation was possibly the most conservative of the large public servants' organisations.

"We went to every extreme to even avoid having a march," he said.

"The government has set aside R400 million for housing allowances for women workers who have thus far not qualified for a housing allowance."

It was still constrained by the 1993/94 budget of the previous government, which had not catered for the expectations of public servants.

In principle the government was very sympathetic to the demands for a minimum wage for public servants, but was faced by budget constraints.

Over the next three years, the government was committed to an inclusive improvement of the condition of public servants,

which included narrowing the wage gap, improving the grading system and removing discrimination, he said.

The offer was aimed at improving the economic position of disadvantaged groups in the public service, Dr Skweyiya said.

Prof Gerwel said the government's offer was arrived at within the context of a programme for transforming the public sector, belt-tightening on the part of political office-bearers and the enhancement of the capacity of the public sector to contribute to the Reconstruction and Development Programme — Political Staff, Own Correspondent

Retrenchment package for public servants

DAVID GREYBE

CAPE TOWN — Government was considering offering a once-off retrenchment package to public servants, Public Service Minister Zola Skweyiya said yesterday.

Skweyiya said this would assist in rationalisation and affirmative action in the public service.

Public service union sources welcomed the announcement, saying it was the "only way" to rationalise the 1,2-million-strong public service without it "falling apart".

One source predicted that "tens of thousands" of mainly white public servants and employees in the former homelands would jump at the offer if it was reasonable.

Government recently indicated that it wanted to cut the public service by about 200 000 people, or 17%, as part of an austerity drive.

Skweyiya said the envisaged retrenchment package was not yet ready for publication. "Details still have to be worked out". The cost implications also "have to be assessed carefully against the background of the advantages as well as the disadvantages of such a step".

Once the planning was completed, the matter would be presented to the Cabinet and the 18 employee organisations for discussion, he said.

A government discussion document on the future of the public service released this week said government found it unacceptable that about 40% of public servants were white and that top management consisted overwhelmingly of white men.

Skweyiya also announced government had decided to establish a judicial commission with sweeping powers to investigate reported irregularities regarding "improper promotions and salary increases" in former homelands.

He had instructed the Public Service Commission to set up the commission "with a plurality of members of which the chairperson would be a judge".

"Accordingly, this commission will have far-reaching powers of adjudication. It will have powers to direct that improperly accrued benefits be taken away from affected individuals."

Affirmative action boost envisaged

Civil servants offered pay deal

■ BY CHRIS WHITFIELD
POLITICAL CORRESPONDENT

Cape Town — The Government is considering offering public servants a special once-off retrenchment package, Public Service and Administration Minister Zola Skweyiya said yesterday.

This would aid rationalisation and affirmative action.

His adviser, Paseka Ncholo, said "It's meant to create space not only for black men but also for women across the colour spectrum."

Skweyiya also announced last night that a judicial commission would be set up to probe promotions and salary increases in some of the homelands before they were reintegrated into

South Africa.

The commission would have powers to take away "improperly accrued benefits" from individuals, he said (250)

Skweyiya indicated in a statement that he was contemplating the dramatic retrenchment package offer to address the huge problem of reducing the size of the civil service once the rationalisation of 11 homeland services had taken place.

He stressed that details regarding this plan had still to be worked out.

The cost implications would be worked out "against the background of the advantages as well as the disadvantages of such a step"

"Once the planning is complete, the matter will be present-

ed to the Cabinet and employee organisations for discussion," said Skweyiya.

Ministerial spokesman Basetsane Thokoane said the package would "obviously be voluntary" because the constitution protected the jobs of existing civil servants. She said the ministry was probing ways of correcting race and gender imbalances in the service.

The announcement amounts to the first concrete indication of the ministry's plan to restructure the 1,2 million-strong public service.

Two weeks ago Skweyiya told Parliament that the service would have to be restructured to make it more representative of South African society.

ARG 18/11/94

Pollsmoor protest turns ugly

HENRIETTE GELDENHUYS

Staff Reporter

MORE than 100 defiant Pollsmoor prisoners were beaten with batons and were teargassed to force them to return to their cells, a prisons spokesman said.

The medium security prisoners refused to take part in a physical training exercise yesterday and held a sit-in protest in the courtyard, said Correctional Services spokesman Mike Green.

When the prisoners, who were bruised and scratched, he said, they were taken to the courtyard, demanded to be released before moving warders "had to use the necessary violence to move them back to their cells," said Lieutenant Green.

No one was seriously injured

□ Batons and teargas used to subdue 100 defiant prisoners

during the confrontation at Pollsmoor Prisoners' Organisation for Human Rights.

The protest was held to call for an Amnesty Resolution Committee to "arrive at a fair, logical and informed system of amnesties and sentence reductions". Prisoners were told only late yesterday afternoon that strike action by the prisoners' organisation

sation had been suspended pending a meeting with members of parliament and Justice Minister Dullah Omar, said Lieutenant Green.

"They tried to make the prison ungovernable. But they're a small minority among 6 000 prisoners"

Lieutenant Green said prison authorities could not allow pro-

testers to stay in the court at night because it would create an opportunity for them to escape.

"Our first responsibility is to protect the public," he said.

● In a separate action HIV-positive prisoners embarked on a hunger strike saying promises had been made that they would be released. Lieutenant Green said a memorandum containing demands had been forwarded to the ministry of justice.

Bureaucrats may be offered once-off retrenchment deal

AR6. 11/11/194.

CLIVE SAWYER
Political Correspondent

THE government is considering retrenching public servants as a way to help rationalise South Africa's grant bureaucracy.

Public service minister Zola Skweyiya said the possibility of a special, once-off retrenchment package for public servants was being investigated.

This would aid rationalisation and affirmative action.

Details were still being worked

out, Dr Skweyiya said yesterday.

"Cost implications will have to be assessed carefully against advantages and disadvantages."

When planning was complete, the matter would be presented to the cabinet and employee organisations

The government has been in a dilemma since the pre-election promise that no public servant will be axed as part of restructuring

But 11 bureaucracies, from the former republic, the TBVC states and self-governing territories, have to be

remoulded to fit the new constitutional dispensation, including the allocation of some powers to provinces.

Previously the government emphasised that the promise of no job losses did not exclude the possibility of reallocation of posts

Paying off unwanted public servants could ease the process and has, for some time, been seen by observers as inevitable.

It could also speed the process of ridding the public service of its image of being dominated in its upper echelons by white men

Dr Skweyiya announced a judicial commission to probe improper promotions and salary increases in the former TBVC states and self-governing territories.

The public service commission would arrange the appointment of the commission, which would have several members and be chaired by a judge

The judicial commission would have the power to direct that "improperly accrued benefits", including appointments and promotions, be reversed.

PUBLIC SERVICE

Testing Skweyiya

Reconciling the need to restructure the public service (so that it reflects more accurately the total population) with the austerity package announced recently by Deputy President Thabo Mbeki, will be a major challenge for Public Service & Administration Minister Zola Skweyiya

Mbeki says public service remuneration constitutes 54% of the State's current spending, excluding interest on government debt. Government consumption expenditure, of which public service pay is the main item, comprises 21% of GDP.

Government wants to bring down these figures significantly, but must, at the same time, comply with the provisions of the interim constitution requiring the public service to become more representative of the population without threatening the job security of existing civil servants.

Is it an achievable task? Mbeki believes so. He says "redeployment and attrition" will have to be the main contributors to change in the public service.

"By keeping its recurrent expenditure constant in real terms, government should be able to reduce this expenditure from 21% of GDP to 17% over five years." This,

Fm 11/11/94
he adds, is part of a complex issue facing the civil service. It's an admirable goal, but government will need to carefully manage its relationship with the increasingly restless public service unions, which have begun a strike ballot of members following last Friday's wage deadlock. **250**

Government acknowledges that there are problems in the collective bargaining system — including low basic wages, high wage differentials, excessively complex grading and inadequate managerial authority, capacity and accountability.

Skweyiya plans to establish a task team to review the grading system. The team will focus on the need for a salary improvement plan over the next three years. He says there is an urgent need for affirmative action in the public service. In national departments about 85% of management personnel are white males and only 10% black males, 1,5% coloured males and 1% Indian males. White females represent only 2% of managers and black females less than 1%. Skweyiya says "broad representation" will be achieved via a national plan, a departmental action plan and special measures recommended or programmes initiated by the Public Service Commission.

However, he will not tolerate tokenism in the public service. All recruits will have to go through the proper selection process and will be employed in an effective and

meaningful manner.

Part of the austerity plan announced by Mbeki includes basic pay cuts for political office bearers ranging from chairmen of parliamentary and provincial legislature committees (2,5%) to the President and Deputy Presidents (20%). The old and new basic salaries of the officials are:

□ President: R575 000/R460 000. Deputy Presidents: R500 000/R400 000,

□ Cabinet Ministers, provincial premiers, the Speaker of the National Assembly, the president of the Senate and the chairman of the Constitutional Assembly: R392 000/R352 800;

□ Deputy Ministers, members of provincial executive councils, speakers of provincial legislatures: R310 000/R286 700;

□ Deputy chairman of the Constitutional Assembly, deputy speaker of the national assembly and deputy president of the senate: R252 000/R239 400,

□ Deputy speakers of provincial legislatures, Chief Whip of the majority party in the National Assembly, chairman of the select committee on public accounts in the National Assembly: R232 000/R220 400, and

□ Chairmen of any other committee in the provincial legislatures, any standing committee in parliament, and the Chief Whip of the largest minority party in the National Assembly: R209 000/R203 775. ■

ANC wants tougher stand on public service

250

JOHANNESBURG — The ANC's PWV region re-elected its key leaders at the weekend but signalled a new initiative to exert authority over a recalcitrant public service.

ANC provincial secretary-general Mr Paul Mashatile told a news conference its central strategy was to consolidate power by "taking hold" of the bureaucracy. The fifth provincial confer-

ence of the ANC resolved that "insufficient determination and will" had been exhibited by the regional legislature and executive, as well as the national equivalents, to assert plans and strategies to transform government and society.

The old regime was still clinging to power and was trying to sabotage democracy via the public service.

In a bid to tackle these problems and hindrances, the ANC voted to reshuffle mandarins out of key posts, dis-mantle "existing networks", encourage affirmative action and build the capacity of new officials.

The conference voted to retain unopposed Mr Tokyo Sexwale as provincial chairman and Mr Mathole Motshelga, Mr Paul Mashatile

and Mr Obed Bapela kept their posts of deputy chairman, secretary-general and deputy secretary-general. The vacant post of provincial treasurer went to provincial MP Mr Mahomed Dangor.

Mr Dangor said the coming year would be a difficult one because of the diminishing support of traditional party funders and the need to establish a "fighting fund".

ahead of next year's local government elections.

In a further resolution, the ANC agreed to lobby the government to enact legislation encouraging the use of non-traditional financing mechanisms for housing.

The party called on Environment Affairs Minister Dr Dawie de Villiers to prevent the dumping of toxic waste in the province.

Tomorrow min... 9 deg C Long... 25 deg C
Tomorrow max... 22 deg C Full moon... Nov 18

Wind
2pm yesterday
W 10 knots

Cloudy, cool
16 to 21 deg C

Strand
024 854 7593

ARG 14/11/94

Cape lobby hits back in fight to keep parliament

Last thing Mandela wants is a divisive regional struggle

CLIVE SAWYER
Political Correspondent

INTENSE lobbying of non-PWV MPs has begun as the Cape fights back in the tug-of-war over parliament

Renewed speculation about moving the legislative capital to Pretoria threatens to stoke up regional tensions:

The key to parliament's future is held by the majority of MPs, who are from outside the PWV.

Moving the capital would require a change to the constitution, which can be approved only by a two-thirds majority in a joint sitting of both houses of parliament

President Mandela has declined to commit himself to support of either city, but does want a decision

as soon as possible, said spokesman Parks Mankahlana.

A cabinet committee of Finance Minister Chris Liebenberg, Transport Minister Mac Maharaj, Public Works Minister Jeff Radebe, Constitutional Development and Provincial Affairs Minister Roelf Meyer, Environment Minister Dawie de Villiers and Trade and Industry Minister Trevor Manuel is investigating the costs of running government.

They are expected to recommend a process by which a decision on the future of the legislative capital can be reached

Mr Mandela has said previously that citizens would be canvassed on any decision about the future of parliament

Earlier this year, Pretoria's

hopes were given a severe blow by a nationwide survey by the Institute for a Democratic South Africa (Idasa) which found most people wanted parliament to stay in Cape Town.

Meanwhile, scorn has been poured on the alleged estimated savings of moving parliament to Pretoria

A government task team has reportedly said that R22 million a year would be saved by the move

National Party MP David Graaff said this did not take into account the R1,5 billion replacement costs of building a parliamentary complex in the PWV, on which annual interest of about R225 million a year would be payable

This did not include sundry other costs.

Lobbyists of the Citizens Alliance for Parliament (CAP), the group which aims to keep parliament in Cape Town, have said that technological advances in telecommunications have removed the need to fly officials back and forth between the two capitals

The group has said the enormous cost of building a new complex, which to match existing facilities would have to have at least two large assembly halls, several conference rooms and dozens of offices, would be better spent on the reconstruction and development programme

A CAP spokesman said today that while Mr Mandela has taken a neutral stand on the two cities, he was known to be adamant about avoiding a divisive regional tussle



Toruk: 'Govt bogged down'⁽²⁵⁰⁾

JOHANNESBURG — The government is performing "increasingly badly, bogged down with sheltered employment and a bloated, incompetent and unimaginative public service", the Reconstruction and Development Programme Commission's head in the PWV, Prof Ben Turok, said yesterday.

He said the cost of South Africa's public service ranked first in the world, using up 45% of government funds on salaries alone. — Sapa

CT 16/11/94

Mandela's salary is cut

Skat 16/11/94
Cape Town — President

Mandela's 20 percent salary and allowances cut was approved in the National Assembly yesterday

The House approved the motion put by Leader of the House Trevor Manuel that the president's annual salary be cut from R575 000 to R460 000 and his allowance be reduced from R115 000 to R92 000 a year effective immediately (250)

The same resolution also approved that on the death of the president an amount of three times his annual remuneration would be paid to his widow or dependents or any category of persons nominated by him (324)

Upon retirement from office the president would be granted a pension benefit equal to 75 percent of his annual salary paid monthly

Instead of the latter he could opt for an annuity equal to the pension benefit, purchased for him from a life insurer of his choice and financed from the National Revenue Fund. — Sapa.

Extra funds for Public Service

EXTRA funds for the Public Service — to be rationalised from 18 apartheid structures to 10 new administrations — was approved by the National Assembly yesterday. (250)

This was in terms of an amendment to the Exchequer Act and was part of an omnibus Finance Bill — read for a second time — authorising payments not budgeted for.

The bill includes the authorisation of unauthorised expenditure and the appropriation of money already authorised for spending —
Sapa CT 16/11/94

DP, Freedom Front slam new public holidays

Political Staff

THE Democratic Party and Freedom Front have served notice that they will not support the Public Holidays Bill

The draft legislation, which was debated in an extended public committee last night, provides for 12 paid public holidays as well as the option to exchange any day in lieu of a public holiday by agreement between workers and employers.

Home Affairs Minister Mangosuthu Buthelezi said the Bill provided for one public day more than on the present public holiday calendar.

He realised the exclusion of Ascension Day was a sensitive issue, but the cabi-

net was guided by the fact that it was not a recognised public holiday in many countries

DP MP Dene Smuts slammed the cabinet for passing the Bill and "blithely ignoring the contradictions with labour statutes like the Mines and Works Act and the Basic Conditions of Employment Act"

"The implications would have been labour unrest on a huge scale, because miners and blue-collar workers would have revolted against the fact that they continued to receive seven days, while the rest of the country gets 12."

The cost of 12 paid holidays in the mining industry would be about R1,5 bil-

lion in foreign exchange earnings.

"The difference between the current arrangement of four statutory and three agreed days, and 12 non-production days is R863 million per annum," she said.

ANC MP and chairman of the Home affairs standing committee Desmond Lockey said some of the present public holidays were "culturally offensive and outdated" to the majority of South Africans.

Freedom Front MP Leon Louw said the proposed public holiday calendar was a "recipe for conflict".

He proposed national public holidays, public holidays for special groups and separate holidays for provinces.

Nehawu cries foul over Venda retrenchments

B1 Day 18/11/94

NOMAVENDA MATHIANE

GIVING in to union demands to reinstate thousands of retrenched drought relief workers in Venda would set a dangerous precedent for other unemployed workers in the province, the Northern Transvaal premier's office said yesterday.

The National Education, Health and Allied Workers' Union (Nehawu) yesterday accused the provincial government of negotiating in bad faith by retrenching workers while negotiations were going on.

Nehawu said 14 000 workers had been dismissed so far, while the provincial government said it had laid off about 10 000 temporary workers on the drought relief projects because funding had been exhausted.

The premier's office said it was under no obligation to negotiate with Nehawu on the plight of temporary workers.

Pietersburg Nehawu organiser Emmanuel Mohale said a regional meeting was planned for tomorrow to address the problem and to look into issues such as promotions, pay parity and Nehawu stop orders that were not being processed by the government.

Mohale said a joint Nehawu-government commission set up to investigate the region's financial standing found a sum of R14m in one of the former government's accounts.

"This money could be used to keep these

workers in employment instead of laying them off, and using the army to put up water boreholes and supply water to the villages," he said.

"The government's argument that the workers who have been laid off are temporary workers does not make sense because the majority of those people have been temporarily employed by the former government for over 18 years," he said.

□ Sapa reports that police reopened the Bisho/King William's Town road yesterday which had been blockaded earlier in the day by public servants and general workers from the former Ciskei administration.

The workers are complaining about wage discrepancies.

ne Aid

BEST AND MOST EXPERIENCED
T SERVICE COMPANY

OFFER

es and Hoists.

s and hoists - Legally required by

gally required by the O.S.H. Act.

lly required by the O.S.H. Act.

s. We can overhaul your cranes
nge spans, height of lifts, speeds,
controls, brake conversions,

Public service unions to go ahead with strike ballot

B1 Day

DAVID GREYBE

CAPE TOWN — Public service unions will continue with a strike ballot following Public Service Bargaining Council chairman Hannes du Preez's decision not to rule on whether a deadlock had been reached in negotiations, sources said yesterday.

If Du Preez had ruled against the unions, and judged that there was no deadlock, the ballot would have fallen away.

Instead, Du Preez informed government and the 18 public service unions that they would have to decide themselves on their next move, the sources said. 18/11/94

The sources said government could eventually be forced to go to the Supreme Court to prevent the unions going ahead with SA's first public service strike.

Two weeks ago Du Preez turned down a request by the unions, after four days of inconclusive talks, to declare a deadlock, as he had done in earlier talks. He said he wanted to seek legal advice.

Government negotiators, who at the time appeared to have outsmarted the unions, argued that technically the deadlock was broken because both sides had shifted from their original positions.

Unions vowed yesterday to continue with strike balloting of their members.

Public Servants' Association (PSA) GM Casper van Rensburg said ballot papers were posted to union members in non-essential services on Tuesday.

Van Rensburg said the union hoped to

have the ballot results by December 5.

He confirmed the PSA had requested Du Preez to go ahead with arbitration between government and the unions involved in essential services, because they were prohibited from striking.

Van Rensburg was at pains to stress that the 106 000-strong PSA would go to almost any length to have wage talks resumed.

A Public Service Bargaining Council source said Du Preez was busy trying to arrange a special meeting of the council, within the next few weeks, to discuss the PSA request. (250) (25)

A Public Service League official said ballot papers would be posted to members on Monday. He said the league, together with at least four other public service unions, planned to hold a single day for balloting on December 12.

A government source said government had not yet formulated its response to the latest developments.

After the last round of talks failed, the unions reverted to their original demand of a 15% across-the-board wage increase and a minimum monthly wage of R1 500, from December 1. Government improved its pay offer twice during the talks, to end up with a minimum wage offer of R1 075 a month from April 1, and R1 250 a month from April 1 1996.



Asmal warns public servants

(250) ET 19/11/94
JOHANNESBURG. — Water Affairs and Forestry Minister Professor Kader Asmal warned public servants yesterday that it would be “self-defeating and selfish” to go on strike.

He was reacting to a call for a strike by public workers after the recent deadlock between unions and government representatives during salary negotiations.

Prof Asmal was speaking at the annual seminar of the SA

National Council of Tunnelling (Sancot) in Midrand, north of here.

He said the irony of the strike call was that it was using the “very freedoms which our new democratic order provides to strike at the roots of that new order. It is self-defeating and selfish.

“It is anti-social behaviour which will turn the end of this historic year into a bleak season

indeed for the public servants who go on strike”

Prof Asmal assured civil servants that there was no truth in the perception that affirmative action would deprive them of anything.

The action would certainly bring about change “to the very roots, but it will not mean victimisation and reverse racism, that is what we have spent these years fighting against” — Sapa

RDP must fly or else trouble warn critics

ARG. 19-20/11/94

DAVID BREIER
Weekend Argus Political Staff

250

SOUTH AFRICA'S multi-billion rand reconstruction and development programme (RDP) is being buried under a pile of government white papers and red tape, critics warned this week.

There are growing fears of large-scale political unrest as the frustrated electorate waits for the government to deliver on its RDP election promises

Yet another RDP white paper was tabled in parliament this week amid accusations that little was being done

■ The RDP is becoming bogged down in bureaucracy and little is happening, critics say. They warn of political unrest as a result of delays in discernible progress.

to build houses and services, provide jobs and raise the living standards of disadvantaged people

RDP minister Jay Naidoo acknowledged there were legitimate complaints regarding delays in transferring RDP money to projects. He said he hoped the business plans for 22 projects would be ratified by January.

Mr Naidoo said a major obstacle to delivering the RDP promises was the lack of capability at provincial level.

Max Sisulu of the African National Congress and chairman of the RDP select committee in the national assembly, admitted this week that the slow implementation of the RDP was causing concern.

The National Party's Piet Coetzer said the time for philosophising was over and the RDP should be implemented.

Civic organisations have been increasing their warnings about RDP delays.

Patience is also growing thin in the private sector.

Business people at an RDP summit in Midrand near Johannesburg this week said there was a growing perception the RDP was "all talk" and no action.

In Cape Town, Nolan Marsh, managing director of Cape civil engineering contractors E U Civils, warned that if the government did not get moving on the RDP, the concept would fall into disrepute.

"When the RDP was first discussed and used as an electioneering promise, the entire construction industry took heart. After four years of a very severe recession, it really seemed there was light at the end of the tunnel," he said.

"However, the impression among an increasing number of consultants and contractors is that those responsible for implementing the RDP are better at talking and finding excuses for not going ahead than actually doing anything constructive," he said.

He said the usual excuses for delays had been bandied about long enough.

These excuses included the delay in the delegation of provincial powers from central government and the need to identify impoverished communities.

He warned that the level of frustra-

tion in the building industry was being reflected by the township electorate who felt election promises were not being kept.

"This definitely will lead to political unrest within the next six months if urgent action is not taken to satisfy the needs of at least some of the people."

Mr Marsh said the industry needed information six months ahead of schedule in order to plan, but little was coming from the government.

"The limited information that is available is continually changing. We are beginning to suspect that the planning authorities do not know the answers," he said.

He said that, far from being overloaded with RDP projects, "we are more likely to find ourselves slowly strangled to death through a lack of work opportunities."

Mr Marsh said the non-implementation of the RDP appeared to stem from the government's attempts to create foolproof blueprints.

"While this is commendable, it is equally important that the process should commence and be modified as one goes along. Obviously, there will be a learning curve, but that is inevitable, whatever one does."

He supported the government's intention to focus on newly-trained labour and emergent contractors. But, he said, "it would be unwise to try to convert our sophisticated construction industry to labour-intensive methods overnight."

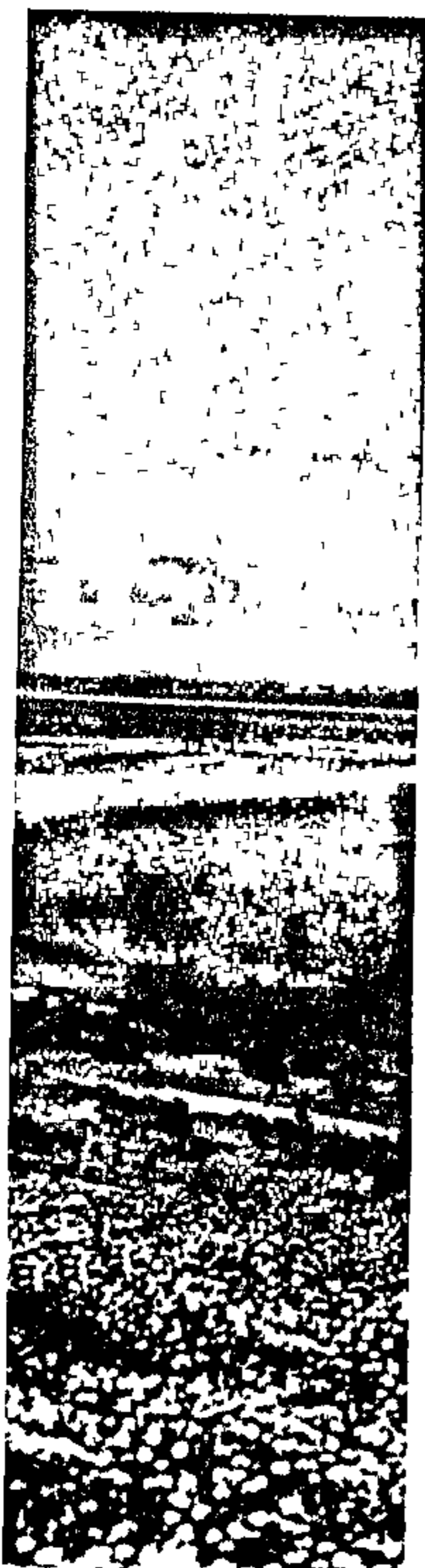
Mr Marsh said the Western Cape construction industry needed a go-ahead. He was frustrated by the government's perpetual calls for private-sector involvement in the RDP.

"Most of us are ready to get involved and to advise at any time. The difficulty is that the people asking for this type of advice really only want capital loans, which most of us are not in a position to give."

A spokesman for Mr Naidoo said contractors should work in partnership with communities and identify their needs.

"The RDP is people-driven," he said.

The spokesman said the RDP was not a handout and sectors could not merely demand what they wanted.



ARG. 19-20-11-194

Strikers warned: Don't be so selfish

JOHANNESBURG. — Water Affairs and Forestry Minister Kader Asmal warned public servants yesterday it would be "self-defeating and selfish" to go on strike.

Professor Asmal was reacting to a call for a strike by public workers after the recent deadlock between unions and government representatives during salary negotiations.

Speaking at the annual seminar of the South African National Council of Tunnelling (Sancot) in Midrand, north of Johannesburg, Professor Asmal said civil servants were about to cast a ballot for or against the strike, except in essential services such as provision of water, power and sanitation.

"Although the immediate reasons are related to salary negotiations, there are wider concerns in the service over matters such as affirmative action and the way the 11 000 vacant jobs will be filled, and this exacerbates tensions among staff."

He said the irony of the present strike call was that it was using the "very freedoms which our new democratic order provides to strike at the roots of that new order. It is self-defeating and selfish".

(250)
"It is anti-social behaviour which will turn the end of this historic year into a bleak season indeed."

Professor Asmal also said pay levels in the past tended to decide which trade unions staff belonged to, meaning the public service unions were still, to a large extent, based on racial lines because salary scales were largely along racial lines.

"When one considers the obvious need for corrective action to put right the employment wrongs of history, this is an unfair state of affairs and must be attended to."

He assured civil servants there was no truth in the perception that affirmative action would deprive them of anything. The action would certainly bring about change "to the very roots, but it will not mean victimisation and reverse racism. That is what we have spent these years fighting against".

Professor Asmal also said South Africans were entering a fascinating stage of their history, in which "all interests are being urged to pull together on a basis of mutual understanding of problems". — Sapa.

Page 26/11/1996

Budget drafters sent back to drawing board

CLIVE SAWYER
Political Correspondent

GOVERNMENT departments face a return to the drawing board in drafting next year's Budget, after the cabinet imposed a ceiling on increases in spending.

Budget priorities were the main focus of yesterday's cabinet meeting. Ministers and their departments should, where necessary, re-prioritise their departmental budgets to accommodate all expenditure within the guideline amounts for 1995/96," the cabinet

said in a statement.

Yesterday's discussion follows a briefing last week on economic growth objectives, including the need to create a stable climate to encourage foreign and domestic investment.

Government spokesman have emphasised a continuing commitment to reducing the deficit before borrowing. Also discussed at yesterday's meeting was the filling of the 11,000 public service vacancies which drew millions of applications when advertised earlier this year.

The cabinet reaffirmed its decision that these vacancies should, within the framework of existing regulations, be filled in a way that would assist in making the public service more representative of the community.

An inter-governmental forum, to ensure co-operation and co-ordination among the three levels of government, was approved.

Labour minister Tito Mboweni was given the go-ahead for proposals to shore up the cash-strapped unemployment insurance fund. It was disclosed earlier this

year that the fund faced running dry early next year.

● A procedure to set up a national commission on higher education, to advise the government on issues related to the restructuring of higher education, was approved.

Jairam Reddy was appointed as chairperson.

● The cabinet is to appoint a commission of inquiry into the potentially hazardous stockpiling of spent mercury catalyst in Kwa-Zulu-Natal by Thor Chemicals.

(250)

Fight over staff transition

ANDREA WEISS
Municipal Reporter

(250)
ARC 29/11/94

AGREEMENT in principle has been reached by the Cape Metropolitan Negotiating Forum on a document to govern local government transition, but two clauses need resolving.

First, the way in which present council employees will be dealt with during transition will be discussed this week before a plenary session of the negotiating forum on Monday

From remarks made at the plenary session of the CMNF last night, it was clear the Congress of South African Trade Unions (Cosatu) was concerned about employees, as was the old Regional Services Council.

But broad consensus was achieved

Co-chairman Willie van Schoor pointed out that neither the nominations lists nor a clause concerning employees would be considered

RSC deputy chairman Louwtjie Rothman said employees should be transferred to the Transitional Metropolitan Council provided the move did not alter their benefits

He said incumbents such as chief executive officer, chief director of engineering, finance, health, administration and acting chief director of town administration should occupy posts until they were advertised

A second contested clause was the nominations lists for transitional councils — to govern until municipal elections

These lists are being scrutinised by the forum's steering committee and a welter of objections have been considered.

Among the objectors are city councillor Leon Markovitz, who claims the city's nominations were "rigged" by the Democratic Party, the Milnerton Negotiating Forum which has not been given seats because the council has taken them all and the SA National Civic Organisation in Atlantis which claims an ANC/SACP/Cosatu alliance has taken all available seats

The Inkatha Freedom Party is unhappy because it has too few seats, and Bellville municipality is upset because a squatter organisation has been given a seat on its transitional sub-structure

Although part of the agreement, the fact that new councillors can be drawn from areas where they are not resident for the transitional structures only is a source of concern to many parties.

However, at the closure of the meeting, it was pointed out that all parties would be called on to sign the agreement when it was finally ratified.

Among the clauses which were accepted included the members of the forum, the way in which local government bodies will be dissolved, the establishment of the Transitional Metropolitan Council and its sub-structures and their powers and duties.

PUBLIC SECTOR - GOVT. - GENERAL

1995

JANUARY - MAY

Strike threat casts shadow over 1995

By ALI MPHAKI

SOUTH Africa could start the New Year with a limp, if Tuesday's planned strike by the SA Health and Public Service Union goes ahead.

The union, comprised mostly of general assistants, received majority support for strike action in its ballot. It planned to start striking on Tuesday.

This was despite a warning by Public Service Minister Zola Skweyiya this week that unions were unlikely to find sympathy with the public or the ANC for a strike.

Skweyiya warned that a strike would harm ongoing talks

Relations between the public service and government have been strained following government's rejection of a demand for a 15 percent across-the-board increase and an increase in the minimum wage to R1 500 a month.

On the other hand, the strike ballot being conducted among members of the Public Servants' Association (PSA), the largest public service union, is receiving overwhelming support. The deadline however, has been extended to January 15.

Negotiations

PSA President Caspir van Rensburg is reported to have said a decision over whether to go ahead with a strike was also dependent on continuing negotiations between parties

On the education front, the largest teacher's union in the country, Sadtu, has warned that morale among teachers is at an all-time low due largely to meagre salaries and poor work conditions.

At a meeting of Sadtu, the National Professional

Teachers' Organisation of SA (Naptosa), and a top-level government delegation led by Deputy President Thabo Mbeki and FW De Klerk on December 14, government made it clear that it was impossible for it to address the current salary-related problems in the 1995/96 financial budget.

The government was prepared to offer a 1,4 percent increase, which was flatly rejected.

■ Meanwhile the Azanian People's Organisation has thrown its weight behind the looming public servants' strike.

Spokesman Vuyiswa Qunta warned that Azapo would even go to the extent of "holding some leaders hostage", if public servants' demands were not met.

■ Sapa reports that Nehawu said yesterday it would not take part in the strike.

DP and PAC votes threaten public service's constitutional guarantee

By RAY HARTLEY

Parliamentary Correspondent

THE ANC could attain the two-thirds majority it needs in Parliament to remove public service job guarantees from the constitution — without the backing of the NP, Inkatha or the Freedom Front.

The ANC decided at its Bloemfontein conference that its National

Executive Committee should "examine the necessity or otherwise of amending the interim constitution with a view to enabling the government to implement its policies on the civil service".

But in the constitutional numbers game, the party would be 15 votes short of the 327 votes needed in a joint sitting of Parliament to

change the constitution.

Five votes were likely to come from the PAC, which has publicly opposed the "sunset clause" which guarantees public servants their current jobs, leaving the ANC just 10 votes shy of shaking off the job guarantee.

The DP's James Selfe said this week his party — which would have

10 votes in a joint sitting — would support the removal of the clause, provided this would lead to a more efficient public service.

"We would look reasonably sympathetically at a detailed focus on rationalisation, but we would not support it if it meant simply replacing one bloated, inefficient civil service with another." Whether or not

the ANC will choose to use such a majority to amend the constitution remains to be seen, with President Nelson Mandela recently restating his organisation's commitment to reconciliation.

By promulgating a two-thirds amendment on the public service, the ANC would effectively grind the government of national unity to a

halt and undermine the consensual approach currently being pursued in most government business.

But the organisation would have to weigh this against the cost of retaining the current uncooperative, money-gobbling public service, which constitutes the major thorn in the side of its plans to change the face of public spending.

250

STILLIGS

Police stand by to protect civil servants

CT 3/1/95 (256)

Staff Reporter

A NATIONWIDE strike in the public service begins today with unionists threatening to take hostages, block roads and occupy public buildings.

More than 50 000 members of the South African Health and Public Service Workers' Union (Sahpswu) are to take part in the strike

However, the National Education, Health and Allied Workers' Union (Nehawu) has announced it will not be taking part in the call by Sahpswu for unions to inflict "maximum damage" on the government

Police are on standby to protect civil servants

In a desperate attempt to avert a strike by more than 60% of the public sector work force, deputy presidents Thabo Mbeki and F W de Klerk met unionists last week

The government proposed a joint task force to review civil service salaries and working conditions by mid-January and to prepare a three-year plan for restructuring

But Sahpswu secretary-general Mr Silas Baloyi said the meeting yielded "nothing substantial"

Sahpswu said strikers would block roads and occupy public buildings.

"We wish to incur maximum damage to the regime with the minimum damage to the union," Sahpswu national organiser Mr Success Matatiane said

He also threatened that members would take key public service officials hostage and warned non-union members would be forced to join the "mass action".

In a statement, Nehawu said it had not balloted its members for a strike but would meet later this month to review negotiations with the state

Strike ballots in most of the other 16 public sector unions close on January 15. If all the unions go on strike it would mean more than 60% of the 1,2 million-strong public sector work force are on strike.

The unions are demanding a minimum monthly wage of R1 500 backdated to December 1, 1994, and a 15% across the board increase.

The government is offering a minimum wage of R1 075 a month from April 1, 1995 and R1 250 a month from April 1, 1996

● New Year goals — Page 6

Wednesday, January 4 1995 ★

Public servants' strike delayed

CT 4/1/95 (250)

THE South African Health and Public Service Workers' Union's (Sahpswu) strike has been delayed to February 1 after three unions refused to join the strike and strike balloting was delayed in Cape Town

The strike was condemned by the government yesterday

Only two strike demonstrations took place — one by workers at Poynton building in Church Street, Pretoria, and one by Sahpswu members at 1 Military Hospital, also in Pretoria

The National Education, Health and Allied Workers' Union (Nehawu) and the Institute of Public Servants (IPS) yesterday refused to strike. The Public Servants' Association (PSA) also rejected the strike call, saying it was hoping to find a negotiated solution to their wage demands

And in Cape Town strike balloting by the Public Servants' League (PSL) was delayed until the end of January

The public service in the Western Cape operated without a hitch yesterday.

Minister of Public Service and Administration Dr Zola Skweyiya said the strike showed bad faith on the part of Sahpswu and did nothing to advance the interests of either union members or the public

"It flies in the face of the process of reconstruction and development which the overwhelming majority of our people are determined to implement," he said

"We would also like to warn that strike action will not produce resources which the government does not have"

Dr Skweyiya said his ministry was keeping an agreement reached with public service unions on December 14 after the intervention of deputy presidents Thabo Mbeki and F W de Klerk.

PSL spokesman Mr Derrick Apollis said balloting in the Western Cape had been stymied by the refusal of the South Afri-

can National Defence Force and Cape Provincial Administration to allow organisers access to workers.

Although the 20 000 regional members are expected to favour striking, balloting would not be complete before the end of January, he said

The radical Sahpswu, which claims to have 10 000 members in the Western Cape, blamed the failure of the strike in Cape Town on "organisational problems"

Union spokesman Mr Success Mataitsane yesterday vowed that members would embark on mass action in Cape Town today aimed at causing "maximum damage" to the government.

However, CPA director of labour relations Mr Pierre Oosthuizen said the union was "insignificant" in the region and had not even applied to be recognised by province.

He said it appeared that the local membership of the union was "minimal". — Staff Reporter, Sapa

113 workers imprisoned, ⁽²⁵⁰⁾ then released ~~(113)~~

ET 4/11/95

PRETORIA. — Police yesterday released 113 striking public servants arrested earlier in the day during a demonstration by about 400 people.

Police spokesman Lieutenant-Colonel Andrew Lesch said the strikers, who ignored a police warning to end their illegal protest at Poynton building in Church Street, had been set free unconditionally.

Those who claimed police had used batons to disperse them were welcome to lodge a complaint.

South African Health and Public Service Workers' Union (Sahpswu) general secretary Mr Silas Baloyi said at least one union member had been admitted to hospital and the union had instructed its lawyers to look into the matter.

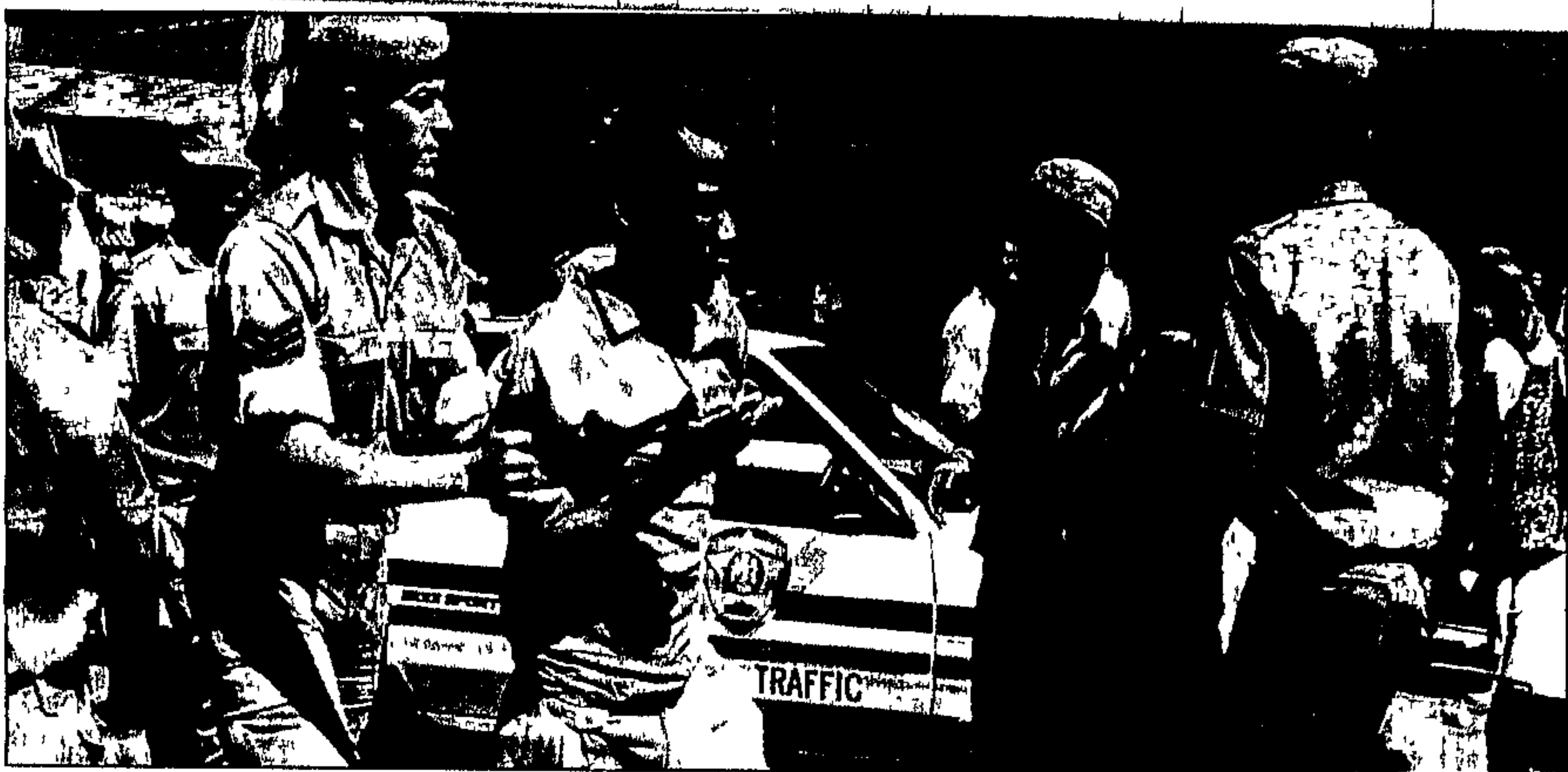
He said the union would apply for permission to march on the Union Buildings today.

The demonstration began yesterday morning when about 200 Sahpswu members at 1 Military Hospital were ordered off the premises when they attempted a sit-in. They marched to Poynton building where they were joined by another Sahpswu group.

Police warned the chanting and toyi-toying demonstrators their protest was illegal and ordered them to disperse.

Col Lesch said about 150 Sahpswu members had later been given permission to march to the offices of the Department of Public Works in Minnaar Street to continue their protest.

That demonstration ended in the early afternoon when Mr Baloyi told the crowd permission would be sought for another march today. — Sapa



A protester being led away by police during the demonstration by striking civil servants in Pretoria today
PIC PRETORIA NEWS

Baton charge on

strikers

By Joe Mdhlela and Sapa

POLICE YESTERDAY used batons to disrupt a demonstration by about 2 000 members of the South African Health and Public Service Workers Union

The demonstration, which started in Pretoria's Union Building yesterday, is expected to spread to other areas, including Durban and Cape Town

The workers are demanding a minimum salary of R1 500 a month

In Bloemfontein about 300 demonstrators stormed Government offices. Acting director-general of the Free State Mr Willie Claassen confirmed that a number of workers presented their demands to the regional authorities

However, he could not say what line of action the authorities would take in meeting the wage demands

The union's general secretary, Mr Success Matatsane, yesterday also claimed that 200 of their members involved in the demonstrations "for a living wage", were assaulted and arrested by police

After intervention by the union's officials, the workers were released

Police spokesman Colonel Andrew Lesch confirmed that police used force to disperse toy-

toying workers who had gathered outside Poynton Building in Pretoria.

"I was not at the scene, but it is possible batons were used to break up the demonstrations," Lesch said

Matatsane said the police and the army were bent on suppressing genuine workers' demand by force

This is a reminder to the working class that the Mandela Government was no different from the previous "repressive De Klerk regime", he said

"We take strong exception that our members were assaulted by the police. We are contemplating legal action against them," Matatsane said

The union represents 68 000 public & vice workers, and has vowed to take the demonstration to all the major cities of the country by the end of the week.

Police and SA National Defence Force members kept a close eye on the chanting marchers as they proceeded through the city streets, but the situation was reported to be calm

Matatsane said the march was only the beginning of mass action that would affect all government departments

A spokesman for the Department of Health said they were warned of the strike, but it did not appear that many Saphswu members were employed by the department

250 somefan 4/11/95

EDUCATION IS THE KEY TO THE FUTURE • EDUCATION IS THE KEY TO THE FUTURE •

RAND TUTORIAL COLLEGE (JHB)
SA COLLEGE PRIVATE SCHOOL (PTA)

OPENS DOORS OF OPPORTUNITY

We can help your child

- Break down the learning and communication barriers
- Develop their full educational potential
- Build a sound foundation for a further career or university success

This will be achieved with aid of

- A highly trained and experienced staff
- 25 years experience in quality education
- Small classes to facilitate individual attention to students
- Regular progress reports
- Voluntary homework classes under teacher supervision
- A healthy and stimulating educational environment
- Extra tuition at no extra cost

WE SPECIALISE IN IMPROVING MATING RESULTS

PRIVATE SCHOOL
PRIMARY AND SECONDARY

OFFERS QUALITY EDUCATION

- OUR WORK ETHIC is to get every student to attain his/her FULLEST POTENTIAL regard less of whether university entrance or merely a pass is the aim
- OUR POLICY dictates that in order to do this we must be 100% PROFESSIONAL and the EDUCATIONAL NEEDS of each and every student have to be INDIVIDUALLY addressed

RAND
RTC

EDUCATION IS THE KEY TO THE FUTURE • EDUCATION IS THE KEY TO THE FUTURE •

113 held in Pretoria march then released

(2SD) (25)

Minister and unions hit at public service strike

BY HELEN GRANGE, OWN CORRESPONDENT and SAPA

Public Service and Administration Minister Zola Skweyiya and at least two public service unions have condemned the strike by public servants demanding higher pay.

Yesterday was the first day of the strike by the South African Health and Public Service Workers' Union (SAHPSWU).

About 300 union members gathered at Church Square in Pretoria for a march on the Union Buildings yesterday.

They were dispersed by police backed by the SA National Defence Force at the Poynton Building, where 113 marchers were briefly arrested because the march

was "illegal".

By lunchtime they were released and union leaders told the group that permission would be sought to march today.

Last night, Skweyiya said the strike showed bad faith on the part of SAHPSWU and did nothing to advance the interests of either union members or the public.

Skweyiya said his ministry was keeping an agreement reached with public service unions on December 14 after the intervention of deputy presidents Thabo Mbeki and F W de Klerk.

The National Education, Health and Allied Workers' Union (Nehawu) and the Institute of Public Servants rejected SAHPSWU's strike call.

5/11/95
They said there was no question of a deadlock in the pay talks since the intervention of Mbeki and De Klerk.

SAHPSWU strikers are pressing for a minimum monthly wage of R1 500 and a 15 percent pay rise.

The uneasy alliance between the 18 public service unions, united in their rejection of the Government's minimum wage offer of R1 075 from April 1, is fracturing.

Nehawu disputed SAHPSWU's claim of representing 68 000 public servants, saying it had a recorded membership of 1 085.

■ The Public Servants' League has postponed strike action due yesterday to February 1.

Strikers threaten to become militant

25/1/95
250

Special Correspondent

PRETORIA — Striking health and public service workers are determined to demonstrate their seriousness — and have vowed to more militant from today.

Whereas the first phase comprised mainly peaceful marches and placard demonstrations, today could see attempts at holding senior public

servants hostage and occupying buildings.

This call for sterner action follows members of the South African Health and Public Service Workers' Union achieving little during their first two days of demonstrations — which the union had threatened would inflict maximum damage on the government.

Yesterday, Sahlpswu general-

secretary Mr Silas Baloyi said the taking of hostages, including political leaders, would form part of the second phase of the strike.

"Everyone feels we are only joking, but we have just started. We still have a bag full of tricks."

A Garankuwa Hospital spokesman said about 600 general workers downed tools and took to the picket line.

And at 1 Military Hospital at Voortrekkerhoogte between 180 and 200 general assistants at the hospital were on strike. Other staff members had taken over the duties of the strikers.

Conflicting reports have been received about more than 30 public servants at President Nelson Mandela's residences having joined the strike.

Union leaders yesterday claimed gardeners and cleaners at Mr Mandela's homes in Pretoria and Cape Town had refused to work.

But a presidential spokesman denied the claims. He said none of the staff in the President's office or household was a member of SAHPSWU and there was no question of a strike.



Strikers block off hospital

(250) (16) (152)

Sowetan 5/1/95

By McKeed Kotlolo

STRIKING PUBLIC SERVANTS chased away management and turned away ambulances carrying patients at Garankuwa Hospital in the North-West yesterday morning.

They also blockaded all entrances to the institution.

General secretary of the South African Health and Public Service Workers Union Mr Silas Baloyi said about 800 striking workers at Garankuwa Hospital ordered management staff out of the hospital and blockaded all entrances.

He said management was told not to return to the hospital "They can only return to the institution when they have positive answers to all the workers' demands."

Baloyi also said ambulances from outside hospitals, such as Venda and Lebowa, were turned away with patients inside. Local ambulances were ordered out of the hospital premises. Management could not be reached for comment.

He added that management at the Jabulani Welfare Centre near Soshanguve, where about 300 workers are on strike, was ordered to stop transferring children to a home in Rustenburg. They were threatened with being given their marching orders if they continued with the transfers, Baloyi said.

He added that more than 40 000 of their members from all over the Transvaal were expected to take part in a march tomorrow at 10am from Brown Street in Pretoria to the Union Buildings, where a memorandum would be submitted.

Baloyi said the union had received permission to stage the march. Meanwhile, hundreds of strikers gathered on Church Square in Pretoria yesterday, waiting for permission to march to the Department of Finance, the Department of Home Affairs and the Commission for Administration offices at Transvaal House in Van der Walt Street. Permission was not granted and the local magistrate's court advised the union to seek approval from the Pretoria City Council.

● Sr Page 6

registration ● OFS Premier evades capture

Strikers tried to take Lekota hostage

(250)
Sowetan
5/1/95

STRIKING PUBLIC servants on Tuesday attempted to take Orange Free State premier Terror Lekota hostage but he "slipped away" through a back door, South African Health and Public Service Workers' Union leaders claimed yesterday

At a Press conference in Pretoria, SAHPSWU general secretary Silas Baloyi said Bloemfontein union members entered the Free State provincial administration building on Tuesday to present a memorandum to the premier

■ **SECOND PHASE** Union says it will target political leaders:

"They insisted on seeing Mr Lekota personally, intent on taking him hostage, but he used a back door to slip away"

Baloyi said the taking of hostages, including political leaders, would form part of the "second phase" of the union's strike

"Everyone feels we are only jok-

ing, but we have just started."

SAHPSWU national organiser Success Matantsane said "the chances are" the second phase of the strike would begin before the end of next week. The union began striking on Tuesday to press for a minimum wage of R1 500 a month and a 15 percent pay increase for public servants - Sapa

Public servants stage all-day protest

PRETORIA — About 300 SA Health and Public Service Workers' Union strikers staged an all-day protest in Church Square yesterday to back demands for government to raise salaries. (250)

A spokesman said at a news conference that the nationwide strike, in its second day, was going according to plan.

Among the strikers were 30 members of President Nelson Mandela's staff, national organiser Success Mataitsane said.

The strike was still in "phase one", he said. The second phase should be reached by late next week and could include the detention of senior public servants.

The union was demanding a minimum wage of R1 500 a month and a 15% pay increase for all workers.

Union general secretary Silas Baloyi

STEPHANE BOTHMA

claimed Free State union members planning to take the province's premier, Patrick Lekota, hostage on Tuesday were foiled when Lekota left via a back door.

This could not be confirmed yesterday.

Mataitsane claimed about 68 000 members were on strike.

The union has denied Public Service Commission claims that it has only 1 085 members. "We only submitted 1 085 names to the central bargaining chamber in June because to become part of a forum, membership of 1 000 was the only requirement," Mataitsane said. (250) (102)

A gardener employed at Mandela's Pretoria residence, Isaac Kgokane, told re-

□ To Page 2

Public service (250) (102)

□ From Page 1

porters about 20 gardeners and 10 cleaners from the President's home were taking part in the strike.

Presidential spokesman Joel Netshitenzhe denied claims that Mandela's staff had taken part in the labour action or that they were union members.

The union was denied permission to march through the streets of Pretoria yesterday or to stage pickets outside government buildings. A large police and SA National Defence Force contingent turned out to prevent a repeat of Tuesday's events, when clashes broke out between security forces and demonstrators.

By late yesterday, union leaders were still waiting for permission to picket out-

side the buildings of the Finance, Receiver of Revenue, Home Affairs and Trade and Industry departments today.

"But whether or not we receive permission, we will continue with our actions," Mataitsane said.

However, the union was granted permission to march to the Union Buildings tomorrow morning. About 15 000 demonstrators were expected to take part.

Mataitsane said the move to apply for permission to stage demonstrations outside government buildings was a "tactical retreat" to avoid members being injured in police action.

● Picture Page 3

● Comment Page 6

March called off, but strikers told to return

Star 5/11/95

BY HELEN GRANGE

(250) A 400-strong crowd of striking public service workers who gathered in Pretoria's Church Square yesterday, the second day of their strike action, were told by union leaders to return tomorrow to march through the city centre.

SA Health and Public Service Workers' Union (Sahpswu) leaders decided to call off yesterday's march after police refused to grant permission for the protest.

This followed a clash between police and strikers on Tuesday, after which Sahpswu leaders agreed to seek permission for other demonstrations.

Sahpswu went on strike on Tuesday in support of demands for a R1 500 minimum monthly wage and a 15 percent across-the-board pay rise.

However, Sahpswu's strike is not supported by other public service unions, and two have

publicly distanced themselves from it.

Police said the union had applied to march to the Union Buildings tomorrow.

Sahpswu is also seeking permission to demonstrate at four other government buildings in Pretoria, including the offices of the departments of Finance and Home Affairs.

Public Services and Administration Minister Zola Skweyiya has condemned the strike, saying it showed bad faith on the part of Sahpswu and did nothing to advance the interests of either union members or the public.

The Azanian Workers' Union, in a statement yesterday, pledged its full support for Sahpswu's strike.

Two hundred Sahpswu strikers chased GaRankuwa Hospital deputy director Diko Maeko from the hospital premises near Pretoria yesterday morning.

Shop steward Paul Motshegoa later alleged Maeko had been harassing Sahpswu members

Ministers hostage targets for strikers

PRETORIA — Striking public servants plan to take a cabinet minister hostage, South African Health and Public Service Workers' Union national organiser, Mr Success Matatsane, said yesterday

Several hundred Sahpswu strikers brought traffic to a brief standstill when they demonstrated at four government buildings here

The largest demonstration was at the Transvaal House offices of the Commission for Administration where about 300 strikers sang and danced for about 40 minutes before returning to Church Square

Sahpswu has permission to march to President Nelson Mandela's office today to present a memorandum of

pay grievances. Union leaders expect 15 000 members to take part.

Sahpswu began striking on Tuesday to press for a minimum monthly wage of R1 500 and a 15% pay rise.

Before the strikers left Church Square, Sahpswu general secretary Mr Silas Baloyi told them: "Should the government refuse to respond to our memorandum we can overturn and destroy." *CT 6/1/95*

He said today's march would be the beginning of the second phase of the strike, entailing the taking hostage of government leaders

Mr Matatsane said the first hostage would be a cabinet minister

"At this point we are still determining the whereabouts of these ministers after the holidays." — Sapa



Strike action at Union Buildings

(250) (150) Sowetan 6/1/95

By McKeed Kotlo and Joe Mdhlela

■ MAGISTRATE'S NOD March

in Pretoria has been sanctioned:

MORE than 40 000 members of the South African Health and Public Service Workers Union are expected to march on the Union Buildings in Pretoria this morning to highlight their protest over wages.

General secretary of the union Mr Silas Baloyi said the marchers would be coming from "all the corners" of the country, including North-West, Northern Transvaal, Eastern Transvaal and Gauteng.

The march, which has been sanctioned by the local magistrate, is scheduled to start at Brown Street at 10am.

It will then make its way to the

Union Building's where a memorandum would be submitted to public works authorities, said Baloyi

The union is demanding a minimum wage of R1 500, with 15 percent increase across the board for all its 68 000-strong public service workers

Baloyi said Sapswu also required the personal intervention of President Nelson Mandela in this dispute

Meanwhile, services at the troubled Garankuwa Hospital near Pretoria returned to normal yesterday morning. They had been disrupted by the striking workers on Wednesday.

Attempts to get official comment

from the hospital were unsuccessful as the public relations officer was reported to be unavailable.

The hospital has employed the services of a private security firm and posted guards in all strategic areas to keep order.

Ambulance services which were disrupted were operating normally

Sources at the hospital denied that management had been driven away by the striking workers

Meanwhile, workers at the Jabulani Welfare Centre in Soshanguve, who had also joined the strike, were locked outside the premises yesterday morning

E Cape doctors fear 'chaos'

(250) (150) Sowetan 6/1/95

HEALTH officials in rural Transkei and the Eastern Cape say the region's health situation has deteriorated to the point of "chaos"

The region's health delivery system has been plunged into severe crisis with reports of hospitals and clinics functioning without any water, bodies rotting in ill-equipped morgues, severe shortages of doctors and medicines and poor communications. The regional government's strategic health manager, Dr Sipiwo Stamper, described the situation at Transkei hospitals and clinics as worse than appalling.

The Transkei was the "sickest pa-

tient of apartheid. The situation at Transkei hospitals is pathetic," he said.

Stamper said the level of care at Transkei hospitals was "minimal" and the shortage of doctors and medicines "critical"

A clinic at Nqamakwe, 60km from Butterworth, has been using rain water since New Year's Day when its water pumps broke down

CPA regional health director Dr Pat Naidoo confirmed that many hospitals, particularly in rural Transkei and Ciskei, were functioning with erratic or no water supplies at all —

Eena

ANC indaba on poll tactics

By Mpikeleni Duma

THE Free State provincial executive committee of the African National Congress will hold a *bosberaad* in Bloemfontein from today until Sunday to map out "a programme of action"

Mr Ace Magashule, deputy chairman of the ANC in the province, told *Sowetan* yesterday: "Strategies on how to challenge the forthcoming local government elections will be looked into so that the ANC emerges victorious."

He said the ANC, as part of the Government of National Unity, was faced with a colossal task to deliver in 1995.

Magashule said the *bosberaad* would look into the practical implementation of the resolutions of the ANC national congress recently

Striking staff fired

MORE than 250 Northern Transvaal health department strikers have been fired, provincial spokesman Jack Mokobi said yesterday. (250)

He said they had virtually dismissed themselves by failing to meet deadlines to return to work. (15)

The strike was organised by the South African Health and Public Service Workers Union. 6/11/95

Mokobi said Sahpswu had no support in the province and did not represent the fired strikers. Sowetan

The strikers were employed at hospi-

tals in Mankweng, Grootboek, Kgapane, Elim, Nkensani, and Maphutha Malatjie. More than 100 employees at Maphutha Malatjie Hospital lost their jobs.

A spot survey throughout the province indicated attempts by Sahpswu to arrange mass protests against the dismissals received little support.

The trade union has been given permission to march on the Union Buildings in Pretoria today to hand over a memorandum detailing grievances about their wages.

PUBLIC SERVICE

Strike on hold

250
fm 6/1/95

A threatened strike by about 300 000 public servants appears to have been averted for a few weeks by the appointment of a task group to examine grievances. But the strike ballot now under way will go on, says Public Servants' Association GM Casper van Rensburg.

The SA Health & Public Service Workers' Union, however, which had earlier agreed to the task group, started a strike this week. As the *FM* went to press it was not clear how many of the union's claimed 50 000 members had stopped work. Union leaders could not be contacted to explain why they had decided to pre-empt work of the task group.

Another key public service organisation, the National Education, Health & Allied Workers' Union, rejected the other union's call to join the strike. A strike by the Public Servants' League, due to have started this week, has been postponed until next month.

Van Rensburg says the appointment of the task group was agreed to on December 14 at a meeting between Deputy Presidents Thabo Mbeki and FW de Klerk and representatives of the 18 public service unions that comprise the Public Service Bargaining Council. The 18 unions have a total membership of about 300 000 but do not include educators and service personnel who make up the bulk of the 1,2m-strong public service.

Van Rensburg says agreement to the appointment of a task group was a very positive move by government and he is now confident that the wage and salary disputes can be resolved without resorting to industrial action. Nevertheless, the strike

ballot among public servants will continue until its originally scheduled close on January 15. The result is expected to be overwhelmingly in favour of a strike and will be used as a further bargaining tool during negotiations.

Van Rensburg says that while the task group has no deadline, the wage dispute must be resolved as soon as possible. Its work is due to start in the middle of this month and he would like to see it completed within six weeks.

He believes the task group will allow the two sides to move far closer on wage and salary issues. The unions originally wanted a pay package to be negotiated and implemented over three or four years. But, says Van Rensburg, government wanted specific details. A salary hike of 15% and a minimum monthly wage of R1 500 were demanded but rejected by government which proposed a minimum wage of R1 075 increasing to R1 500 in the 1996-1997 financial year.

He adds that, though the PSA is maintaining its position, it is prepared to work within the task group and will try to work out an acceptable package for the next three financial years that will be beneficial to government and the country. ■

... in Dublin while in exile. "Hous- broke his shoulder in a fall

Public services still on the boil

(250) ~~333~~ WMB-12/1/95
Vuyo Mvoko

PUBLIC service workers took to the streets of Pretoria this week, giving the government a sharp reminder that the potentially explosive wage dispute in the sector is still on the boil.

And the dispute is causing mounting embarrassment for Cosatu's National Education, Health and Allied Workers' Union (Nehawu), whose continued attempts to reach a peaceful settlement with an immovable government have drawn charges that it is a "sweetheart union".

Nehawu condemned a march by about 400 members of the obscure South African Health and Public Service Workers' Union (Sahpswu) in Pretoria on Tuesday to highlight demands for a R1 500 minimum wage and a 15 percent across-the-board increase

Sapa reported that they were joined by more than 30 staffers from President Nelson Mandela's Pretoria residence, before being dispersed by police

And in Cape Town, a threatened hospital strike largely by coloured members of the Public Servants' League failed to materialise. The union complained it had been prevented from overseeing the counting of strike ballot papers.

The protest by the 1 000-member Sahpswu — which largely represents clerical staff — had no visible effect on the running of government departments. But its demands are shared by a number of other white-collar unions, including the overwhelmingly

white Public Servants' Association (PSA), which is currently balloting its 100 000 members.

The PSA has warned of a strike within weeks. An official of the association this week said there was overwhelming support for a strike action, but that the ballot count had been delayed by the Christmas break.

Caught between its loyalty to the ANC-led government and the grievances of its 50 000 members, Nehawu condemned the Sahpswu strike as "nonsensical" and "premature".

The union rejects the percentage increase demanded by the PSA and its allies as widening the apartheid wage gap, insisting that the salaries of "the upper echelons should be frozen". It wants a phased minimum wage of R1 200 this year, R1 300 in the next and R1 500 the year after, for all remuneration packages below R60 000 a year. At present the lowest-paid worker gets R900, and the government has offered R1 075.

One executive member said the union's attempts to negotiate a settlement were coming up against growing militancy from members who "obviously feel betrayed when they look at the (government) gravy train". Nehawu president Vusi Nhlápo said while the union was trying "by all means to avoid a showdown, it still remains a possibility".

Nehawu was consulting its allies in the ANC, the civics and the trade union movement.

Referring to Sahpswu — whose members had received a 20 percent

increase last year while Nehawu members had received four — he said: "We have no time for such hypocrites. When we fought the National Party regime, they were loyal to it."

Nehawu's initial response to the deadlock in pay talks last year was to threaten strike action, and it has staged marches and demonstrations to the offices of provincial premiers.

It now says negotiations have not been exhausted. However, the only shift in the government's position was to recommend the creation of task teams to investigate the dispute, following last month's encounter between public service unions and the two deputy presidents, Thabo Mbeki and FW de Klerk.

The state and representatives of the 19 employee organisations have still to establish a working group to draft the terms of reference of the task teams before they can be appointed

Nehawu rejects the teams, arguing that they will deal only with wages, and not with broader issues such as the Public Service and the Labour Relations Acts which the new government simply "reproclaimed and spread among nine instead of the previous four provinces".

Instead, it is demanding a statutory Public Service Forum. It says that in the current bargaining forum — the Central Chamber of the Public Service Bargaining Council — "mass-based and truly representative unions like us are held to ransom by tiny groupings of rightwing and other reactionary groupings".

Threat to take Minister hostage

Police ready for clash with strikers

250
span 6/11/95

■ BY HELEN GRANGE

Police are bracing themselves for a potential clash today with striking members of the SA Health and Public Service Workers' Union (Sahpswu) who have threatened to take a Cabinet Minister hostage during a march from Pretoria's Church Square to the Union Buildings.

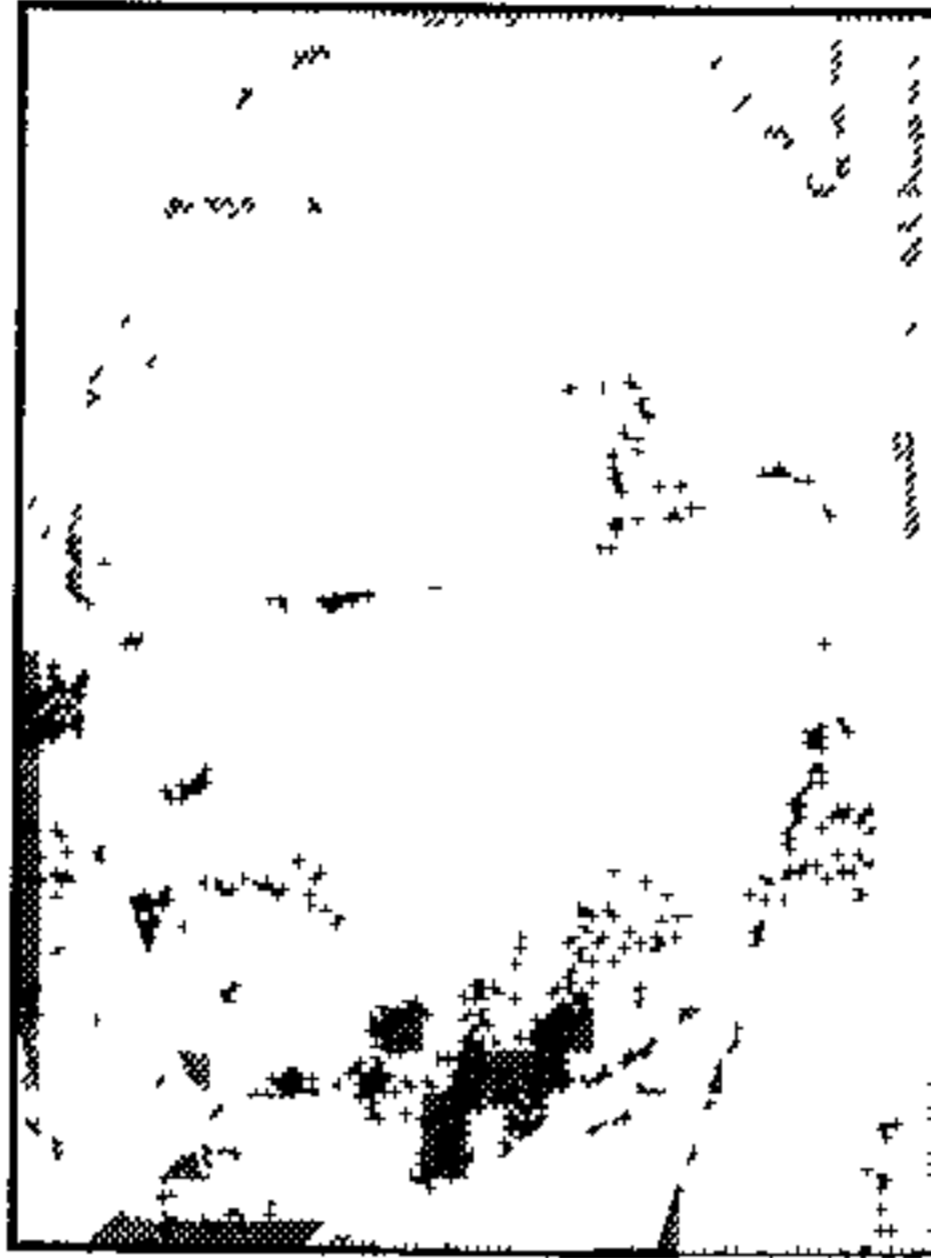
Several hundred Sahpswu strikers brought traffic in downtown Pretoria to a brief standstill when they demonstrated at four government buildings yesterday.

The union began strike action on Tuesday in support of its demand for a minimum monthly wage of R1 500 and a 15 percent pay rise.

Yesterday, Sahpswu national organiser Success Mafatsane said the strike would "enter a new phase" today and a Cabinet Minister would be taken hostage.

"At this point we are still determining the whereabouts of these Ministers after the holidays," he said.

Police spokesman Colonel Andrew Lesch warned: "It will be a black day if hostages are taken. The union should reconsider its decision."



Lekota . . . denied he had escaped being abducted.

"We are aware of the threats to take hostages and we are prepared for any eventuality. The Cabinet Ministers also have their own guards," he said.

Out of town

A claim on Wednesday by Sahpswu general secretary Silas Baloyi that Free State Premier Terror Lekota had escaped being taken hostage by union members by slipping through a back door was hotly denied by Lekota yesterday.

The claim was "untrue and must be condemned in the

strongest possible terms", Lekota said in a statement from Bloemfontein. His office said Lekota was out of town at the time of Wednesday's 40-strong Sahpswu demonstration at the provincial administration building in Bloemfontein.

In Pretoria yesterday, about 300 strikers demonstrated at the Transvaal House offices of the Commission for Administration, while smaller groups gathered outside the departments of Finance, Home Affairs, and Trade and Industry.

Sahpswu has permission to march to President Mandela's office today to present a memorandum on pay grievances. Union leaders expect 15 000 members to take part.

The Sahpswu strike has had little or no support in the Northern Transvaal, a provincial government spokesman said yesterday.

He said Sahpswu was not registered in the province, and did not appear to represent the interests of a single civil servant in the region.

None of the other 18 public service unions has come out in support of Sahpswu's strike action, and two unions have publicly distanced themselves from it.

be included. — Sapa.

the SA National Defence Force and the and Trade and Industry.

Fedsal slams Health Department

THE Federation of SA Labour Unions (Fedsal) has condemned the Health Department's stipulations that senior personnel apply for new posts as part of the department's restructuring.

Health Department director-general Dr Coen Slabber said all but four of the existing positions had been scrapped in the restructuring process, and applications for the 39 new posts were advertised on Wednesday.

Fedsal general secretary Dannhauser van der Merwe said labour relations in the public sector were of grave concern to the federation and would be closely monitored.

Forcing people to reapply for posts many had filled for years was unfair and had been justified by the Ministry as part of restructuring and the creation of new positions. (250)

However, this was often not the case and was being used as a smoke-screen to get rid of incumbents.

He said this unfair practice

ERICA JANKOWITZ
and KATHRYN STRACHAN

"breaks the morale of many loyal, able and qualified public servants" who were expected to implement government policy. In addition, government had not indicated what the future held for those who were unsuccessful in their applications.

The filling of the 11 000 new public service posts advertised last year would also be monitored as Fedsal did not believe the mistakes of previous governments in employing public servants should be repeated.

Slabber said that in restructuring the national department and devolving most of the staff and functions to the provincial administrations, it was clear that many of the existing functions should no longer be carried out by the national department.

This meant scrapping nearly all existing functions at the national de-

partment, and creating new functions and posts. BD 6/1/95

He said senior officials would be applying for the new posts, but if unsuccessful would still have to be retained by the department at the same salary. Attempts would be made to place them with provincial health authorities. No positions below that of director were affected.

Slabber's post was unaffected as he was taken on on a contract basis by the new Ministry. Three senior posts in the Centre for Occupational Health and the head of the National Institute of Virology were the only other posts remaining unaffected.

Sources said many of the new posts were not significantly different from the old ones, and many saw the restructuring as an attempt to bring in new faces, which had affected morale in the public service.

The target date for new appointments is the end of February.

Deficit in education budget

PIETERSBURG — Northern Transvaal's education department had run up a R239m budget deficit, the region's education minister, Aaron Motswaledi, told teachers, parents and pupils at Lebokwagomo on Wednesday.

There was a deficit of R208m in the former territory of Lebowa and R31m in Venda, he said.

His department was experiencing severe money problems just three months before the 1995/96 budget was to be tabled in the provincial legislature.

"The government will have to come in and bail us out, otherwise we face the next three months with fear," he said.

Another problem facing the department was the province's 1000 unemployed teachers and the 10 000 who had completed their studies last year.

"This means 11 000 teachers will be looking for work when schools reopen next week. My biggest fear is that even with a pupil-to-teacher ratio of 40-to-one, the province might need only 8 000 teachers."

Motswaledi said the budget was being drafted "in an apartheid way" when the new government came to power.

"We got in and started participating and redirecting the process."

"But it is our experience that it is not easy to get in and undo many years of apartheid in a short time." BD 6/1/95

He said the province had invited tenders for tents to temporarily relieve a shortage of classrooms. Other tents would be provided by the SA National Defence Force.

Motswaledi appealed to teachers and pupils not to disrupt education with strikes or stay-aways. — Sapa.

Row over MP's death

BLOEMFONTEIN — An initial refusal by hospital authorities to treat Gauteng MP Mandisa Shiceka contributed to her death after a car crash last month, her brother Zweli Shiceka said yesterday.

He said authorities at Bloemfontein's Universitas Hospital insisted she be taken to Bophelong Hospital, historically for blacks.

They agreed only after a long confrontation with him to treat his sister and other injured passengers, he claimed.

The Free State health and welfare department had ordered the hospital to

Strike deferred in good faith

PRETORIA. — The South African Health and Public Service Workers' Union (Sahpswu) has suspended its strike pending President Mandela's response to a memorandum which was handed to his office.

Sahpswu national organiser Success Mataitsane said yesterday the suspension was a strategic move to demonstrate the union's good faith.

The union, which claims to represent 68 000 public-service workers, began striking on Tuesday to press for a minimum wage of R1 500 a month and a 15 percent pay rise.

Mr Mataitsane said Mr Mandela

had two weeks to respond.

"Should he fail to react positively, we will resume our strike and implement the second phase which could entail the taking of hostages, including cabinet members," he said.

Sahpswu official Themba Ncalo added: "The next time we will not merely hand over a memorandum at the Union Buildings; we will force our way into the building."

About 800 Sahpswu members yesterday marched from downtown Pretoria to the Union Buildings to deliver their third memorandum in nine months. — Sapa.

(250) ARG 7/12/94

Cracks start to show in public service unions

250

GT 8/1/95

By JACOB DLAMINI: Political Staff

IN ONE of its biggest challenges yet, the government of national unity faces an uneasy alliance of 18 unions in the public sector in a wage dispute that has threatened to bring the country to a standstill.

But cracks have already appeared in the alliance that has brought together the 18 ideologically diverse unions.

The signs of dissent came as hundreds of workers from the militant South African Health and Public Service Workers' Union (Sahpswu) this week took to Pretoria's streets to demand a minimum monthly wage of R1 500 and a 15 percent across-the-board increase.

The government has said that meeting these demands would cost R8 billion, money it simply does not have.

Instead, the state offered the workers a minimum salary of R1 075 from April which will be increased to R1 250 in April 1996. The current minimum wage is R941.

The offer was rejected by the unions, which began balloting their members for possible strike action.

So far all 18 unions have negotiated with the state as one — but serious divisions have appeared in this disparate alliance.

One of the main players in the dispute is Casper van Rensburg, general

manager of the Public Servants' Association (PSA), the biggest public-sector union with 103 000 members.

The union represents mostly middle- to senior-management personnel. Its members include one director-general and staff in the crucial Receiver of Revenue and customs departments.

The association has been accused by other unions of being a right-wing organisation bent on frustrating the efforts of the new government, a charge denied by Mr van Rensburg, who says that only 43 percent of his members are white.

"We know where to hurt this government and we are going to hurt them. We have negotiated in good faith with little success. We don't want to get on to



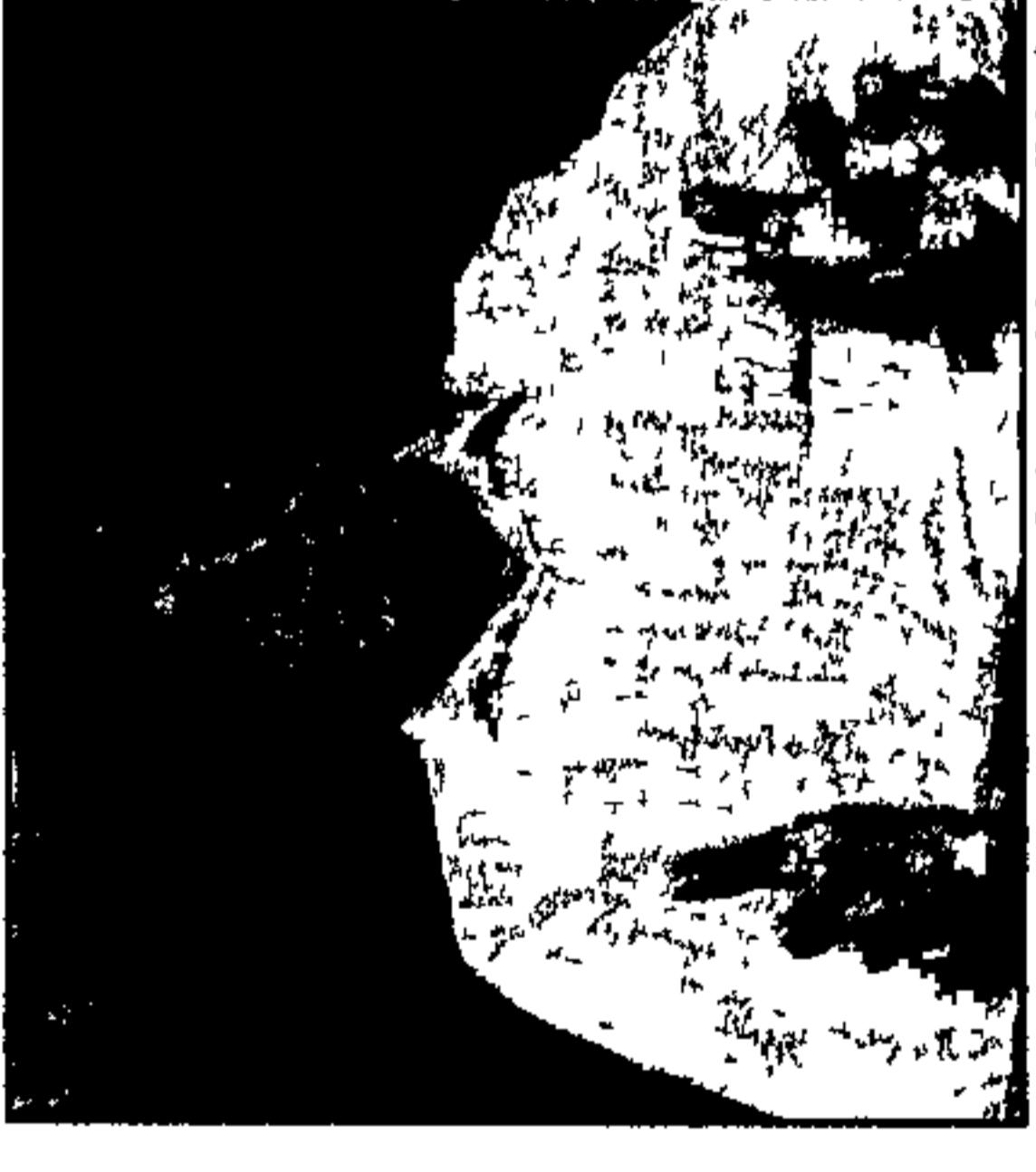
DERRICK APOLLIS (PSL) ... we know where to hurt this government and we are going to hurt them

the gray train, we just want a living wage," says Mr Apollis.

A task force, set up after a meeting in November between the unions and deputy presidents Thabo Mbeki and F W de Klerk to resolve the dispute, is due to sit in February.

The National Education, Health and Allied Workers' Union (Nehawu), a Cosatu affiliate, is opposed to a strike and has questioned the PSA's motives. Cosatu is in a loose political alliance with the ANC.

Nehawu general secretary Neil Thobejane says: "The call for a strike has been supported by the PSA and other right-wing organisations, which have no history of strike before



CASPER VAN RENSBURG (PSA) ... his apolitical union is concerned only with employee grievances



SUCCESS MATATSANE (Sahpswu) ... says that the fight for a living wage is far from over



NEIL THOBEJANE (Nehawu) ... government lacks the political will to transform the public service



PLEASE FOR HELP ... a Sahpswu member on strike hoists a placard in Pretoria as his comrades look on

the 1994 elections. One may question their change of heart and strategy all of a sudden."

Nehawu's opposition to the strike has earned it the wrath of Sahpswu, with the militant union's national organiser, Success Matatsane, accusing Nehawu of being a "sweetheart" union.

Mr Matatsane claims his organisation has 68 000 members. However, according to figures released by the Public Service Commission, Sahpswu has

only 1 085 registered members.

Sahpswu's strike, which began on Tuesday, has involved no more than 2 000 people.

The strike has since been suspended to allow for negotiations between

the union and the government, union officials said on Friday.

The action has drawn sharp criticism from the Ministry for the Public Service and Administration, as well as other unions. Both Nehawu and

the PSA described the Sahpswu action this week as premature.

In reaction to criticism of his union's strike, a defiant Mr Matatsane says: "The fight for a living wage does not have to stop just because we have a

new government in power." But behind the wage demands lie a fundamental cause of the conflict: the fight over the transformation of the public service.

While both the PSA and Nehawu are demanding a 15 percent across-the-board increase, the two are sharply divided over how that should be effected.

The PSA says the increase should cover all categories, but Nehawu says that will merely widen the wage gap.

The Cosatu affiliate

"The call for a strike has been supported by the PSA and other right-wing organisations, which have no history of strike before the 1994 elections. One may question their change of heart and strategy all of a sudden,"

says the increase should only benefit the lower ranks and that perks for senior public servants should be frozen.

Mr Thobejane says "The government's choices are either to transform the civil service and therefore fulfil its election promises, or maintain the status quo. But it doesn't have the political will to transform the civil service."

The government is torn between satisfying an impatient electorate and protecting the rights of the old guard in the public service, as guaranteed by the constitution.

Says Mr van Rensburg, "I feel sorry for the present government because they have to compensate for the neglects of the past without really disregarding the rights of the old civil servants"

Support growing for strike action

ARL 9/12/94

250

Staff Reporter

PUBLIC service unions which are strike-balloting their members will be finalising their ballot counts this week and most should emerge with results by the week-end

Early indications are that there will be overwhelming support for a strike, particularly by members of the Public Service Association, the largest of the unions

But notwithstanding the ballot, the unions are appointing representatives to sit on joint task teams with the government to try to thrash out solutions to the dispute over wages and other working conditions

The task teams, which were agreed to after the intervention of Deputy Presidents Thabo Mbeki and F W de Klerk in the dispute in November, are scheduled to begin work in mid-February

The SA Health and Public Service Workers' Union (Sahpswu), which conducted strike action in Pretoria's city centre throughout last week without the support of other unions, has suspended its strike to allow for further negotiations

Meanwhile, Sahpswu members employed by the South African Medical Service (Sams) at 1 Military Hospital and other medical units in Voortrekkerhoogte, who joined the strike last week, have been given notice to provide reasons in writing by tomorrow for their illegal absence from work.

The Labour Relations Act prohibits essential service workers from engaging in strike action.

Most of the public service unions support a demand for a R1 500 minimum monthly wage and a 15 percent across-the-board pay rise

Civil servants suspend strike

PRETORIA — The South African Health and Public Service Union (Sahpsu) suspended its strike at the weekend pending President Nelson Mandela's response to a memorandum.

Sahpsu national organiser Mr Success Mataitsane said the suspension was a move to demon-

(250)
strate the union's good faith.

The union, which claims to represent 68 000 public service workers, began striking on Tuesday to press for a minimum salary of R1 500 and a 15% pay rise for public servants

Mr Mataitsane said Mr Mandela had two weeks to respond to

CT 9/1/95
Sahpsu's demands.

"Should he fail to react positively, we will implement the second phase of our strike which could entail taking hostages, including cabinet ministers."

Mr Mataitsane said Sahpsu's members would be back at work today as a "strategic manoeuvre"

Decision on strikes by Friday

(250)

■ BY HELEN GRANGE

Public service unions which are strike balloting their members will be finalising their ballot counts this week and most should emerge with results by the weekend.

Early indications are that there will be overwhelming support for a strike, particularly by members of the Public Service Association, the largest of the unions.

Meanwhile, the unions are appointing representatives to sit on joint task teams with the Government to try to thrash out solutions to the dispute over wages and other working conditions.

The task teams, which agreed to the intervention of deputy presidents Thabo Mbeki and FW de Klerk in the dispute in November, are scheduled to begin work next month.

The SA Health and Public Service Workers' Union (Sahpswu) which conducted strike action in Pretoria throughout last week without the support of other unions, has suspended its strike to allow for further negotiations, union officials said on Friday.

Meanwhile, Sahpswu members employed by the South African Medical Service (SAMS) at Military Hospital and other medical units in Voortrekkerhoogte who joined the strike last week have been given notice to provide reasons in writing by tomorrow for their illegal absence. The Labour Relations Act prohibits essential service workers from engaging in strike action.

SAMS said in a statement should the employees fail to comply with the notice, they will face disciplinary steps.

Most of the public service unions support a demand for a R1 500 minimum monthly wage and a 15 percent across-the-board pay rise.

Union wants to discuss future of public servants

250 30 9 11 1985
ERICA JANKOWITZ

THE Federation of SA Labour Unions (Fedsal) has called for an urgent meeting with Labour Minister Tito Mboweni to discuss the fate of public servants affected by rationalisation.

Fedsal general secretary Dannhauser van der Merwe said there were grave concerns among public servants about their future as proposed legislation to deal with redundancy disputes had yet to materialise.

In terms of the interim constitution, a statute was to be promulgated to deal with rights disputes arising from rationalisation. This would empower the Labour Appeal Court to act as a special tribunal in deciding such cases.

However, the deadline for the statute had passed and public servants had only until the end of the month to pursue this course of action. Thereafter disputes would have to be heard in ordinary courts, which could argue that such issues did not fall within their jurisdiction as they were constitutional matters.

Van der Merwe said the federation — and especially its hospital staff affiliate which had almost 40 000 members — was not satisfied with government assurances that rationalisation would not mean job losses.

He predicted many public servants would retain their jobs to find they were made redundant months later. In its meeting with Mboweni, Fedsal would seek to clarify these issues, as well as how the proposed Labour Relations Act would deal with public service employment.

Public sector labour conflict 'inevitable'

CONFLICT between public sector workers and employers is almost inevitable this year, the Andrew Levy and Associates annual report on labour relations forecasts.

Prospects for avoiding confrontation were minimal, it said. "It is difficult to imagine a combination of elements less propitious to workplace harmony."

This would affect strike activity in the public sector as union membership had grown considerably and wage increases over the past few years had been low

ERICA JANKOWITZ

Compounded by high expectations, the scene was set for an increased number of strikes in the public service.

The report describes old-order government officials as "edgy" about job security prospects. However, lower level employees, schooled in the Cosatu tradition of worker militancy, would resist government attempts to instil wage restraint.

To Page 2

Public sector

From Page 1

Superimposed on this was the issue of affirmative action which threatened entrenched bureaucrats while workers on the lower rungs would apply pressure for the process to be accelerated.

The report picks former homelands as being the most potentially disruptive element as many public servants there were appointed under the patronage system. Such appointees were often given "generous benefits and dubious promotions".

In addition, all public servants were constitutionally protected against retrenchment and frequently expected to improve their status under the new order.

The report also highlights state employment practices which it sees as "unimaginative (and) buttressed by restrictions on collective bargaining which are unlikely to be defensible" in the new order. In addition, new government structures were inexperienced in dealing with the state bureaucracy and its labour relations.

Although Cosatu's position on industrial action in the public sector was ambivalent, the fact that the ANC-led government was elected by universal franchise put it in a better position to persuade Cosatu affiliates to moderate their demands.

Other predictions in the report were that collective bargaining would become more strained as the economy recovered. Workplace democratisation, including participative management structures, would be a part of unions' agendas. However, it was unclear whether unions would be able to control striking members or whether industrial action would again be "grassroots-driven" as was the case last year.

Government could use the National Economic, Development and Labour Council "to introduce some form of incomes policy and put moral pressure on the private sector to join in the public sector belt-tightening exercise"

Mandela promise to staff angers union 250

Star 12/1/96

President Mandela yesterday promised public service gardeners higher wages after the new Budget was passed — and raised the wrath of their union which accuses him of “running behind our backs”

The presidential spokesman, Joel Netshitenzhe, said in Pretoria yesterday Mandela had addressed more than 100 gardeners at his official residence, assuring them that he knew some were earning a “pittance” of R800 a month.

Netshitenzhe said the president had promised gardeners a pay rise after the next Budget while the South African Health and Public Service Workers' Union (Sahpswu) said Mandela had promised them a minimum R1 500 monthly wage by March 31.

Sahpswu general secretary Silas Baloyi objected to Mandela

“running behind our backs to talk to a section of our members instead of responding to the union. Mr. Mandela is trying to neutralise and divide us.”

Sahpswu members last week went on strike for four days to press for a minimum wage of R1 500 a month and a 15 percent pay rise for public service workers. The strike was suspended on Friday for two weeks to “give the Government the opportunity” to respond to the demands.

According to Netshitenzhe, Mandela told the group that the new Budget in March would bring about salary adjustments for public servants, resulting in pay rises.

Netshitenzhe said there was no way in which Mandela would have mentioned specific figures to the workers as he had been fully briefed on the talks on public servant salaries — Sapa

Gardeners 'promised pay rise'

PRETORIA — President Nelson Mandela promised public service gardeners higher wages after the new Budget was passed, presidential spokesman Joel Netshitenzhe said yesterday.

Mandela had addressed more than 100 gardeners at his official residence, Makhamba'ndlopfu, earlier in the day, assuring them he knew some were earning a "pittance" of R800 a month.

Netshitenzhe was commenting on claims by leaders of the SA Health and Public Service Workers' Union (Sahpswu) that Mandela had promised the gardeners a minimum monthly wage of R1 500 by March 31.

Sahpswu general secretary Silas Baloyi objected to Mandela "running behind our backs to talk to a section of our members instead of responding to the union".

Sahpswu members went on strike for four days last week to press for a minimum wage of R1 500 a month and a 15% pay rise for public service workers.

Union leaders claimed on Thursday gardeners working at Mandela's residence had also gone on strike. This was denied by his office.

On Friday Sahpswu suspended the strike for two weeks to give the government the

opportunity to respond.

According to Netshitenzhe, Mandela had explained to the group that the current Budget had been inherited from the previous government.

The new Budget in March would bring about salary adjustments for public servants, resulting in pay rises, particularly for the lowest-paid workers.

Netshitenzhe said there was "no way" Mandela would have mentioned figures to the workers as he was fully briefed on the talks on public servant salaries.

Netshitenzhe said the group was made up of gardeners working on government grounds housing the official residences of the President, Deputy Presidents and Cabinet Ministers.

Sahpswu national organiser Success Matatsane claimed that most of the gardeners were Sahpswu members.

If the government failed to respond positively to Sahpswu's demands before Friday next week, "it will be do or die for us", Baloyi said.

"We will resume and intensify our strike action throughout the country"

Matatsane said Sahpswu leaders had asked Mandela meet them tomorrow. They were awaiting a response. — Sapa.

this had not been

Public servants abandon their threat to strike

BD 17/11/95 DAVID GREYBE (250)

CAPE TOWN — The biggest public service union, the 100 000-member Public Servants' Association (PSA), was forced to abandon its threat to strike yesterday after failing to secure sufficient votes.

The union — a key representative of white public servants — would instead seek a three-year salary plan, said PSA GM Casper van Rensburg.

The PSA's setback coincided with news of government plans to accelerate the rationalisation of the public service to meet constitutional requirements that it become more representative.

Tomorrow, Public Service Minister Zola Skweyiya will announce a complete overhaul of the white-dominated Public Service Training Institute, considered by government to be central to the transformation of the 1,2-million-strong public service. The institute will focus on training and retraining affirmative action appointees and serving personnel.

A government source said the placement of 11 000 affirmative action appointees by the end of next month was part of the rationalisation process. "Before long you will not recognise the colour of the public service."

Van Rensburg said although "80% to 85%" of members who voted backed industrial action, less than half the PSA's members had cast their ballot. As a result, less than half the union's members had voted in favour of industrial action. The ballot ended on Sunday and official results were expected soon.

He said the PSA, which had never resorted to industrial action, had "learnt a very good lesson. It would have been foolish to strike now." The union had been forced into declaring a "deadlock" in negotiations. "It rather suits us not to have to pursue salary claims for this financial year."

Van Rensburg said the PSA would, together with the 17 other public service

To Page 2

Public servants

(250)
BD 17/11/95

From Page 1

unions, pursue a medium-term salary package in the "task teams" established at last month's talks with Deputy Presidents Thabo Mbeki and FW de Klerk.

A spokesman for Skweyiya said the teams' first meeting was scheduled for the end of the month. Government was expected to use international experts to help the teams deal with issues such as conditions

of service in a transformed public service.

Skweyiya said recently the Public Service Training Institute would be used to advance the "technical, managerial and effective and efficient service delivery skills" of affirmative action appointees. Another priority was retraining senior management "to manage a culturally and linguistically diverse personnel corps".

Strike threat 'not dropped'

PRETORIA. — The Public Servants' Association (PSA) denied reports yesterday it had abandoned its strike threat, saying the final results of a ballot were not yet known. ~~(S)~~
PSA chief Mr Casper van Rensburg said new pay talks would be given a chance before strikes were held. *CT 18/1/95*
Recent reports said less than half the PSA's 100 000 members had taken part in the ballot,

meaning the union could not strike legally. Labour laws say the union can declare a legal strike only if 100% of members in non-essential services vote in a strike ballot. *(250)*

He said the ballot results would be known next week.

Most public service unions are demanding a minimum monthly wage of R1 500 and a 15% pay rise. — Sapa

Strike called off as salary negotiations reopened

(250)

Star 24/1/95

■ BY JUSTICE MALALA

The strike by members of the South African Health and Public Service Workers' Union scheduled to start yesterday has been called off after the Government reopened salary negotiations.

The union, which claims a membership of 68 000, had planned to resume strike action yesterday after suspending it earlier this month to give the Government time to reconsider its offer.

SAHPSWU publicity secretary Themba Ncalo said yesterday the strike had been put on hold to give the new wage negotiations a chance. He added that if the scheduled meetings failed to reach agreement, the union would strike on February 11.

Wage negotiations between the Government and various civil service organisations and unions are scheduled to start on January 31 in Durban and will end on February 10.

SAHPSWU is seeking a minimum monthly wage of R1 500 and a 15 percent pay increase.

The union went on a four-day strike earlier this month. Part of its campaign included threats to take Government Ministers hostage if their demands were not met. It claimed that Orange Free State Premier Terror Lekota had escaped being taken hostage by its members, but this was denied by Lekota.

Ncalo said a national shop stewards' meeting regarded the resumption of pay talks as an indirect response by President Mandela after he had been given an ultimatum to respond "positively" or face further strike action.

"The Public Service Bargaining Chamber cannot reopen wage negotiations without a mandate from the president.

"If the talks end in deadlock again, SAHPSWU will have no option but to take to the streets again until the Government is willing to negotiate," Ncalo said.

Workers occupy parliament

Nehawu sit-in at
Speaker's office

CLIVE SAWYER
Political Correspondent

ALG 27/11/95

250

MORE than 100 parliamentary workers sat-in in the national assembly chamber and the Speaker's office in parliament today, demanding the removal from his post of the secretary to parliament, Robin Douglas.

They also wanted a meeting with Speaker Frene Ginwala, who was not in her office at the time, and the removal of several other officials.

The workers, members of the National Health and Allied Workers Union (Nehawu), said they were angry over staff grievances.

After waiting more than an hour in the assembly, workers decided to hand a memorandum to the office of parliament's other presiding officer, president of the Senate, Kobie Coetsee.

Mr Coetsee told workers he would support a bilateral meeting between the presiding officers (himself and Dr Ginwala) and the union.

He said a meeting would be held next week to form an umbrella negotiating forum about staff conditions.

Efforts were being made to improve the status of parliamentary staff, he said.

Workers decided to take the step after union leadership reported Dr Ginwala was "preparing a response" to today's protest.

This was not in line with their demand for her to arrange a meeting about grievances, they said.

The workers demanded the removal from their jobs of Mr Douglas, his deputy, Chris Lucas, and administration head Eon du Toit.

Workers involved in the protest included service officers, cleaners, Hansard, catering, administration and finance staff.

The demonstration was peaceful and parliamentary police did not intervene.

Nehawu parliamentary branch spokesman Mtutu Masiza said trouble had been brewing for some time.

Many of the staff had joined after the election last year, to be shocked by poor working conditions and long hours.

Advertisements had been placed to recruit new staff without making allowance for consultation with the union, or giving serving staff the chance to apply for the advertised posts.

The union wanted their grievances settled as soon as possible.

In a letter to the Speaker, Nehawu said the way the parliamentary secretariat was dealing with their grievances was "irresponsible and nonchalant".

In its letter, the union gave the Speaker a deadline of 12 30pm today to arrange the meeting it had requested.

Mr Masiza said the union had asked for the secretary and two other top officials to be removed because they were obstacles to the transformation of parliament.

'Abnormally bloated, inefficient'

Speakers lash out at public service

250

SAW 27/1/95

Cape Town — South Africa's public service was abnormally bloated, unprofessional, unrepresentative, inefficient, in a fundamental crisis and not geared for change.

These were yesterday's findings of academics and former civil servants at a public workshop organised by the Constitutional Assembly

A strong appeal was made for a complete overhaul of the civil service.

"We must not only change the colour of the public service, but also the way it operates," said Dr Mark Swilling, acting director of the Graduate School of Public and Development Management at the University of the Witwatersrand

Successful implementation of the RDP was linked to the public service's successful transformation. The bureaucracy had to be reorganised to gear itself for demands of the new political order in a united South Africa.

The workshop was organised to give members of the CA theme committee on specialised structures of government an overview of public service issues.

The public service had found itself in the most fundamental crisis of its existence, said Professor Fame Cloete of the University of Potchefstroom. He ad-

STRONG appeal for total overhaul of a sector facing its most fundamental crisis

mitted to being "forced" out of the public service for not following political directives in president P W Botha's era.

To try and transform a public service that had been established over 40 years of single-party rule was an unenviable task. It was conservative and resistant to change. Even during his tenure, some heads of departments had delayed policy implementation.

The public service was an abnormal structure that reflected the abnormality of past constitutions, said Pretoria University's Professor P J van der Merwe.

The loss of morale, lack of leadership, motivation and discipline, and the prevalence of corruption, bribery and nepotism was widely prevalent, which led to fiscal indiscipline and lack of public accountability.

Having been forced to implement bad laws, the institutions had no credibility and suffered from a bad public image. The public service should be treated in the constitution in the same

way as any other sector.

"What we have is the world's most scrambled public service," said Louis Kluever, former director-general of the Department of Public Service and Administration, referring to the various restructurings the department had undergone since 1979.

Defending the Public Service Commission, which came under severe criticism from speakers and members on the floor, Kluever contended that the PSC was not as powerful as it had been made out to be. Various speakers disagreed with him, blaming the commission for the slow transformation.

Civil servant newcomer Robinson Ramate, adviser to the MEC for education in the Gauteng provincial legislature, said his service experience had been frustrating, and that the PSC was the most inefficient arm of government — with the capacity to slow down or stop anything.

There was a serious threat of parallel, duplicate administration developing because of the old civil service's failure to rise to change, and as new people were called in to do its work.

This resulted from the job guarantees to civil servants in the Interim Constitution, he said. — Sapa.

► More reports — Page 7

'Indiscipline rife among public servants'

□ 'Some not going to work at all'

(250) ARG 27/1/95

CLIVE SAWYER
Political Correspondent

INDISCIPLINE is rife among public servants in some parts of the country, with some not going to work at all.

Some are keeping whatever hours they feel like, and state property is being used for private purposes

Meanwhile, the public service faces the biggest crisis in its history.

These claims were made at a seminar organised by a Constitutional Assembly theme committee yesterday.

Former director-general of the department of public administration Louis Kluever said there were parts of the country where there was a "total lack of discipline" in the public service.

Mr Kluever said courses were being held for old and new public servants to re-orientate them for "the immediate task ahead"

The new South African pub-

lic service must be created from more than a million employees of the former republic, homelands and self-governing territories.

Most will have to be reassigned to new central and provincial departments, while the need for a representative public service will have to be met.

Of the 1,2 million public servants to be reassigned, only about 200 000 will remain at national level.

Of these, about 150 000 are members of the defence force, correctional services and the police

Replying to a question, Mr Kluever said outside influences should not be allowed to impinge on an apolitical and non-partisan public service

But he rejected a suggestion that the apartheid public service had been under the thrall of the Broederbond.

Mr Kluever said he had been a public servant for 33 years, and his job had included deci-

sions on promotions and appointments.

The Broederbond had not contacted him or attempted to influence him.

He suggested the image of the power of the Broederbond had been built up by public servants disgruntled by losing out on key appointments.

People had claimed they were "hard done by by the Broederbond" ("deur die Broederbond bedonder")

Stellenbosch academic and former public servant Fanie Cloete said the public service faced the most fundamental crisis in its existence.

The inherited British tradition of a non-partisan and professional public service had been used during 40 years of apartheid to protect the interests of a particular political party

Professor Cloete said the transformation of political and administrative culture could take decades.

Mandela to get full report on Boesak's foundation fund row

ARG 27/1/95

Political Staff

PRESIDENT Mandela is expected to receive a comprehensive report on the alleged misappropriation of funds donated to Allan Boesak's Foundation for Peace and Justice early next week, senior officials said today.

They confirmed that in the meanwhile Dr Boesak had taken leave from the Department of Foreign Affairs, citing "personal reasons", and that the suspension of his appointment as ambassador to the United Nations offices in Geneva remained in effect.

He was technically still an

employee of the department, officials said, and had undergone preliminary training for his post in Geneva. The training had been interrupted by his request to take leave.

Today officials of the Department of Foreign Affairs were unable to say for how long he would be on leave and Dr Boesak could not be reached for comment

In earlier comments, Dr Boesak has denied wrongdoing "We expect to receive a comprehensive report on the Foundation for Peace and Justice in a matter of days," an official said.

It was likely that Dr Boesak and other interested parties would be invited to comment on the report before any decision on his Geneva appointment was made.

The report is being compiled by a Johannesburg attorney who was asked by Scandinavian church organisations to investigate complaints that donations to the FPJ had been misused.

The churches have alleged that at least R1,5 million was used for FPJ staff housing loans and other perks instead of for upliftment projects in poor communities.

SA's civil

(250) ET 27/11/95

service

'in crisis'

SOUTH AFRICA's public service was abnormally bloated, unprofessional, unrepresentative, inefficient, in a crisis, and not geared for change.

These were the findings of academics and former civil servants given at a workshop in the city yesterday organised by the Constitutional Assembly.

A strong appeal was made for a complete overhaul of the civil service.

"We must not only change the colour of the public service, but also the way it operates," said Dr Mark Swilling, of Wits University.

The successful implementation of the RDP was linked to its successful change as the service had to gear itself to deliver on the new demands.

Prof Fanie Cloete, from Potchefstroom University, said to change a public service — now in its worst crisis — that had been established over 40 years of single party rule was an unenviable task.

Corruption

The public service was an abnormal structure that reflected the abnormal past constitutions, Pretoria University's Prof P J van der Merwe said.

The loss of morale, lack of leadership, motivation and discipline, and corruption, bribery and nepotism were prevalent, which led to fiscal indiscipline and lack of public accountability, he said.

"We have the world's most scrambled public service," said Mr Louis Kluever, a former director-general of the Department of Public Service and Administration.

He said the Public Service Commission (PSC) was not as powerful as it was made out to be. But speakers disagreed, blaming it for the slow change.

"New" civil servant Mr Robinson Ramaite, an adviser to the Gauteng Minister for Education, said his experience had been "frustrating", and that the PSC was the most inefficient arm of government.

A duplicate administration threatened to develop because of the service's failure to change and new people called in to do their work, he said. — Sapa

the
lib-
r of
ons,
mi-
nent
The
ad-
re,
l.
be
val
ion
ffi-
all

Regional judges 'should join Constitutional Court'

CAPE TOWN — The Constitutional Court should expand to include judges from the provinces when adjudicating on conflicts between central and regional governments, the Inkatha Freedom Party has recommended.

In keeping with the party's drive to boost regional powers and autonomy in the new constitution, it said in a submission to the Constitutional Assembly's theme committee on relations between levels of government that each provincial legislature should elect judges from its own region to sit on the Constitutional Court.

Provinces should be able to influence "by means of their own judicial system" how the Constitutional Court interpreted the constitutional provisions which defined their autonomy, according to the submission.

"When assessing the compatibility of national legislation with provincial constitutions, the Constitutional

ADRIAN HADLAND

Court should be bound by the interpretation of the provincial constitution adopted ... in the provincial court system."

Each of the parties tabled submissions yesterday outlining their broad principles on the distribution of powers and functions at central, regional and local government level.

The ANC said in its submission the division of power between the different levels of government should not be allowed to interfere with national unity. Additional factors concerning the future shape of provincial and local government systems included the "undeniable need for redistribution", the deracialisation of SA and the need to discourage political mobilisation on the basis of race, ethnicity or language

For the Freedom Front, the recognition of traditional leaders' legitimacy and the realisation of "accept-

able forms of self-determination for those Afrikaners who have mandated us", were areas of particular interest

The NP reiterated its position on autonomous powers for each level of government, the adoption of provincial constitutions and flexibility towards allowing provinces to develop their own, typical characters.

The DP also argued for the strengthening of the provincial system, including the allocation of more powers, together with the maximisation of openness and accountability at all levels.

The parties will begin to debate these principles in the theme committee next week.

Sapa reports Provincial Government Commission chairman Thozamile Botha told a Pretoria news briefing it was not clear how members of the Senate represented the provinces in Parliament. This was a "deficiency" in the interim constitution which would have to be rectified.

Policemen suspended

THIRTY-six policemen at Soweto's Orlando police station who participated in a strike were suspended yesterday with immediate effect on the orders of district commissioner Brig Chris Earl.

This followed the conclusion of investigations into a strike by 50 policemen at the station earlier this month to protest against five officers accused of racism. Earl said the investigation had shown the accusations were false.

Soweto police spokesman Lt-Col Joseph Ngobeni said the suspensions would remain in effect pending a decision by the Gauteng regional commissioner. The five officers, who were earlier temporarily transferred, would be reinstated.

He said 50 policemen at Orlando protested against the decision and stopped working yesterday. They called for the removal of the officers — Sapa

Govt to urge public servants to retire early

PUBLIC servants will be asked to take voluntary retirement at the age of 50 in provinces such as Northern Transvaal and Eastern Cape, where the homeland system has left a legacy of massive overstaffing.

Provincial Government Commission chairman and Eastern Cape director-general Thozamile Botha said this after a news conference in Pretoria yesterday.

He said the Public Service Commission had recommended voluntary early retirement as the first step in tackling the duplication of services in provinces such as Northern Transvaal, which had to amalgamate the administrations of the old TPA, Lebowa, Venda and Gazankulu while being constitutionally barred from retrenching.

It is understood that Northern Transvaal has more than 30 directors-general.

Botha said the experience of his commission, which has been helping regional governments manage transition, was that provinces with a homeland legacy faced the gravest difficulties. "They are dealing with a whole bunch of laws which need to be rationalised and administrations which need to be integrated. Each territory had developed its own civil service culture and administrative centre"

DREW FORREST

Botha said that by April, departmental requirements would be mapped out and the absorption of homeland public servants would begin. Staff would be transferred across departments and regions.

This would still leave "staff additional to establishment posts", Botha conceded. "The process will have to be carefully managed — we cannot just throw people on to the streets. Serious discussions with trade unions will be needed."

Public Service Minister Zola Skweyiya has said retrenchment packages would be offered in a targeted way, to avert a skills exodus from the public service.

At the news conference, Botha released a document identifying key constitutional issues relating to provincial and local government. These would be investigated by his commission, a body set up to advise the Constitutional Assembly.

Questions to be scrutinised include the powers of the provinces, the nature of provincial constitutions, the electoral system at provincial level, the fiscal and financial powers of the provinces and the constitutional place of traditional authorities.

Sit-in: Speaker demands apology

CLIVE SAWYER
Political Correspondent

SPEAKER of the national assembly Frene Ginwala has demanded an apology from parliamentary workers who occupied her office

The workers, members of the National Education Health and Allied Workers Union (Nehawu) yesterday occupied the Speaker's office and the chamber of the national assembly in support of their demands

Workers, ranging from service officers to catering staff and cleaners, occupied benches in the assembly

The chamber is not in use because parliament sits again only on February 17

Yesterday extra benches were still in place to accommodate senators who were in the chamber for Monday's joint sitting with members of the national assembly as the constitutional assembly Workers, who made speeches and sang freedom songs, said they wanted their grievances settled so they did not delay the legislative and constitution-making process.

The protest ended before lunchtime yesterday after a memorandum listing demands for meetings to improve working conditions was handed to senate president Kobie Coetsee

ARG 28/1/95 (250)

A union spokesman said Dr Ginwala had failed to follow through her commitment as a democrat

Dr Ginwala said the occupation of her office was unacceptable "Labour relations cannot be conducted in this manner"

She said the occupation had prevented her from attending to "certain pressing matters which required and still require my attention"

"I have been informed the staff concerned are Nehawu members and wish to hand over a memorandum

"As indicated on previous occasions, I am prepared to receive memorandums and representations from staff, provided an appointment is made beforehand."

No notice was given of yesterday's action, Dr Ginwala said

Staff grievances last year led to proposals for the formation of a parliamentary staff forum.

Staff sources said there were tensions because some employees brought in after the election had been appointed above the heads of existing staff

This week a delegation from the Public Servants League handed over a memorandum to the Speaker protesting against alleged preferential treatment given to Nehawu.

Staff slammed over sit-in in Parliament

(152) (250) SPAN 28/1/95

ESTHER WAUGH
POLITICAL CORRESPONDENT

CAPE TOWN — National Education, Health and Allied Workers' Union members, who yesterday occupied the National Assembly chamber and the Speaker's office, owed her an apology, Assembly Speaker Frene Ginwala said

Parliamentary staff belonging to NEHAWU began their sit-in yesterday, demanding to hand over a memorandum to Ginwala

While shop stewards waited for a response in Ginwala's office, about 300 workers debated their grievances in the National Assembly chamber.

NEHAWU members demanded a meeting with Ginwala to discuss their grievances. The union demanded to be part of staff recruitment programmes.

The sit-in was disbanded after the workers marched along the National Assembly's corridors to

the Senate, where they handed the memorandum to Senate president Kobie Coetsee.

NEHAWU turned down his proposal that a delegation could meet him in his office, and the meeting then took place in the corridor outside.

After the memorandum was read to him, Coetsee said the Senate had approved that future staff vacancies would be brought to the notice of existing personnel to allow them to compete for the jobs if they wanted to do so.

In a statement, Ginwala said: "I am owed an apology from the staff concerned for occupying my office, or from the NEHAWU shop stewards on their behalf. I would also like it understood that this type of conduct is unacceptable and that labour relations cannot be conducted in this manner"

erts
un-
ells
den
16
at a
red
now
ing

the
ese
gally

are
the
teg-
nt to
em,"

lists
test-
evi-
with-
case
ac-
Afr-
n to
lant
in
AEC

re

on un
tied
ve o
sas
th
not
"u
e
re-
el
a
no
xe
ab

42

ANC targets civil service payouts

250

Times 29/1/95

THE ANC is planning to abolish special pension benefits enjoyed by 1,4 million public servants at a cost of billions of rands to the taxpayer.

Parliamentary Finance Committee chairman Gilt Marcus said this week that aspects of the current pension scheme entrenched "systemic corruption" and encouraged cheating.

The benefits in line to be scrapped include:

- Payouts for accumulated leave, which led to public servants using work hours for private matters instead of taking time off;

- Pension and gratuity payments calculated on the basis of the last salary cheque received, which resulted in last-minute salary hikes to boost payouts;

- Tax-free gratuity payments dished out over and above pension payments.

The benefits have already robbed the Treasury of billions of rands. Last year alone, the government had to top up pension funds with R6,9-billion in stock issues.

Government contributions to pension and provident funds made up 15,7 percent of its wage, salary and bonus bill in the June quarter of last year.

There are an estimated 1,4 million public servants working in central, provincial and local government.

The money-guzzling payouts have driven some public service pension funds to desperate measures.

Fearing that its members would lose special benefits under a new dispensation, a Johannesburg city council pension fund last year tried unsuccessfully to persuade the council to sign over its property — including the civic centre — as surety.

"The current payout system is building a mentality that says: 'What can I get out

**By RAY HARTLEY
Parliamentary Correspondent**

of the system? This is how you create corruption — stealing time is like stealing money," Miss Marcus said.

"We should have a pension system in which you get back what you've ploughed in," she said.

The latest moves follow suggestions that many town councils were being bankrupted by officials who took "early retirement" payouts and were then re-employed in the same jobs.

Town officials in Randburg last year received payouts as high as R2-million and then took their old jobs back at high salaries. Uitenhage's town clerk, Robin Williams, took early retirement only to resume working for the council.

Contacted for comment this week, Mr Williams said the size of his payout was a private matter, adding that the council was in fact making a saving by re-employing him as a consultant without an official pension.

But some Eastern Cape politicians are fuming at the arrangement. Said Eastern Cape MP Cunnage Gawe: "I don't know the details of this case but in general it's like stealing the family silver."

Parliament's Public Service and Administration committee chairman Phumzile Mlambo-Ngcuka said a White Paper on the public service, to be published next month, would examine the restructuring of salaries and benefits.

The Democratic Party's Brian Goodall said the public service pension scheme differed in several crucial respects from private sector schemes.

Over and above their pension payout, public servants also received a tax-free gratuity amounting to 6,67 percent of

their salary multiplied by the number of years they had served.

In the private sector, such gratuities were subtracted from pension payouts and then taxed. The ANC has steadily been hardening its position on the public service, one of the largest obstacles in the way of its belt-tightening programme.

Government ministers including the minister in charge of the RDP, Jay Naidoo, have identified the need to reduce excessive "recurrent expenditure" —

comprising mainly money spent on public service salaries and benefits — as the main contributor to spiralling public spending.

Government has made it clear that demands by some public sector unions for a 15 percent increase simply will not be met due to lack of government funds.

And, at its December conference, the ANC resolved to investigate ways of removing clauses from the constitution guaranteeing public servants their jobs.



Workers snub Speaker (250)

Sowetan 29/1/95
LABOUR relations in Parliament deteriorated sharply on Friday after a trade unionist snubbed the Speaker's demand that striking workers apologise for invading her office.

Workers were to be canvassed on more disruptive action next week if the Speaker, Dr Frene Ginwalá, and the Parliamentary secretariat went ahead with a scheduled meeting on Tuesday to discuss a labour bargaining forum.

The workers want bilateral talks to discuss grievances.

Earlier, Nehawu representatives and about 200 Parliamentary cleaners, canteen staff and messengers took part in a rowdy demonstration in support of demands for the resignation of the Secretary to Parliament, Robin Douglas, and his deputy, Chris Lucas.

ANC advisory posts phased out

By EDYTH BULBRING
Political Correspondent

SPECIAL consultants and advisers, who were appointed last year on huge salaries to advise the fledgling ANC government, will be phased out by the middle of the year.

Public Service Commission chairman Dr Roe Venter said this week that the advisers and consultants, who were appointed from outside the public service, would be asked to apply for vacant jobs within the civil service.

Some advisers and consultants have been paid as much as R28 000 a month.

Each minister is entitled to two special advisers and a number of special consultants, many of whose contracts expire in June.

Dr Venter said the appointments were seen as a temporary measure to assist the ministers and the premiers in setting up the new government.

The termination of this special arrangement was part of the normalisation of the public service.

Strategic management teams, which were set up in the provinces and national ministries to help the incoming office-bearers establish departments and offices would be phased out by the end of February, a spokesman for the Public Service Commission said this week.

The entry into the public service by these special consultants and advisers will mean that many of them will have their salaries substantially reduced.

ET 29/1/95

(250)

Pensions proposal rejected

ADRIAN HADLAND

CAPE TOWN — The ANC's reported plans to abolish the special pension benefits of up to 1.4-million public servants were dismissed as unfeasible by employee associations at the weekend.

Weekend reports claimed the ANC intended to save the taxpayer billions of rands by scrapping payouts for accumulated leave, pension and gratuity payments as well as ending tax-free gratuity payments for public servants.

Public Servants' Association GM Casper van Rensburg said he was baffled by the proposed cuts. **BD 30/1/95**

"The rationale cannot be understood."

On accumulated leave and pension payments, Van Rensburg said any changes contemplated had to take into account both the Labour Relations Act passed last year and constitutional provisions on safeguarding the jobs of public servants.

According to the Act, the Public Service Bargaining Council was established as the structure in which all matters of mutual interest between the state as employer and employees must be negotiated, he said.

"There is a legal duty imposed on the state and I think these issues would fall

under matters of mutual interest."

The Act also stated that conditions of employment could not be altered unilaterally without negotiation.

Taxing pension gratuities was not feasible, Van Rensburg said.

"Even the Katz Commission does not refer to this because it realised that the financial viability of taxing pension gratuities is so limited and there are so many ways to avoid it, that it is just not feasible."

Public servants' pension funds were also separate from the fiscus so there would be few savings for the taxpayer if gratuity and pension payouts were scrapped.

Parliamentary finance committee chairman Gill Marcus said aspects of the current pension scheme entrenched "systemic corruption", according to reports.

The reports said Parliament's public service and administration committee chairman Phumzile Mlambo-Ngcuka had confirmed a White Paper on the public service, which would examine the restructuring of salaries and benefits, would be published next month.

Strike in parliament resolved

Political Staff

THE issues that led to strike action by members of the National Education Health and Allied Workers Union (Nehawu) in Parliament on Friday had "to a large extent" been resolved, it was said in a joint statement yesterday.

The statement was issued yesterday after a meeting between the presiding officers of Parliament, members of its secretariat and the union's shopstewards council.

It said the issues that led to the strike had been addressed and it was agreed a further meeting would be held. "Management acknowledged that there was a delay in dealing with these issues.

"Nehawu therefore sought to present an 'open letter' to the Speaker to secure her intervention.

"Nehawu wishes to record that there was no intention to occupy the Speaker's office, and regrets any impression to this effect that has been created," the statement said.

6000 qualify for voluntary retirement (250)

Political Staff

ET 2/2/95

NEARLY 6 000 senior civil servants will have until the end of March to decide whether or not to take early retirement.

The Public Service Commission said yesterday that 5 800 civil servants over the age of 50, as well as those who had 30 years' pensionable service, were eligible for the early retirement package.

A commission spokesman, Mr Corrie Smit, said the commission could not say how much the plan would cost as they did not know how many civil servants would want to take early retirement.

The package could pave the way to introducing new civil servants to senior and middle management.

With increasing ANC complaints about the guarantees given to civil servants during negotiations, the criticisms of "old-guard" officials and the calls for restructuring of the civil service, many senior officials are expected to opt for retirement.

The deadline for early retirement in the Western Cape is also March 31.

The Minister for Public Service and Administration, Dr Zola Skweyiya, said in December the early retirement package had been finalised together with a large number of interest groups, including the 18 employee organisations admitted to the Central Chamber of the Public Service Bargaining Council.

Mandela warns public servants

(250)
Sowetan
3/2/95

STATE PRESIDENT NELSON Mandela yesterday issued a stern warning to the civil service to cooperate with the Government, saying he would use force in defence of law and order in the country

Mr Mandela was addressing a crowd in front of the provincial legislature in Bisho after a tree-planting ceremony on the first day of his visit to the Eastern Cape. He said the ANC's pre-election promises of improving the "lives of our people" could not be achieved overnight.

Those who thought that after only eight months the Government would be able to increase salaries and give everyone homes were "literally living in a fool's paradise", Mandela said.

It will take "a year, or even five years, to build houses, to create jobs, to build schools and hospitals, to bring electric-

■ COOPERATION BID I'll use

force to ensure law is respected:

ity and fresh water to every house and to build sport stadiums"

"Many of our people have forgotten that warning. Civil servants, on whom the Government depends, are embarrassing the new Government, both nationally and provincially" with their demands for better wages

Government buildings

"I have had enough of the law being disrupted by people who should know better. If people occupy government buildings, they must be prepared for the full wrath of the Government." Mandela said. "I will try to attend to the civil servants' grievances, but force is some-

thing that I cannot tolerate. I have no alternative but to use all the power at my command to ensure that the law of the country is respected."

He said the Government was working on a budget drawn up by the apartheid government and meant to benefit the white minority in the country.

He said certain people were now using the civil service to make it impossible for the Government to function.

"I want to make an earnest appeal to all these constituencies, the civil service and the security forces, to cooperate because their condition cannot be improved before we draw up our own budget" — *Ecna*.

...determined to carry the
Bobby World Cup into every corner

Mandela vents wrath

CT 3/2/95
(250)

PRESIDENT Nelson Mandela bared an iron fist at unruly civil servants yesterday, threatening them with the "full wrath of the government" if they broke the law.

Speaking at the beginning of a three-day tour of the Eastern Cape, he said he had tried to avoid responding with anger to the recent wave of labour unrest in the public sector. "But my patience is not unlimited I am losing patience"

Violent protests, intimidation, sit-ins and the abduction of government officials would be dealt with "very ruthlessly"

He also claimed criminals and "people who lost the election" were misusing the civil service to destabilise the government

So far, he had resisted using force even though civil servants had been particularly provocative.

"I want to give a warning that I have had enough of the law being disrupted by people who should know better," Mr Mandela said.

'No alternative'

Striking civil servants who occupied government buildings should be prepared to face the full wrath of the government.

"I must defend law and order in this country. If they continue to disobey the law, I have no alternative but to use all the power at my command to ensure the law of the country is respected"

Mr Mandela delivered his hardline message at a tree-planting ceremony at the Bisho legislative assembly building, and repeated it later in the day at a closed meeting with representatives of the

Public sector rebuked

province's civil servants and at a media briefing

Mr Mandela said strikes were the ultimate resort of employees and their right in a democratic country. He had sympathy for civil servants' demands, and would support their right to protest "to the hilt".

However, disrupting the process of government could not be justified while channels for negotiation were still open.

"We now have a people's government and unjustified action against it is action against the people

"Beware: We could ourselves as civil servants sabotage the implementation of the Reconstruction and Development Programme"

Mr Mandela said there had regrettably been complaints about inefficiency in the civil service

He said the government had been in power only eight months and was still working to a budget drawn up by an apartheid government and designed to benefit the white minority

He had warned repeatedly during last year's election that people's lives would not change overnight once a democratic government came to power

Civil servants and members of the security forces could not expect an improvement in their conditions before the African National Congress-led government was able to draw up its own budget. Anyone who did was "literally living in a fool's paradise".

Gradual change

The March 1995 Budget would be "only a small beginning", Mr Mandela said. Any drastic departure from the way cash was allocated at present would lead to job losses and general disruption

"We have to move gradually and ensure that where we reduce allocations, people will continue to have jobs or we find them jobs elsewhere in the private sector."

On his arrival at Bisho's State House, official residence of Eastern Cape Premier Mr Raymond Mhlaba, Mr Mandela's cavalcade passed a group of farmworkers from a government project near Queenstown who were demonstrating in a wage dispute

At the entrance to the legislative assembly building, he was met by a number of uniformed nurses carrying placards demanding wage parity with colleagues in the pay of the outgoing Cape Provincial Administration.

Nurses at two hospitals in the former homeland Ciskei, who have been on strike for more than a week, were given a deadline on Wednesday to get back to work or face dismissal

Mr Mandela travels to Transkei today, where he will hold closed meetings with police officers and teachers and address a rally at Tsolo, near Umtata - Sapa

Call for private sector clause

CAPE TOWN — The constitution should rule that government not provide any service to the public unless it could be demonstrated the private sector was incapable of performing such a task as efficiently, the Inkatha Freedom Party says. (250)

In a submission to a constitution theme committee this week, Inkatha also called for the establishment of a privatisation commission.

Constitutionally mandated privatisation should be overseen by a nine-member commission of finance experts, business association representatives and presidential and parliamentary appointees.

It suggested that the constitution rule that no service be provided by government unless private enterprise was incapable of doing it better.

"No enterprise shall therefore be acquired or conducted by the government or its instruments either as a monopoly or as a free competition enterprise, and no service shall be

ADRIAN HADLAND

provided to the public by government unless so authorised by a law."

The submission argued the commission should develop a privatisation plan to be submitted to Parliament for approval and then oversee the plan's implementation.

In its submission, the ANC said it could see no reason for specific provisions on public enterprises to be included in the constitution.

International experience had shown that macroeconomic stability depended on maintaining control at national level over borrowing by provincial and local governments.

A clause similar to Section 188 of the interim constitution — which prohibits central government from guaranteeing second and third-tier loans without the recommendation of the Financial and Fiscal Commission — should be included in the final constitution, the ANC said.

Mandela threatens unruly public servants

BISHO — President Nelson Mandela yesterday threatened unruly public servants with the "full wrath of the government" if they broke the law.

(250)
He said at the start of a three-day tour of the Eastern Cape that he had tried to avoid responding with anger to the recent wave of labour unrest in the public sector.

"But my patience is not unlimited. I am losing patience."

BD 3/2/95
Violent protests, intimidation, sit-ins and abduction of government officials would be dealt with "very ruthlessly".

He also claimed criminals and "people

who lost the election" were misusing the public service to destabilise government.

"I want to give a warning that I have had enough of the law being disrupted by people who should know better." Striking public servants who occupied government buildings should be prepared to face the full wrath of government.

"I must defend law and order in this country. If they continue to disobey the law, I have no alternative but to use all the power at my command to ensure the law of the country is respected."

He had warned repeatedly that lives

would not change overnight once a democratic government came to power. Public servants and security force members could not expect an improvement in their conditions before the ANC-led government was able to draw up its own Budget. The next Budget would be "only a small beginning". Any drastic departure from the way cash was allocated would lead to job-losses and general disruption.

Mandela travels to Transkei today where he will hold closed meetings with police officers and teachers and address a rally at Tsolo, near Umtata. — Sapa.

Third union in Parliament

Political Staff

CT 9/2/95

A THIRD trade union has been formed to represent the 700 people working in the Houses of Parliament (250)

The Parliamentary Staff Association, which has 94 signed-up members, was open to all officials but was more representative of the professional ranks, its interim chairman, Mr Derek Smith, said. (22)

State pension reinsurance

CAPE TOWN — Public Service Minister Zola Skweyiya publicly distanced himself yesterday from ANC plans to scrap special pension benefits enjoyed by public servants at a cost of millions of rands a year to the taxpayer.

Skweyiya reassured "concerned" public servants that the ANC could not act unilaterally on the issue. He was reacting to a recent statement by ANC MP and parliamentary finance committee chairman Gill Marcus that the ANC planned to scrap aspects of the pension scheme which entrenched "systemic corruption" and encouraged cheating.

A senior union official conceded yesterday that SA's 1,2-million public servants

(250) BD 9/2/95

DAVID GREYBE

enjoyed "one of the world's best pension funds, and some of the benefits will have to be curtailed" But he said there were legally entrenched channels to work through.

Skweyiya said any changes to the pension benefits system would be pursued only through the Public Service Bargaining Council, as envisaged by the Public Service Labour Relations Act.

A government source said Marcus's "unilateral outburst" had threatened to scuttle a newfound, but fragile, working arrangement between government and the 18 public service unions. The two sides are

□ To Page 2

Pension

due to start work on a three-year salary plan next week. However, MPs gave notice yesterday that they would not bow to executive pressures, and planned to pursue the matter in Parliament.

Public accounts committee chairman and DP MP Ken Andrew said his committee would "scrutinise" the auditor-general's reports in coming weeks for any sign of pension fund abuse, and if necessary call for additional reports.

Marcus said the ANC "appreciates the difficulties Skweyiya is grappling with in the public service and the steps he has taken to resolve them. But the ANC expects that any problems identified will be addressed and removed."

BD 9/2/95 From Page 91

Skweyiya's statement followed a row in the bargaining council, which is meeting in Durban, when unions complained about "the ANC's unilateral plans". One unionist said government had assured the unions Marcus's statement did not reflect official thinking. But they wanted Skweyiya to end confusion among public servants. Another union official claimed Marcus's remarks were "part of an ANC strategy to replace existing public servants with ANC types".

The benefits targeted by the ANC include payouts for accumulated leave, pension and gratuity payments calculated on the basis of the last salary cheque, and tax-free gratuity payments over and above pension payments.

Judge to probe civil service for possible irregularities

A commission of inquiry was established by Mr Acting Justice Jules Browde yesterday to investigate possible irregularities in the public service between April and September last year.

Browde said the investigation would encompass the volatile period before and after the April 27 1994 election during which people in the service "could have exploited the situation by improperly improving their own or other persons' po-

sitions' (250) (251)

The commission, comprising Browde and five other attorneys, is empowered to review and, if necessary, "reverse or alter" contracts, promotions and awards or benefits received during this period.

STW 10/2/95
Browde said it was imperative that anyone who was aware of such an irregularity should provide this information to a minister of the Cabinet. — Staff Reporter.

port ● Investigation into improper promotions

Probe into civil service promotion

(250) Sowetan 10/2/95

By Josias Charle

■ **NEW LAW** Commission's decision

HUNDREDS of civil servants may lose their newly found comfort after the establishment of a commission of inquiry into improper promotions and appointments in the civil service. Announcing the formation of the commission yesterday, chairman Mr Justice Jules Browde said the probe was already under way.

The commission will address irregularities that might have occurred in the former TBVC states, self-governing territories and the Republic of South Africa as well as the new unified public service.

It will cover the period between

will have same effect as a court order:

April 27 1993 and September 30 1994. Browde said the time frame was "a volatile period when people in the public services could have exploited the situation by improperly or unjustifiably improving their own or other people's positions".

The commission will review the conclusion or amendment of a contract, any appointment or promotion and the award of any term or condition of service or other benefit.

"Should the commission find that any action as indicated was not proper or justifiable it may reverse or alter

the contract, appointment, promotion or reward," Browde said.

However, he said to avoid a flurry of complaints, only State Ministers may present cases to the commission. Other people wishing to challenge appointments may bring this to the attention of a Minister or provincial MEC, who will take the information to the commission for a full probe. Browde said the commission will have full judicial powers and its decision will have the same effect as a court order. Its final report will be handed to President Nelson Mandela on April 27 this year.

'Affirmative action vital for strong public service'

Nothing to fear, Mandela tells white civil servants

star 10/2/85
250

President Mandela yesterday moved to allay the fears of white civil servants, saying they had nothing to fear from affirmative action

"There is much to be done and many changes are necessary," Mandela told a multi-racial meeting of about 400 Transport Department workers in Pretoria

"The transformation of the public service is still under way but you do not have to fear these changes. Like our political transformation, we shall eventually reach a situation with which

everyone will be satisfied

"The ghosts of unknown dangers have changed in everyday reality in a country unified around the struggle towards community goals," he said.

Mandela said affirmative action in the public service was vital to serve the interests of all South Africans effectively, but would not discriminate unfairly

"Affirmative action is aimed at redressing wrongs, not creating new ones. Like democracy, it is an opportunity to lay a sound basis for reconciliation and

transformation. It will help us achieve a stronger, more efficient public service, better able to address the needs of all the people in our country.

"The Government is committed to developing an environment that is co-operative rather than adversarial to ensure stability in the public service," he said

Transport Minister Mac Maharaj also addressed the meeting and urged workers in his ministry to develop joint decision-making policies and work

towards the goals of the reconstruction programme

"We will have to change the way in which we serve people, and when we are dealing with role-players we should make all facts available to them so that they are as fully informed as possible. Each one of us must rise to the call of building a new and better country for all of us," he said

Maharaj also assured white public servants that professional standards would not fall in the department due to affirmative action — Reuter.

Wide powers for commission

Public service promotions set for review

(250)
BD 10/2/95

THE six-member judicial commission headed by acting judge Jules Browde said yesterday it was ready to exercise its wide powers and to review alleged irregularities in public service appointments and promotions.

The commission was established in terms of the constitution. Commissioners, appointed by President Nelson Mandela, were empowered to review matters pertaining to public sector appointments, contracts and promotions as well as "the award of any term or condition of service or other benefit", Browde said.

The commission could reverse or alter any contract, appointment, promotion or award which it found to be improper or unjustifiable.

Browde said the commission would have to be given the same powers as a civil court if it was to hand down meaningful decisions. This had been raised with Public Service Minister Zola Skweyiya and he was attending to the matter.

It would also look into retirement awards and gratuity payouts and would cover all public sector institutions, including schools, hospitals, the police and defence forces.

Alleged irregularities in the public service of SA, the former TBVC states and former self-governing territories would be investigated if they occurred during the period April 2, 1993 to September 30 1994.

The commission was established to review actions by public servants who could have "exploited the situation by improperly or unjustifiably improving their own or any other person's position".

Allegations of irregularities may be for-

ERICA JANKOWITZ

warded to the commission only by a Cabinet or provincial minister, he said.

However, members of the public were encouraged to bring their suspicions to the attention of any Minister as complaints did not have to be forwarded to the MP or Minister in charge of the department in which the irregularity allegedly occurred.

It was imperative that anyone aware of irregularities falling under the commission's terms of reference should submit particulars to an appropriate person.

ANC MP Gill Marcus said concerns about aspects of public sector pension schemes which could entrench "systematic corruption" and encourage corruption could be forwarded to the commission for "exploration in this forum".

She said she would look into whether this was the correct forum in which to have these concerns investigated.

Browde said hearings would be held in public with all interested parties notified and, if necessary, subpoenaed to appear before the commission.

To begin with, hearings would be held in Pretoria, but if evidence of widespread irregularities in the former homelands emerged, the commission would sit in those areas.

It was scheduled to end its work by April 27, but might have its life extended by Parliament if the need arose and the expected flood of complaints materialised.

Other commission members are advocates Selby Baqwa, Leona Theron and VM Ponnann of Durban; advocate ML Mailula of Johannesburg; and attorney Cecil Somyalo of Port Elizabeth.

Manpower forum is finally wound down

THE final function to mark the dissolution of the National Manpower Commission was held earlier this month, five years to the day after former President FW de Klerk's "watershed speech", and coinciding with the launch of the draft Bill on the Labour Relations Act.

The commission's demise was conducted in such a haphazard fashion that it was necessary to formally close the book, former chairman Frans Barker said at the farewell.

The commission was essentially empowered to submit recommendations to the Manpower Minister on all labour matters and policy.

The Wiehahn commission in 1979 recommended the establishment of the commission as it foresaw "a more dynamic role for the state in the planning of future labour policy while at the same time abiding by the principle of as little intervention as possible in the relationship between employer and employee".

The Labour Relations Act of 1956 was amended in 1979 to make statutory provision for the commission.

The Minister was empowered to appoint members to the commission which included a limited number of union and employer representatives appointed only in their personal ca-

RENEE GRAWITZKY

pacities and who did not represent the interests of business or labour.

The signing of the Laboria Minute in 1990 between Manpower Minister Eli Louw, union federation Cosatu and Nactu and employer federation Saccola paved the way for the restructuring that enabled the commission to become a proper tripartite forum.

The commission was restructured in 1992. The forum operated for about 15 months during which it was involved in several initiatives including laying the groundwork for the Labour Relations Act draft Bill, the harmonisation of homeland legislation and the Agricultural Labour Act.

In 1994, the tripartite parties within the commission and the National Economic Forum decided to merge the two bodies to form the National Economic Development and Labour Council (Nedlac) to be launched this month.

Barker said: "The whole mode of trying to find consensus was strong within the commission, although this declined slightly from April 27 onwards." He expressed the hope that Nedlac would not experience the same type of problems. However, "reaching consensus on the draft Labour Relations Act would certainly be Nedlac's first major test".

Public service salary plan on the cards

RENEE GRAWITZKY

AGREEMENT has been reached in the central chamber of the Public Service Bargaining Council on the formation of joint task teams to formulate a salary plan for the next three years that would resolve the public sector wage dispute.

This agreement stemmed from discussions held in December between the two Deputy Presidents and the parties to the council to resolve the wage dispute and to avert a strike.

The Commission for Administration said the task teams would make recommendations on ways to narrow the wage gap, facilitate upward mobility, review the grading system, fringe benefits and allowances and to identify discriminatory practices and disparities.

The parties also agreed to bring into line court interpreters' allowances with those paid to administration clerks in the Justice Department.

The SA Health and Public Service Workers' Union, which was part of these discussions, at the weekend announced its intention to embark on strike action on an unspecified date in support of demands for a 15% across the board increase and a minimum wage of R1 500.

The date of the proposed action would not be announced before the action began for fear of police retaliation, union publicity secretary Themba Ncalo said.

He said that although the union was participating in the task teams, it did not regard them as being able to resolve the wage dispute.

Taking of hostages to go on - union

(250) (S) 14/2/95

■ BY JUSTICE MALALA
LABOUR REPORTER

The South African Health and Public Service Workers' Union vowed that its campaign to take white civil servants hostage to press home its wage and salary demands will continue this week despite a foiled start yesterday.

But the police and army yesterday backed up warnings that they will not allow a public servants' union to carry out threats to take white government workers hostage.

Police spokesman Captain Dave Harrington said the Internal Stability Unit was on standby to respond to any possible flare-ups.

The union's publicity secretary Themba Ncalo said yesterday after a planned hostage-taking campaign at 1 Military Hospital in Voortrekkerhoogte, near Pretoria, had failed that the union would strike at white civil servants "where or when the opportunity arose".

The union and several other public sector organisations would be meeting government officials today to resolve the issue but said if the union's demands were not met, the campaign would not be stopped.

The union announced last week that it would embark on a campaign highlighting its grievances, called Operation Moonlight, which would include marches on government offices, the taking of white civil servants as hostages and the formation of a "workers' army".

The principal demands of the union are a R1 500 minimum wage plus a 15 percent across-the-board increase for all its members.

in
ks
ry,
AP

Strikers target military hospital

Staff Reporter

CT 14/2/95

STRIKING public servants who threatened to take hostages to draw attention to their dispute chose the wrong target yesterday when they gathered outside One Military Hospital in Voortrekkerhoogte near Pretoria, where the army was on standby.

The action was planned by about 180 members of the South African Health and Public Service Workers Union (Sahpswu) at the hospital

This was the first step in the union's Operation Moonlight, which includes the formation of a military wing and marches on governmental institutions. Sahpswu publicity secretary Mr Themba Ncalo said yesterday the union's members at the military hospital were on a go-slow because of what he termed "heavy police presence" there

He said hostages would be taken "when and where the opportunity arose" across the country. He said the union would not stop its campaign until the government reviewed its position on salary and wage increases

SA National Defence Force spokeswoman Major Erica Brid said yesterday there had been no disturbances at the military hospital, but the army was aware that there had been threats of violence. She said the army was prepared.

Sahpswu, together with several other unions representing civil servants, is demanding a R1 500 minimum salary and a 15% increase for employees across the board

(250)

(15)

(15)

(152)

Union targets whites

250
Sowetan 14/2/95

Sowetan Correspondent

THE South African Health and Public Service Workers Union says its campaign to take white civil servants hostage to press home its wage and salary demands will continue this week despite a poor start yesterday.

SAHPSWU publicity secretary Mr Themba Ncálo said yesterday, after a planned hostage-taking campaign at One Military Hospital at Voortrekkerhoogte near Pretoria had failed, his union would strike at white civil servants "where or when the opportunity arose".

He said the union and several other public sector organisations would meet government officials today to resolve the issue. However, if the union's demands were not met, the campaign would not be stopped.

The union's illegal plan to terrorise whites by taking them hostage was foiled by a heavy police presence at the hospital yesterday.

Police and army personnel were also deployed at strategic points in the city.

Major Erica Bird, spokesperson at One Military Hospital, said army troops and reinforcements from the South African Police Services were on the hospital premises and would continue monitoring the situation.

Police spokesman Captain Dave Harrington said the Internal Stability Unit was on standby to respond to any possible flare ups.

The union said in a later statement that the police presence had turned the hospital into a prison for its members and alleged that police insisted on escorting workers to the toilet.

The union announced last week that it would embark on a campaign, called Operation Moonlight, which would include marches on government offices, the taking of white civil servants as hostages and the formation of a so-called workers' army or armed wing.

The union is demanding a R1 500 minimum wage plus a 15 percent across-the-board increase for all its members.

SAHPSWU claims a membership of 68 000, which includes about 800 policemen.

The campaign follows a walkout by the union from negotiations with the government in Durban recently.

Public service bargaining forum gets down to business

(250) DAVID GREYBE BD 15/2/95

CAPE TOWN — A ground-breaking collective bargaining partnership between government and public service unions, intended to overhaul of service for SA's 1.2-million public servants, started work yesterday.

Participants likened the process, which seeks to overcome squabbles largely between government and conservative white-controlled unions, to the National Economic Development and Labour Council (Nedlac) to be launched this weekend.

The negotiating body has a main task team to monitor and direct the process, plus five specialist subtask teams, which will spend the next 12 months drafting a detailed three-year phased salary and budgetary plan for the public service.

John Ernstzen, special labour adviser to Public Service Minister Zola Skweyiya, said the 18 public-service unions would become directly involved in the public service budgetary process.

Government hoped the "consensus building process" would end unions' suspicions of government and avert unnecessary industrial action, Ernstzen said.

The first "progress report" had to be submitted to the central chamber of the Public Service Bargaining Council by the end of next month. Skweyiya would keep Cabinet informed of developments.

National Education, Health and Allied Workers' Union (Nehawu) general secretary Neal Thobejane described the public formulation body as the likely forerunner of the envisaged public sector forum.

However, he warned that Nehawu would not hesitate to "take action" if agreements reached in the new body were blocked by government or conservative unions in the bargaining council.

Government and the 18 public service unions reached agreement on the establishment of the body in the bargaining council last week. The specialist teams will devise strategies to narrow wage gaps; review remuneration, allowances, fringe benefits and grading systems; identify disparities and discrimination, investigate promotions; and evaluate training systems.

(250)

Union sticks to its hostage plan

The SA Health and Public Service Workers' Union is continuing with preparations for its campaign, which includes the taking of white employees as hostages, despite joining a government task team to look into conditions of service yesterday. General secretary Silas Baloyi said in Cape Town yesterday that the union did not trust the Government's commitment to improve salaries. The union's campaign got off to a limp start this week when plans to take white employees hostage at 1 Military Hospital near Pretoria were thwarted by the presence of defence force members. — Labour Reporter

YAN 15/2/95

Spotlight on civil service

By BARRY STREEK

A TASK team has been appointed to investigate employment in the civil service the Public Service and Administration Ministry said yesterday

It said eight sub-task teams would investigate strategies for narrowing the wage gap a review of the grading

CT 17/2/95 (250)
system, allowances, fringe benefits, the process for an improvement plan, a basis for the distribution of funds between the education sector and the public service sector, identification of all disparities and discriminatory practices and upward mobility

Final proposals from the teams were expected within three months

FILED 20/2/95

De Kock pleads not guilty to 11 murders

(250)

PRETORIA. — Former Vlakplaas commander Eugene de Kock pleaded not guilty to 121 charges, including 11 of murder, in the Pretoria Supreme Court today.

No explanation of plea was offered. Defence lawyer Flip Hattingh said: "At this stage my client is not prepared to give the basis of his defence."

The case is the first judicial hearing after findings by the Goldstone Commission into police third force activities.

Mr Hattingh applied to the court for the complete Goldstone report to be made available to the defence team. "In terms of the constitution, certain information in the Goldstone report should be made available to my client," he told the court.

He objected to affidavits by state witnesses under a witness protection programme, which he said were in the hands of Lawyers for Human Rights, former police Captain Dirk Coetzee, who first revealed police hit squad activities, and several newspapers.

"There must be equality before the law. If so many other people are in possession of these documents, so should my client be."

"There is legally nothing that should forbid us from receiving these statements," Mr Hattingh said.

Dozens of people packed the courtroom, including several men mentioned in the charge sheet as having allegedly helped Colonel De Kock murder ANC members, police colleagues and suspected informers.

Colonel De Kock is charged with murder, conspiring to murder, fraud and contraventions of the Internal Security Act and the Arms and Ammunition Act.

Before proceedings began a police dog unit searched the court for explosives.

Internal Stability Unit police were stationed in the court, keeping a watchful eye on the gallery and on Colonel De Kock.

Known as "the lion" by several of his ex-colleagues, Colonel De Kock has been in police custody since his arrest last May.

He is one of the top policemen named in a Goldstone Commission report on "criminal political violence" by members of the South African police force, KwaZulu police and Inkatha.

The report said there was prima facie evidence that violence aimed at the destabilisation of South Africa including organising train and hostel violence and manufacturing weapons.

— Reuter

Prison tense as armed prisoners hold hostage

Own Correspondent

PORT ELIZABETH — St Alban's prison in Port Elizabeth was the scene of a tense deadlock last night as more than 100 prisoners armed with at least three handguns and three hand grenades continued to hold a warden hostage after critically wounding another officer.

The prisoners, who staged a mock fight on Wednesday night and opened fire on warders who intervened, are demanding they be taken to a township and released before they hand over W/O Jonathan Phillips

Correctional Services Minister Sipho Mzimela has called on prisoners to release their hostage before there is bloodshed at the prison

On Wednesday night inmates of W/O Hannes Diedericks in the stomach and took Phillips hostage after they intervened in the mock fight.

Diedericks — who was taken to Greenacres Hospital by police helicopter — was described last night as being in a "very serious" condition.

Correctional Services spokesman Maj Paul du Plessis said it was not known how the prisoners had obtained the weapons. The department would investigate.

The 102 awaiting-trial prisoners are charged with crimes varying from housebreaking to murder.

Sapa reports from Cape Town the NP said the hostage drama challenged President Nelson Mandela to prove he was not merely paying lip service when speaking out strongly against such actions

NP Correctional Services spokesman Hennie Smit said: "It is unheard of that prisoners get hold of firearms. This situation cannot be tolerated."

Job guarantee clause set to go

DAVID GREYBE

implementing the reconstruction and development programme

Another factor which mitigated against a drastic cut in the size of the public service were chronic staff shortages in the health and education sectors.

Sapa reports Skweyiya said he was "anxious" that 11 000 public service posts advertised last year should be filled as soon as possible

Between 1,3 and 1,5-million applications had been received, and the State "was not prepared" for such a large number.

The filling of the posts had now been referred to individual Ministers with guidelines drafted by the Public Service Commission.

Skweyiya said the government was "sympathetic" to the wage demands of public servants but faced severe budgetary constraints in trying to meet such demands.

He strongly condemned "racist threats" against white public servants by some striking public sector workers and said the Ministers of Safety and Security and Justice had been approached to ensure the safety of public servants

Skweyiya admitted that there had been problems in ensuring fully functional administrations in some provinces, such as the Eastern Cape. However, claims that the administration

was collapsing in such areas were exaggerated. Skweyiya, speaking in Parliament later, said his Ministry had almost completed the organisational rationalisation of the public service with the unification of the 11 former public services of SA, the TBVC states and self-governing territories

Commenting on the new-found "spirit of co-operation and participation" between the State as employer and public service unions, Skweyiya was confident that the need for industrial action had been averted

Representatives of government and the 18 unions started work last week on "a joint task team effort" into all issues of conditions of service, including the improvement of salaries and wages, within a three year plan

Skweyiya said the exercise was not limited only to salaries and other conditions of service. It also extended to affirmative action and labour relations

Skweyiya said the need for affirmative action was constitutionally entrenched and both the Cabinet and public sector unions had agreed on measures to implement affirmative action in the public service.

He said it was regrettable that Deputy President F.W. de Klerk had tried to inflame tensions within unions with his criticism of affirmative action.

Public Service Commission

BY PATRICK BULGER
POLITICAL CORRESPONDENT

Cape Town — South Africa's public service will not be dramatically downscaled, Public Service and Administration Minister Zola Skweyiya said yesterday.

He told a parliamentary briefing he was "beginning to doubt" that the public service was too big, given the new demands being made on it by the Government's Reconstruction and Development Programme.

Essential services such as the police and the health sector had to be expanded, not curtailed

Previously, the public service catered for only one section of the population but now had to serve the country as a whole, he said.

However, an attrition rate of between 5 and 8 percent would help keep public service numbers "as low as possible".

Skweyiya fired a broadside at some of his ANC colleagues who urged members in December to reconsider constitutional job guarantees for civil servants.

They were "not very well informed on the guarantees", he

said.

However, job guarantees for civil servants would not be included in the constitution being drafted by the Constitutional Assembly.

The guarantees had been necessary for the orderly transition to democracy, he said.

Later, in a speech to a joint sitting of the National Assembly and the Senate, Skweyiya said his department had almost completed the rationalisation and unification of the 11 former civil

service corps.
"Departments and provincial administrations are now faced with a difficult task of aligning their objectives and harnessing their resources in support of the objectives of the RDP and the priorities of the Government of National Unity".

He said a new spirit of co-operation and participation was emerging between the representatives of the State and public service unions.

A task team had been estab-

'Civil service maybe not too big'

lished to examine the wage gap, the grading system, allowances, fringe benefits, an "improvement plan", a basis for determining the distribution of funds between education and other sectors, discriminatory practices, and proposals on promoting upward mobility.

Skweyiya complained that while good progress was being made in promoting race representivity, similar progress had not been made on gender representation.

The 11 000 jobs being made available to promote gender and race equality had attracted up to 1,5 million applications, he said.

Public service (250) 'not too large' ET 24/2/95

THE EXISTING public service was not too large when the demands of implementing the RDP were taken into account, Minister of Public Service and Administration Dr Zola Skweyiya said yesterday.

Addressing a media briefing, he said the current attrition rate of between five and eight per cent would "just about" stabilise the public service at the required size.

Dr Skweyiya said he was "anxious" that 11 000 public service posts advertised last year, should be filled as soon as possible.

Between 1,3 and 1,5 million applications had been received, and the state "was not prepared" for such a large number. Dr Skweyiya said he was concerned that women and disabled people should also be adequately represented in the public service. — Sapa

Public service wage plan

CAPE TOWN — Public service negotiators said yesterday they hoped to wrap up a R2,1bn wage package for the 1995/96 financial year by the end of the month.

The central thrust of the plan would be to further narrow the "apartheid wage gap" in the state sector by awarding the highest increases to the lowest paid workers. Public servants who earned more than R46 000 would not receive an increase.

Government sources said the salary improvement plan represented a 3,8% increase on the current R54,8bn public service wage bill — which made up an estimated 40% of state expenditure. The new wage increases would, however, be

DAVID GREYBE

offset by an average 6%-8% natural attrition rate.

Negotiators said the plan was similar in concept to last year's package, which was unilaterally implemented by government. This year increases would be awarded to a wider wage bracket.

Union negotiators were confident the government-initiated plan would win the backing of a majority of the 18 public service unions in negotiations this month. It is set to be presented to the central chamber of the Public Service Bargaining

BD1/3/95 □ To Page 2

Public service

Council in the first week of next month.

According to the plan, the lowest paid workers, who earned around R10 000 annually, were in line for a 26% increase; those earning between R25 000 and R30 000 would get a 4%-5% increase; and those earning around R46 000 less than 1%.

However, some union officials said they still hoped to negotiate better increases for the higher earners, particularly for the R25 000-R30 000 bracket.

The three-year salary plan and new conditions of service are being worked out in a newly established forum — consisting of one main task team and eight subteams — of government and union negotiators

Agreement on the establishment of the forum was brokered by Deputy Presidents Thabo Mbeki and FW de Klerk late last year after wage negotiations broke down.

Conservative unions representing mainly white public servants in the top jobs yesterday indicated a willingness to accept the proposed salary plan despite their earlier opposition to it.

However, union officials said government would have to agree to award increases to all salary categories in the second and third year of the plan. The officials said they favoured inflation-linked increases across the board.

BD1/3/95 □ From Page 1

Civil service to be 'transformed'

■ BY JUSTICE MALALA
LABOUR REPORTER

Plans to produce a new breed of civil servant were announced yesterday when the Public Service Commission outlined a drastic overhaul of its training institute.

Public Service and Administration Minister

Zola Skweyiya said the Public Service Training Institute (PSTI) would be expanded and developed to meet new training needs

Skweyiya said essential to the Reconstruction and Development Programme was a public service that would provide an excellent quality of

service. (250)

The PSTI, with the International Training Centre of the UN's International Labour Organisation, was also developing proposals for training programmes for instructors, senior managers and for the training of employee organisations in labour relations

STAN 1/3195

Parliamentary staff 'tired'

(250) CT13/95

PARLIAMENTARY staff, tired by long, irregular working hours, yesterday petitioned the Speaker to revise their work schedule urgently and introduce overtime pay

The Parliamentary Staff Association said salaries had not been adjusted to reflect the workload of eight-month sittings, with long hours, brief recesses and an uncertain timetable

Previously, Parliament only sat for six months a year with a predictable schedule.

The PSA wanted its concerns tabled at today's meetings of the National Assembly and Senate Rules Committees

The spokesman for the Speaker's office, Mr Lawson Naidoo, said the Speaker was aware these issues needed attention Assistant Under Secretary to Parliament Mr Kasper Hahndiek, confirming the hectic work schedule, said. "Parliament has lost a day to the Constitutional Assembly, and there cannot be an immediate resolution to this problem."— Sapa

Jittery municipal employees quit in droves

ABOUT 300 local authority employees in the greater Johannesburg area, threatened by ANC plans to abolish special pension benefits for public servants, have resigned and taken pension payouts before the start of the new financial year **BD 2/3/95**

At least 120 employees of Germiston municipality, 50 from Roodepoort, 67 from Kempton Park and 60 from Sandton have quit over the past two months. They include town clerks, typists, health officers, electricians and meter readers.

Last month, ANC MP and parliamentary finance committee chairman Gill

INGRID SALGADO

Marcus said the pension scheme was corrupt. Benefits would be scrapped, including tax-free gratuity payments given over and above pension payments and payouts for accumulated leave.

A source said yesterday employees were scared they would be taxed on their pension benefits. Some were taking a one-time lump sum payment which could run into millions of rands in certain cases.

A Sandton local authority employee said the overriding reason for the mass resigna-

tions was "political" ~~350~~ (250)

Kempton Park municipal spokesman Herman Bayer said the resignations had meant his area had lost a total of "810 years of experience". He said fear of taxation on fringe benefits was the major reason for the resignations.

Extending services to underprivileged areas would become more difficult. "We are going to have to train new people and won't be able to deliver expected standards of service now."

Another source predicted there would be nationwide resignations.

N Tvl govt fires 3 000 strikers

PIETERSBURG

More than 3 000 workers of the former Gazankulu government, who were all out on strike, have been fired, it was reported yesterday

They were all members of the National Education, Health and Allied Workers' Union

A spokesman for Northern Transvaal Premier Mr Ngoako Ramathlodi office said the Nehawu members who had been dismissed, would forfeit their leave pay

A union spokesman said the dismissals were invalid as the outcome of talks held with the labour unit of the premier's office last week, was still being awaited.

— Sapa

22 000 chase 56 state jobs

~~56~~ (250)
AN advertisement for 56 jobs at the Department of Trade and Industry drew 22 000 applications, including 12 000 for two low-level service posts and 925 for a single post as typist

CT 3/3/95
Director-general Mr Zavareh Rustomjee said the applications were among hundreds of thousands for 11 000 affirmative action posts.

The Central Statistical Service estimates that three million blacks — 36% of the economically active population — are unemployed. The Department of Labour puts the figure at 48% — Reuter

Kluever's report 'inflammatory' (250)

TIM COHEN

CAPE TOWN — Public Service Minister Zola Skweyiya yesterday reacted angrily to Auditor-General Henri Kluever's findings on the public service, saying they were "exaggerated and inflammatory".

Reporting on the findings of the auditor-general's report on Wednesday, Kluever issued a warning about the high number of resignations from the public service.

He also suggested it was bloated and that some public servants were being paid but were not working. *BD 31/3/95*

Skweyiya said he would be seeking a meeting with Kluever to ask him to substantiate his allegations. "I am not sure that he is aware of the political cost of the allegations he is making."

He said the high number of retirements from the public service were because public servants with more than 30 years of service had been given the option of leaving. But they could do so only with the approval of their heads of departments, who had the power to refuse if their work was considered vital. Although government would not insist on people staying in the service if they did not want to, heads of departments were empowered to make compromise arrangements.

Skweyiya agreed that retrenchments would be necessary and conceded that the process would be painful, but said Kluever's views were "overstated" and would cause insecurity among public servants.

● See Page 8

Retirements could trim civil service

(250)

3/3/75

PRETORIA — Public servants in management positions and who are 50 or older, or with at least 30 years' pensionable service, can opt for early retirement until the end of March, Public Service and Administration Minister Dr Zola Skweyiya said on Wednesday.

He said he had been approached by interested parties to comment on measures issued late last year concerning early retirement affecting those in management and middle-management.

Senior public servants who qualified could exercise the option, provided the state would not be prejudiced.

The measure was intended to contribute towards rationalisation of the public service and make it more cost-effective.

In the wake of recent statements by the parliamentary standing committee on finance, Dr Skweyiya assured civil servants that any changes to benefits such as pensions and leave would be negotiated in the Public Service Bargaining Chamber between the state and the unions. — Sapa

Gauteng set to get more aid

SPECIAL CORRESPONDENT

(218) (219) (250)

LONDON: The Commonwealth is to increase its involvement with Gauteng in local elections, police training and public service administration after a meeting between Premier Mr Tokyo Sexwale and senior officials of the Commonwealth Secretariat here yesterday.

Political officers from the Commonwealth will be placed in Gauteng prior to the local elections to help with preparations for the poll.

Also, a Commonwealth team arrives in SA next week to advise on public service administration training and capacity expansion.

The Commonwealth may also host a meeting in SA to explore relations between central and provincial governments.

CT 8/3/95

Govt wage cuts 'vital'

(250) (128) (335)

By AUDREY D'ANGELO

CT(BR) CAPE BUSINESS EDITOR 10/3/95

The wages and salaries of South Africa's 1,5 million public servants account for two-fifths of state spending, Old Mutual unit trust economist Terence Moll noted yesterday

He told a media conference that it was vital for the government's credibility that bureaucracy be pruned and salaries controlled.

Forecasting that government revenues would rise by 13 percent this year and inflation would average 11 percent, he said it would be possible for the government to keep public service salary increases down to an average of seven percent if senior civil servants were limited to rises below the inflation rate

It would also be possible to reduce the government's deficit before borrowing to about 4,8 percent of GDP if R5 billion or R6 billion was raised through privatisation.

The government was talking about privatisation but speedy implementation was essential.

"For 1995/96 the deficit is expected to end up at around 6,3 percent of gross domestic product

"It has to fall substantially this coming year."

Receiver hit by loss of key senior staff

ET(BR) 10/3/95

BY BRUCE CAMERON

(250) POLITICAL EDITOR

The government is grappling with an inability to retain highly qualified staff, seriously undermining its functional ability, particularly in the area of tax collection.

Damage is not limited to the Receiver's office. A parliamentary committee was told this week that 80 percent of serious economic offences were going uninvestigated because of the lack of highly qualified staff and high staff turnover.

Katz commission member Denis Davis said this week at an assurance function that the level of expertise had deteriorated to such an extent in the tax office that it would be impossible to impose and administer a differentiated value-added tax system.

"If the proverbial bus ran over three senior members of the Receiver's office, its expertise would practically disappear"

Disarray

The main problem in both departments is the inability to pay competitive salaries to top people, mainly senior advocates, accountants and computer experts.

Two years ago the auditor general's office, after years of being limited in its ability to break free of the shackles of the Public Service Commission — the body which regulates employment within government. This has enabled it to recruit and hold staff.

Ken Andrew, chairman of the parliamentary joint standing committee on public accounts, whose committee heard evidence on the state of disarray at the Office for Serious Economic Offences, said in

an interview a case could be made for removing the office of the Receiver of Inland Revenue from the ambit of the Public Service Commission.

However this principle could not be extended to every department requiring high-quality employees.

"Another solution will have to be found"

High turnover

The parliamentary committee was told by Jan Swanepoel, head of the Office for Serious Economic Offences that people earning R120 000 a year were attracting salaries of more than R400 000 in the private sector.

Turnover of staff was so high that one case being investigated had seen five different investigators, while the case against Pretoria businessman Albert Vermaas had been under investigation for five years.

Andrew said a survey had shown that for highly qualified people earnings were on average 47 percent lower in the civil service than in the private sector.

He said the situation was "clearly unsatisfactory".

On the Office for Serious Economic Offences he said: "The responsible authorities are going to have to decide whether they want to stamp out this type of crime."

Andrew said he did not know how extensive the problem was in other departments but the committee would attempt to establish this as well at future hearings.

He said he could not pre-empt any report by the committee but it was likely that the justice department would be asked to provide a solution to the problem.

Cabinet wants probe on MPs' 'gravy train'

ST 12/3/95

(250)

By EDYTH BULBRING
Political Correspondent

THE cabinet has ordered a special investigation into pension payments to serving politicians, totalling almost R1-million a month.

Sources said yesterday that a cabinet meeting in February heard that the same people — 106 former members of the old parliament — who get salaries as elected members in the new central and provincial governments — also received tax-free gratuities totalling R25-million shortly before the election.

The information was supplied by the Ministers Committee on the Service Conditions of Political Office Bearers, chaired by Trade and Industry Minister Trevor Manuel.

The money is paid out of a closed pension fund set up before the elections after the NP government expressed fears that an ANC government would not honour its pension obligations. The fund pays pensions every month to about 1 000 politicians, most of whom have retired from political life.

But others, like Mineral and Energy Affairs Minister Pik Botha and Environment Affairs and Tourism Minister Dawie de Villiers, receive a pension of about R180 000 a year on top of their R470 000 annual salary packages.

The cabinet heard that some members of Mr Manuel's committee had voiced strong disapproval that pensions were being paid to present political office bearers. The committee was in favour of redressing the situation by using a "general accrual system".

An amount of R440-million was voted

to establish the closed pension fund. The cabinet heard last month that it was obliged to pay a further R333-million into the fund.

The cabinet also heard proposals for a retirement scheme for people who had been unable to contribute to a pension fund because of their struggle against apartheid, including veterans like Walter Sisulu.

A draft Bill proposes that these veterans receive a monthly pension of about R400. This was unacceptable to the majority of cabinet ministers who felt that the veterans' pension benefits should equal the benefits received by politicians who had served the apartheid government.

A special cabinet task team, headed by Transport Minister Mac Maharaj and consisting of two members from each political party in the cabinet, was asked to make recommendations to the cabinet on April 12.

They have been asked to consider the legal status of the benefits being paid out of the closed pension fund; a pension scheme for the anti-apartheid veterans; and the establishment of a pension fund for the new parliamentarians.

The committee also has to look at pensions being paid to members of the former provincial administrations, TBVC states and self-governing territories.

The committee has been cautioned to consider the constraints on the resources of the state in making recommendations.

(c) what was the (i) date, (ii) duration and (iii) cost of each such visit?

N88E

The MINISTER OF JUSTICE

- (a) Miss L. Ngwane, MP accompanied me on an overseas trip to France and the United States of America
- (b) The itinerary is attached hereto
- (c) (i) We departed on 16 November 1994
- (ii) The duration of the visit was from 16 November 1994 till 25 November 1994, a total of 10 days
- (iii) Miss Ngwane's total expenses for the overseas trip amounted to R22 018,32

Itinerary Minister Omar's visit to Paris and the USA

Wednesday
16/11/94 21 10 Departed from Cape Town to London on flight SA 236

Thursday
17/11/94 07 00 Arrived in London
09 10 Departed for Paris on flight BA 306

11 15 Arrived in Paris and met by Embassy Minister, Mr W L E Brewis

12 30 Had lunch with Mr Pierre Mehaignerie, Minister of Justice and a Minister of State

16 00 Met with High Council of Magistracy

17 15 Met with Mr Frederick Fritscher of the French Newspaper "Journal Le Monde"

19 00 Met with Mr. Marceau Long, Deputy President and Executive Chairman of the State Council

20 30 Attended dinner hosted by the Ambassador, Mr A W M Burger at the official residence

Friday
18/11/94 10 30 Met with Mr Pierre Drai, President of the Appeal Court

11 30 Held discussions with Mr Robert Badinter, President of the Constitutional Council

12 15 Lunch

14 00 Attended formal opening of the Paris Bar Conference Conference Programme

— Address by Mr Dulah Omar, Minister of Justice of South Africa

— Address by Mr Pierre Mehaignerie, Minister of Justice and of State

— Address by Mr Jean-René Fartoaut, President of the Order of Advocates at the Court of Paris

— Address by Mr Stéphane Bonifassi, First Secretary of the conference "Eulogy to Joseph Python"

— Address by Mrs Pascal Nguyen, Second Secretary of the Conference "Trial of Louise Michel"

16 30 Closing

22 00 Attended reception hosted by the Bar of Paris

Saturday
19/11/94

10 00 International Meeting of the Bar of Paris

12 30 Departed from Hotel to Roissy Charles De Gaulle I

13 55 Departed on flight NW 051 for Detroit

16 55 Arrived in Detroit and met by Mr Henning Herbst, Consul

Sunday
20/11/94

18 00 Attended National Lawyers Guild Detroit Chapter Annual Dinner

Monday
21/11/94

09 00- Attended Symposium—The Administration of Justice in the New South Africa (meetings at the University of Detroit Law School—Topics: Juvenile Justice and Constitutional Law)

12 00- Had luncheon with Law students Meeting with National Congress of Black Lawyers and had a short meeting with a few Michigan Judges

19 30 Attended reception at the home of Judge Craig Strong

Tuesday
22/11/94 09 40 Departed for Chicago on flight NW 110

09 57 Arrived in Chicago and met by Deputy Mayor of Chicago and Debra Evenson

Thursday
24/11/94

13 30 Departed for Washington on flight UA 910

16 25 Arrived in Washington and met by Mr Wayne Hendry of the South African Embassy

18 50 Departed for Johannesburg on flight E 8005

Friday
25/11/94

17 50 Arrived in Johannesburg

SA Law Commission: investigation into granting of bail

44 Mr P A MATTHEE asked the Minister of Justice †

(1) Whether, with reference to his reply to Question No 6 of 14 September 1994, the South African Law Commission has completed his investigation into the question of the granting of bail, if so,

(2) whether the Commission's report has already been published, if so, what are the relevant details, if not, when is the report expected to be published?

N89E

The MINISTER OF JUSTICE

(1) Yes

(2) No, the report was handed to the Government Printer on 25 February 1995 for the printing hereof and will be published as soon as the printing thereof has been finalised

Appointments to posts of senior state prosecutor/state prosecutor

45 Mr D M BAKKER asked the Minister of Justice †

Whether, with reference to his reply to Question No 134 of 7 September 1994, any appointments have been made to the (a) four posts of senior state prosecutor and (b) 46 posts of state prosecutor, if not, why not, if so, what (1)

is the name and (ii) are the academic qualifications of the appointed persons, in each case? N90E

The MINISTER OF JUSTICE

(a) and (b) The posts were advertised nationwide inside and outside the Public Service in the Public Service Commission's circular letter number 22/1994 of 13 June 1994. The closing date for the applications was 8 July 1994, but was later postponed to 22 July 1994. The Department received 315 applications for the four posts of senior state prosecutor and 1 467 applications for the 46 posts of state prosecutor. The measures for the filling of the posts were made available by the Public Service Commission on 27 December 1994. The applications have since been processed and the selection of the candidates started on 20 February 1995. The posts will be filled as soon as possible.

Undertakings to civil servants during labour unrest (250)

49 Mr D H M GIBSON asked the Minister for the Public Service and Administration

(1) Whether any undertakings were given to civil servants of the government of the former territory of Lebowa in respect of causes of dissatisfaction evidenced during labour unrest prior to the general election in April, if so,

(2) whether he has implemented any of these undertakings, if not, why not, if so, what are the relevant details?

HANSARD 15/3/95 N6+E
The MINISTER FOR THE PUBLIC SERVICE AND ADMINISTRATION

(1) No specific undertakings, of which I am aware, were given to civil servants in the former Lebowa. However, in the period prior to the general election held in April 1994, the Transitional Executive Council appointed a Task Team on the Public Service to attend to the causes of labour unrest that prevailed in the public services of the former TBVC states and the self-governing territories. As the labour unrest was not restricted to the former Lebowa only, the Task Team, by means of several meetings with the representatives of the affected personnel, identified a number of national issues and griev-

ances which gave rise to the unrest. These issues have been dealt with or are being dealt with in the process of rationalising the Public Service. A further issue specifically pertaining to the former Lebowa, was that the former government of Lebowa was not acceptable to the public servants anymore. The above-mentioned Task Team made recommendations in this regard and Joint Administrators (Adv G Pitje and Mr A Cornelissen) were appointed to deal with the executive powers in Lebowa until the Government of National Unity came into power.

(2) lapses

ANNEXURE A

National issues and grievances identified at a meeting of representatives of civil servants of TBVC and self-governing territories with IMSSA facilitator

- 1 Salary parity with RSA civil servants *
- 2 Unfair dismissals *
- 3 Promotions and recognition of merit *
- 4 Pensions *
 - Clarification of status of pension funds
 - Payment of pensions benefits
- 5 Allowances and benefits (eg housing, subsidies, car subsidies, etc)
- 6 Labour rights of employees
 - 6.1 Recognition of workers unions
 - 6.2 Inadequacy of workers rights legislation in the RSA
 - 6.3 The status and rights of temporary employees
 - 6.4 Unilateral restructuring and rationalisation of the civil service.
- 7 Salary deductions (on the basis of the no work, no pay policy)
- 8 Release of persons detained as a result of labour action.
- 9 Leave benefits (maternity, study leave, etc)
10. Appointment of interim administrators for all TBVC and SGT's *
- 11 Medical aid benefits
12. Interim labour legislation covering all public sector workers
13. Moratorium on all new appointments and promotions on all levels
14. Tertiary status of Nursing colleges

*These issues were identified as urgent

De Meyer Commission of Inquiry: implementation of recommendations

50 Mr D H M GIBSON asked the Minister for Provincial Affairs and Constitutional Development

Whether his Department has assumed responsibility for the implementation of the recommendations of the De Meyer Commission of Inquiry into the Finances of Lebowa, if so, what steps have been or are to be taken to implement and recommendations made by the said Commission, if not, who has assumed such responsibility?

N65E

The MINISTER FOR PROVINCIAL AFFAIRS AND CONSTITUTIONAL DEVELOPMENT

(1) No The Department of Constitutional Development has not assumed responsibility for the implementation of the recommendations of the De Meyer Commission of Inquiry into the Finances of Lebowa

(2) The Provincial Government of Northern Transvaal is responsible for the implementation of the recommendations

Offences reported to police station in Province of Free State

52 Mr J A JORDAAN asked the Minister for Safety and Security

How many cases of (a) murder, (b) culpable homicide, (c) assault with intent to do grievous bodily harm, (d) common assault, (e) rape, (f) robbery, (g) theft of vehicles and cycles, (h) damage to property, (i) housebreaking with intent to steal and theft and (j) possession of drugs were reported at each specified police station in the Province of the Free State in 1994?

N67E

The MINISTER FOR SAFETY AND SECURITY

(Comment: Statistics are only available up until November 1994)

Station	Station Clarens
Bethlehem	
(a)	34
(b)	29
(c)	591
(d)	802
	(a) 1
	(b) 3
	(c) 42
	(d) 29

(e)	90	(e)	5	(h)	1	(h)	6
(f)	142	(f)	4	(i)	6	(i)	44
(g)	258	(g)	8	(j)	1	(j)	7
(h)	403	(h)	18	Station Verkykerskop		Station Vilhers	
(i)	691	(i)	83	(a)	0	(a)	2
(j)	59	(j)	20	(b)	0	(b)	12
Station Cornelia		Station Frankfort		(c)	8	(c)	84
(a)	2	(a)	3	(d)	6	(d)	72
(b)	6	(b)	7	(e)	3	(e)	12
(c)	19	(c)	86	(f)	1	(f)	17
(d)	19	(d)	74	(g)	3	(g)	8
(e)	1	(e)	19	(h)	2	(h)	32
(f)	4	(f)	23	(i)	13	(i)	63
(g)	1	(g)	23	(j)	0	(j)	11
(h)	4	(h)	33	Station Vrede		Station Warden	
(i)	35	(i)	95	(a)	3	(a)	1
(j)	5	(j)	40	(b)	4	(b)	18
Station Harrismth		Station Kestell		(c)	43	(c)	48
(a)	17	(a)	5	(d)	74	(d)	72
(b)	27	(b)	12	(e)	10	(e)	7
(c)	224	(c)	24	(f)	13	(f)	18
(d)	445	(d)	29	(g)	16	(g)	14
(e)	57	(e)	5	(h)	28	(h)	32
(f)	114	(f)	14	(i)	87	(i)	96
(g)	143	(g)	10	(j)	26	(j)	14
(h)	177	(h)	16	Station Beethulle		Station Lauresmith	
(i)	512	(i)	59	(a)	5	(a)	1
(j)	37	(j)	4	(b)	1	(b)	2
Station Memel		Station Reitz		(c)	78	(c)	34
(a)	1	(a)	6	(d)	130	(d)	49
(b)	6	(b)	14	(e)	9	(e)	5
(c)	13	(c)	113	(f)	5	(f)	2
(d)	40	(d)	72	(g)	4	(g)	2
(e)	2	(e)	14	(h)	41	(h)	26
(f)	1	(f)	13	(i)	59	(i)	25
(g)	7	(g)	18	(j)	20	(j)	10
(h)	12	(h)	52	Station Goedemoed		Station Hendrik Verwoerd	
(i)	24	(i)	203	(a)	1	(a)	1
(j)	7	(j)	17	(b)	1	(b)	1
Station Roadside		Station Tweeling		(c)	33	(c)	11
(a)	1	(a)	4	(d)	51	(d)	14
(b)	0	(b)	1	(e)	0	(e)	0
(c)	0	(c)	10	(f)	0	(f)	1
(d)	6	(d)	42	(g)	6	(g)	0
(e)	0	(e)	3	(h)	23	(h)	9
(f)	3	(f)	1	(i)	9	(i)	5
(g)	1	(g)	3	(j)	29	(j)	1

Restructuring of public sector ahead

(250)
Sowetan 16/3/95

By Mzimkulu Malunga

THE public sector is to undergo a gradual restructuring process to make it more efficient and reflective of population demographics

Apart from seeking to redress the gross under-representation of blacks and women in the civil service, the restructuring aims to eliminate duplication and administrative complexity

The rising public sector wage bill relative to Government's total costs will also be addressed in the process

Poor labour relations in other parts of the public sector and interaction between national Government and other tiers of government are also areas of focus in the reorganisation process

The new administration says it will not rest until it has changed the negative image of the civil service and other Government structures

"These are all important challenges to the Government and are potentially significant determinants of longer term growth and prospects for the economy," says the *Budget Review*

The restructuring process includes belt tightening, as the wages of higher income groups in the civil service will be frozen and programmes undertaken by State agencies re-prioritised "Inherited policies and spending programmes inconsistent with policies and priorities of the Government of National Unity are undergoing revision and in some cases activities will be cut back or eliminated," says a Government statement

ARG 16/3/95

R2,4-bn to go to public service

Political Correspondent (250)

A PROVISIONAL R2,469 billion has been set aside for improvement of conditions of service of public servants

The state and public service unions are still negotiating a settlement.

Politicians awash in cash

16/3/95

(250) *Sowetan*

By Ismail Lagardien
Political Correspondent

PARLIAMENT will cost R307 million to run for the next 12 months

The Constitutional Assembly is expected to cost R59 million over the same period. The latter includes funds for a comprehensive public campaign involving public meetings and hearings throughout the country.

Personnel expenditure in the national Parliament has been estimated at R49,5 million for the year.

The Constitutional Court will cost R9,7 million, the Supreme Courts R79 million and the lower courts, R740 million.

Cabinet salaries

President Nelson Mandela's office has been allocated R15,7 million — his

salary is R552 000 — while Deputy President Thabo Mbeki's allocation is R8,8 million and Deputy President FW de Klerk's is R11,2 million.

Both Mbeki and De Klerk earn R400 000 a year with a car allowance of R80 000.

Cabinet Ministers earn R352 800 with a car allowance of R70 560 and Deputy ministers earn R286 570 with a car allowance of R57 350.

CT 16/3/95

Cabinet to draw lower salaries

~~47~~ ~~328~~ ~~250~~ (250)

LOWER salaries for President Nelson Mandela and his cabinet were disclosed yesterday in the budget

Mr. Mandela will now get R552,000 a year, including a R115,000 car allowance, compared to R690,000 last year.

The two deputy presidents will now be paid R480,000, including R80,000 car allowance, while ministers will get R424,000, including R70,560 car allowance.

Deputy ministers will now get R345,000 a year, including a car allowance of R57,350.

Tepid reaction from public service

(250) STAY 16/3/95

■ BY JUSTICE MALALA
LABOUR REPORTER

Public sector unions and employee organisations yesterday gave a lukewarm response to the Government's allocation of R2,5-billion for increases to public servants' pay packets.

The Public Servants' Association (PSA) and the National Education, Health and Allied Workers' Union (Nehawu) said it would become clear whether the amount was adequate only when viewed in current negotiations in task teams set up by the State and 17 worker organisations to

look into working conditions and salaries

The task teams, made up of representatives of more than 1,2-million public servants and the State, were set up following protracted salary negotiations last month. They are expected to come up with strategies for better wages for public servants over the next three years.

But similar restraint was not shown by the SA Health and Public Service Workers' Union. Publicity secretary Themba Ncalo said it would boycott the November local government elec-

tions because the Budget "perpetuated apartheid policies".

The 50 000-member Nehawu would react fully to the amount only once it had determined how far it went towards meeting employee expectations of a fair wage, treasurer Jeremiah Sithole said.

PSA deputy general manager Anton Louwrens said: "We are involved in the task groups and one must be sensitive to the work being done at the moment by these task groups, therefore we cannot say at the moment whether this figure is adequate or not"

Public service wage bill is cut

DAVID GREYBE

CAPE TOWN — The public service wage bill has been reduced from 40% of total state expenditure to 38,6% in the 1995/96 financial year, in line with government's stated commitment to public sector belt-tightening.

Finance Minister Chris Liebenberg yesterday announced in his Budget speech government had set aside R2,5bn for improved conditions of service including salaries. This was sufficient for a less than 5% average increase, although the lower-paid strata of the public service would benefit most.

He stressed, apparently to allay union concerns, that the "actual amount and its utilisation were still being negotiated" with employee organisations. Most unions agreed at the end of last year to suspend threats of industrial action to give negotiations on new service conditions a chance.

He made no mention of changing the size of the 1,2-million-strong public service. Government officials said this was intentional. They said greater representivity in the public sector would be achieved through the filling of 11 000 "affirmative action jobs" announced last year, while staff numbers would be lost through natural attrition.

A Department of State Expenditure official said that the R2,5bn set aside for improved service conditions did not include the 3,2% annual "salary creep" due to existing public service salary scales which provide for automatic increases for each year of service.

Government has also set aside R270m for public sector retrenchments, details which were announced



in December by Public Service Minister Zola Skweyiya.

The 1995/96 public service wage bill will total R59,1bn, compared to R54,8bn in the 1994/95 financial year.

Liebenberg said central to the new public service deal was "the improvement of wage levels of low income earners and a reduction of the large differential between the lowest and highest wages".

However, the State Expenditure official said government would find it difficult to "ignore" the higher earners next year.

By then they would have forfeited salary increases for two years in a row. He warned of "trouble" from the unions if that happened.

Liebenberg also stressed the importance of "quality" public sector financial management, in the interest of ordinary South Africans — "the real beneficiaries of the reconstruction and development programme".

Liebenberg said quality public sector management helped "stabilise interest rates and prices, create confidence in government's management of the economy and reduce the burden of debt servicing on the Budget".

These factors not only promoted economic growth and employment, but would eventually have a positive effect on real wages and make basic services more affordable. Mismanagement which led to rising interest rates and inflation would only be to the detriment of all South Africans.

BO 16/3/95

250

Civil servants urged to stay on

(250) SAN 17/3/95

■ BY JO-ANNE COLLINGE

Gauteng NP leader Olaus van Zyl has called on experienced members of the provincial administration and local authorities not to take the option of early retirement.

During his response as opposition leader to Premier Tokyo Sexwale's opening address to the legislature, Van Zyl yesterday urged senior civil servants: "Please reconsider and make your-

selves available. Our country and our province need you."

Van Zyl said the Gauteng government could not deliver unless it had experienced and capable people to do the job.

In Gauteng alone, at least half the posts at director level and above would have to be filled by "new entrants" to the civil service because no one was available within the service any longer

"I am worried about hundreds and thousands of senior, qualified, experienced and capable people who are taking packages and who are leaving the civil service"

He referred to a recent editorial in the East African Standard, in which the conclusion was drawn that "most African countries have been badly managed to the point of near collapse", suggesting that this could happen locally

"Our country is the powerhouse of Africa. We can keep it that way .. but then we must utilise and develop all our resources, also our human resources, to the maximum," said Van Zyl.

The ANC's Vusi Mavuso asked, however, why civil servants were now so keen to leave. "It is very evident that they were not committed to this new democracy. Are they scared now that baasskap is history?"

Vexation over Budget

Sowetan 17/3/95

THE National Professional Teachers Organisation of South Africa yesterday said it was "deeply disappointed" at the way the Budget will affect most teachers.

In terms of the "small sum" allocated for improvement of conditions of service, teachers were being called upon to make a "considerable sacrifice" at a time when their "in-pocket situation was getting worse", Naptosa president Mr Leepile Taunyane said in a statement.

He said it was "very difficult" to conceive how teachers would be able to bridge the following 12 months to the next Budget without a decline in their "already poor financial situation".

Welcoming the introduction of tax

parity for women, Taunyane said the new tax rates would, however, be "particularly punitive" for the middle-income group in which most teachers fell.

Chairman of KVV, Mr Lourens Jonker yesterday said the "astonishingly" discriminating tax on wine products constituted discrimination against the country's wine farmers and their employees and families, who represented a community of more than 300 000 people. He said it was totally unacceptable to the wine industry that the tax on wine products be increased by about 25 percent, whereas the tax increase on other products amounted to an acceptable 8 to 10 percent.

"The wine industry's ability to con-

tribute its share to the RDP is seriously hampered by this," Jonker said.

The Workers List Party said the Budget "conclusively" showed that the Government of National Unity was ruling in the interests of capitalists and did not provide relief for the jobless and poor.

The Azanian Students Movement said the education budget was insufficient to redress the imbalances of the past. "This also means that the educational struggle will still continue," Azasm deputy president Mr Kgomo Modiselle said in a statement.

"We further urge the Government to spend a large share of the R27,4 billion on black education." — Sapa.

Council's high stakes

Sowetan 17/3/95

By Joshua Raboroko

THE Greater Johannesburg Transitional Metropolitan Council has recommended that its councillors receive allowances of between R3 000 and R13 000 a month.

The recommendations have been submitted for approval to the Gauteng Provincial Legislature, which in turn will forward them, together with those of 18 other Transitional Local Councils, to the Government for ratification.

Gauteng Legislature spokesman Mr Chris Vicks said this week that the provincial government had received memorandums from the various local councils but no decision had been reached as yet.

The report was tabled at the monthly meeting of the GTMTC and was submitted to the Gauteng Legislature. Some of the recommendations were that:

- The TMC chairman (mayor) and executive committee chairman be paid R12 833 a month;
 - Members of the executive committee receive R9 695; and
 - Ordinary members be paid R3 208.
- Exco members receive travel allowances and cellular phones

For their metropolitan sub-structures (MSS) counterparts, the GTMTC has recommended that the mayor and the executive committee chairman get R10 238; executive committee members and ordinary councillors R2 559.

'To be repaid in rents'

R5-m spent on fixing up Govt houses

■ BY ESTHER WAUGH
POLITICAL CORRESPONDENT

Cape Town — The Government has spent almost R5-million on repairing and furnishing 44 houses for ministers and deputy ministers — but promises to get the money back in rents.

Public Works Minister Jeff Radebe said yesterday the sums spent since January last year were "value for money and not extravagant".

Radebe noted that for the first time ever in the country's political history, ministers and their deputies were paying rent for their accommodation. He said the expenditure would in due course be recouped through these rentals.

The rental paid by the ministers and deputy ministers ranged from R3 000 to R4 715. The minister said the Melamet Committee on the remuneration of politicians had recommended that free housing be provided only for the president and the two deputy presidents.

Radebe explained that the R4 782 314,03 was spent on necessary repairs as well as furnishing the official residences, some of which had been unfur-

nished.

On the costs involved in the repairs and furnishing of the 44 houses, Radebe said most of the houses were previously not used as ministerial houses. "They were empty shells and had to be furnished and/or altered," he said.

"For example, Walmer Estate was completed in late 1989 and was earmarked for use by the then ministers' council of the house of representatives.

"Due to political complications, the intended occupants never moved in and the estate was left vacant until the second half of 1994 when the present political office-bearers moved in. The houses were unfurnished, hence the expenditure," he said.

■ In reply to a question from Democratic Party MP Ken Andrew Radebe said R229 002,83 was spent on curtaining for official residences.

The "political complications" the minister referred to were largely the hostility of coloureds living in the Cape Town suburb and opposed to the tricameral parliament. They did not want houses of representatives ministers living in their midst.

250

Star 17/3/95

Municipal strike called off

(250) (452) ARG 18/3/95
Weekend Argus Correspondent

JOHANNESBURG. — A two-day strike by more than 350 Johannesburg traffic officers, ambulance staff and fire brigade members ended after agreement was reached on a review of salary grades.

SA Municipal Workers' Union negotiator Richard Spalding said the workers had embarked on the strike on Tues-

day because of the "unfair manner" in which a progression plan, aimed at bringing equity in salaries between various members of the department, had been implemented.

"The plan was supposed to determine pay according to experience, but at the end of the day members found that everyone was being paid the same salary, with experience not being considered."

QUESTIONS

†Indicates translated version

For written reply

Hansard 24/3/95
(250)

Retrenchment of persons from Public Service

2 Mr L T LANDERS asked the Minister for the Public Service and Administration.

(1) Whether three persons, whose names and particulars have been furnished to his Department for the purpose of his reply, have been retrenched from the Public Service, if so, in each case, (a) on what date, (b) for what reasons, (c) from which Department or administration, (d) what is this person's name and (e) what position did such person occupy at the time of retrenchment,

(2) whether as at the latest specified date for which information is available, all their financial benefits had been paid out, if not, why not, if so,

(3) whether any delay was experienced in respect of the payment of such benefits, if so, what were the reasons for such delay,

(4) whether it is the intention to investigate the reasons for such delay, if not, why not, if so, why,

(5) whether he will make a statement on the matter?

N3E

The MINISTER FOR PUBLIC SERVICE AND ADMINISTRATION

(1) Yes

(a) Mr G G Lawrence 31 October 1993
Mr S Potgieter: 31 October 1993
Mr M C Hughes: 7 November 1993;

(b) all the above officials' posts at the Marianridge Rent Office were abolished in 1993, the reason being that that office was taken over by the Pinetown Municipality. The officials

were given the option of a severance package or being transferred to schools in the area. All three officials opted for a severance package, due to the fact that they were offered posts at the Pinetown Municipality, where they are at present still employed;

(c) Department of Local Government and Housing of the Ex Administration House of Representatives,

(d) Mr G G Lawrence
Mr S Potgieter
Mr M C Hughes, and

(e) Mr G G Lawrence General Assistant II
Mr S Potgieter General Assistant II
Mr M C Hughes Driver,

(2) yes,

(3) yes, the persons financial benefits were paid out on the following dates:

Mr G G Lawrence 20 October 1994
Mr S Potgieter 20 October 1994
Mr M C Hughes 19 September 1994

The reason for the delay cannot be ascertained, as the files cannot be traced in spite of concerned efforts to do so,

(4) no, because the matter can be regarded as having been finalised, and

(5) no

Information on academic hospitals. Gauteng/
KwaZulu-Natal/Western Cape
Hansard 24/3/95
26. Ms P G MLAMBO-NGCUKA asked the Minister for Health.

What was the (a) budget of, (b) number of (i) registers, (ii) hours worked on average per week by each registrar and (iii) outpatients at, and (c) bed occupancy rate at, each academic hospital in (i) Gauteng, (ii) KwaZulu-Natal and (iii) the Western Cape in respect of (aa) 1991, (bb) 1992, (cc) 1993 and (dd) 1994?

N4E

The MINISTER FOR HEALTH

(a) Budget

(i) Gauteng

ACADEMIC HOSPITALS	1991 R'000	1992 R'000	1993 R'000	1994 R'000
Baragwanath	—	228 031	293 327	333 469
Coronation	—	54 917	64 224	69 589
GaRankuwa	—	143 000	189 485	230 756
HF Verwoerd	—	189 062	242 098	274 293
Hillbrow	—	105 735	132 620	146 552
J G Strijdom	—	52 635	57 284	70 656
Johannesburg	—	215 184	294 598	353 630
Kalafong	—	89 344	118 993	133 008

(ii) KwaZulu-Natal

ACADEMIC HOSPITALS	1991 R'000	1992 R'000	1993 R'000	1994 R'000
King Edward VIII	191 998	208 293	260 907	282 826
Wentworth	54 779	58 924	70 477	69 651

(iii) Western Cape

ACADEMIC HOSPITALS	1991 R'000	1992 R'000	1993 R'000	1994 R'000
Groote Schuur	365 049	359 008	390 914	369 620
Mowbray Mater-nity	15 831	18 172	15 490	15 118
Avalon Treatment Centre	1 030	1 113	720	681
William Slater	358	869	932	1 133
M O U's	744	613	5 232	6 777
Princess Alice	—	—	9 053	7 272
Tygerberg	325 998	342 524	349 980	353 578
M O U's	2 413	2 240	3 012	3 056
Red Cross Hospital	75 236	80 190	80 282	82 401

Strikers of '88 will get their jobs back

(250) (152) (Law 28/3/95)

■ BY BONGIWE MLANGENI
CITY REPORTER

Former Soweto council workers, who were fired in 1988 while on a three-month strike, yesterday won a seven-year-battle when the council decided to give them first preference for existing job vacancies.

Western Metropolitan Substructure mayor Danny Kekana said most of the workers would be re-employed as they had the necessary skills.

"We will consider them first because we are understaffed and they come with experience. When

these people went on strike during the times of the old regime, we supported them. Now that things have changed they must be re-employed," he said.

Kekana said the former workers would be put in positions that matched their skills. But he cautioned that the process would be slow.

Most of the former workers were fired from the cleansing department when it was privatised. About 500 people were left jobless during that time and most claimed they never received their benefits.

Civil service may collapse in two years

(250)

— Kluever

ARG 29/3/95

Political Correspondent

THE public service will collapse within two years unless the government takes certain steps, auditor-general Henri Kluever has told parliament

"Probably half the officials of my age have gone on pension in the past six months," he said in evidence to the public accounts committee today

He warned against creating a bloated, unproductive and underpaid public service.

In his annual report, tabled in parliament, Mr Kluever said there were key considerations in restructuring the public administration

"The most important is the retention and the increase of expertise."

Prerequisites were

● The responsible application of affirmative action.

● Good morale

● Combating of uncertainty

● Improvement of training in the public service

Unless specific programmes, with explicit political guidelines, were implemented, there would be a great deal of damage to the ability of the public service to provide services.

"It is trusted that everyone, including politicians, will help to maintain this delicate balance and will support the process with responsible statements and policies," he said

The public service should become more goal-orientated. This was "so that the taxpayer can continue to get more value for money"

Mr Kluever said his office would contribute with human resource auditing and evaluation of the implementation of the reconstruction and development programme.

He added that the continued independence of his office was essential to continuing its role in promoting effective accountability, clean administration and efficiency.

Afrikaner civil service 'unique'

Star 29/3/95

(250)

Vancouver — 46% of all working Afrikaners are employed by the State, according to Heribert Adam, a sociologist at Vancouver's Simon Fraser University.

Writing from Cape Town, where he is on research leave at the local university, Heribert says the 46% makes Afrikaners "a nation of civil servants unique in the world".

But, he says, they continue to have a "proud professionalism" in a public service dominated by Afrikaners.

The welcome surprise is that instead of subverting their new masters most of the "former apartheid servants" are doing their best to impress with efficiency and expertise.

In an article published by the Vancouver Sun, Adam says

that nominally black males constitute a majority in the 780 000-strong public service; but they have just 27% of the clerical posts.

Most are messengers, tea-makers, cleaners, drivers and bodyguards.

In the upper echelon, the service is predominantly "white, Afrikaner and increasingly female". — Sapa.

Call for review of retirement policy

CT 30/3/95
(250)

OWN CORRESPONDENTS

AUDITOR-GENERAL Mr Henri Kluever has called for a thorough review of public servants' retirement policy following the increase in early retirements.

An investigation by his office revealed that early retirement could be an abuse of the Public Service Act. He said it was important that uniform directives for retirement benefits be established.

In his report on appropriation accounts for 1993/94, tabled in Parliament yesterday, Mr Kluever said early retirement had placed an adverse financial effect on the government service pension fund.

He had found that inflexible attitudes had led to good personnel management practices being replaced by early retirement

Not uniform

"Departments and other role players are placed in a position where they can take decisions which have an adverse effect on the fund, without the fund being compensated," he said

Mr Kluever also found that retirements on medical grounds were not being uniformly evaluated

Furthermore, "adequate penalisation for taking early retirement at a public servant's own request was not taking place.

Mr Kluever told the Joint Standing Committee on Public Accounts that a large number of senior civil servants would be retiring soon. The number who would retire and leave the public service could be as high as 150 000

The most important consideration in restructuring the public service was the retention and increase of expertise.

He warned that the transformation of the public service was still at an early stage and if wrongly handled, could result in "a mess".

Tax evasion

Moving on to tax, Mr Kluever said an increase in income tax could be avoided if tax evasion, which along with the non-collection of taxes cost the country R17 billion, was stopped.

The money recovered from tax evasion could finance the Reconstruction and Development Programme.

Value-Added Tax claims totalling R214 million were being investigated and this could result in prosecutions.

Freedom Front finance spokesman Dr Willie Botha yesterday called for the appointment of a body to deal exclusively with tax recovery.

Mr Kluever reported a "continuing high level of maladministration" in the former homelands.

In some areas, officials of his office had been chased away.

He urged the committee to take urgent steps to improve financial discipline and stop fruitless expenditure in these areas.

'Massive problems' for provinces

Public service faces collapse, Kluever warns

BD 30/3/95
(250)

CAPE TOWN — Auditor-General Henri Kluever yesterday issued dire warnings on the state of public finances and said the public service could collapse within two years if corrective measures were not taken.

Issuing the annual auditor-general's report on general affairs, he warned that unpaid and evaded taxes had cost the country R17bn.

The report sharply criticised the practices of the Inland Revenue Department and reiterated criticism of financial controls in the former TBVC and self-governing territories.

Discussing the apparent disarray in these territories, Kluever told the parliamentary accounts committee: "The question we have to ask is whether SA has the administrative capacity to run a federation with the number of provinces that we have."

"We are not just worried, we are very, very concerned about the provinces. I fear there are going to be massive problems."

Discussing the parlous state of the public service, Kluever said there had been so many resignations in the public service that it could collapse within two years if corrective steps were not taken.

But despite the fact that senior members were leaving in droves, he warned against a bloated public service, saying that between 100 000 and 150 000 unproductive

TIM COHEN

public servants could be laid off.

Reporting on the 1993/94 financial year, he said the total liabilities of central government amounted to R217bn, an increase of about R25bn over the previous year.

The major cause of the increase was a jump in long-term liabilities, primarily an increase of R41bn in domestic stocks, bonds and loans, although he pointed out that some liabilities would materialise only over a long period.

On Inland Revenue, he said control over the submission of outstanding income tax returns was unsatisfactory. He noted problems with the SITE and VAT systems along with a variety of other issues.

Outstanding revenue had increased 7,1% to R7,8bn, he said, estimating that if, in addition, tax evasion could be rectified, government would collect about R17bn.

Kluever said that improving the country's tax administration would be his top priority for reform, commenting that both the Commission for Inland Revenue and the Commission for Customs and Excise were in "serious trouble".

Extraordinary efforts would be needed to restore financial order in the former self-governing territories, which were in such disarray that no full audit opinions could be given for the 1993/94 financial

□ To Page 2

Public service

BD 30/3/95
(250)

□ From Page 1

year. The provinces and central government had inherited a burden of R5,7bn in long-term and R8,3bn in short-term loans from the territories.

High levels of maladministration continued unchecked in some of the old TBVC states. For example, spending of about R500m over a four-year period had been

incurred without keeping records.

"What happens is that we send a team out to deal with these problems and in some cases they are simply told: 'We don't want you here.'"

He warned that "drastic action" was going to be necessary.

A-G wants thorough policy review

Pension gravy train to stop

(250)

Star 30/3/95

WE ARE not just worried; we are very, very concerned about the provinces, the report warns

BY ESTHER WAUGH
POLITICAL CORRESPONDENT

Cape Town — An investigation by the Auditor General's office has revealed that the increasing number of early retirements by civil servants could be an abuse of the Public Service Act.

The Auditor-General, Henri Kluever, has called for a thorough review of the retirement policy, saying it was important there should be uniform directives for retirement benefits.

In his report on appropriation accounts for 1993/94, tabled in Parliament yesterday, Kluever said good management practices were being replaced by early retirements which were bad for the Government Service Pension Fund.

Departments and "other role-players are placed in a position where they can take decisions which have an adverse effect on the fund without the fund being compensated," the report observes.

And retirements on medical grounds are not being uniformly evaluated while there were no penalties for public servants taking early retirement at their own request.

The Auditor-General warned

Enough to make a policeman sick?

Twenty brigadiers and six generals in Gauteng have announced their retirement from police service due to ill-health since April 27, and payouts on their apparently limitless accumulated leave have already reached R2,2 million — with more to come. Pension gratuities paid to 20 of the 26 officers amounted to about R7,9-million.

In relation to leave, the average payout for the 20 who have already retired was about R114 000. The highest leave payout was R235 315, to Major-General J C S Oberholzer.

Peter Leon, a DP member of the Gauteng legislature, had asked for this information from MEC for Safety and Security Jessie Duarte. Leon said the statistics provided were "not a pretty picture" — Staff Reporter.

that the transformation of the public service had "hardly begun" and the system could collapse within two years without corrective measures.

Functions of the former four provinces were being moved to central Government before they could be devolved to the nine new provinces. Kluever adds that the question to be asked is whether the increased number of provinces can be run properly. "We are not just worried; we are very, very concerned about the provinces," the report warns.

The merging of functions did not constitute the transformation of the public service.

An increase in income tax could be avoided if tax evasion was stopped since, along with the non-collection of taxes, this was costing the country R17-billion. The money recovered from evasion could finance the

Reconstruction and Development Programme, the report notes.

Kluever said a possible solution was establishing an independent internal revenue service, similar to that in the US.

His report also detailed shortcomings of the present tax collection system.

Kluever said R214-million in VAT claims was being investigated, and this could result in prosecutions.

He reported "the continuing high level of maladministration" in the former homelands. In some areas, officials of his office had been chased away.

Kluever asked the committee to take urgent steps to improve financial discipline and stop fruitless expenditure.

He urged the committee to recommend that all Government departments formulate clear rules on the acceptance

of rewards and gifts by public servants.

Kluever told the committee he was satisfied that all secret funds had been properly audited. He said that until 1987, his office had no access to a number of secret State projects. However, he now had "a considerable amount of information" on secret funds.

On police secret funds, his report said an audit of the police asset register exposed various deficiencies in the internal control and in the computerised asset register. The police were taking corrective steps.

Kluever added that alleged fraud and irregularities regarding payments to informers were being investigated.

An audit of the Information of South Africa Special Account and the Foreign Affairs Special Account could not be finalised because "certain foreign structures" were still being closed.

The Auditor-General could not express an unqualified audit opinion on R23-million spent during 1993/94 on covert defence projects as a result of "the special investigation of some of these projects that is still being undertaken".

An audit opinion could also not yet be given on R1,1-billion spent on covert projects because of "the investigation of alleged irregularities and losses by the Office for Serious Economic Offences" not yet being completed.

► More reports — Pages 3, 6

Early pensions (250) 'may be abuse'

CLIVE SAWYER
Political Correspondent

RETIREMENT on pension because of ill-health — and shortly after promotion — is happening more in the police than anywhere else in the public service

(251) ARG 30/3/95
And the high incidence of early retirements on medical grounds in the public service in the past year could indicate abuse of the Public Service Act, says auditor-general Henri Kluever

In his report to parliament yesterday, he said there were shortcomings in the rules about early retirement.

Mr Kluever said directives on retirements should be thoroughly reviewed.

In his report on the police, Mr Kluever said several with the ranks of brigadier or general had gone on pension soon after being promoted

He said the number of retirements because of poor health was "very high" in comparison with the rest of the public service

New brood soon

Successful applicants for the 11 000 affirmative action posts in the public service are expected to be appointed next month after a process lasting nearly a year and costing R2,4m.

These are not new jobs but were deliberately left vacant before and just after last year's election to provide entry points for representatives of groups that had been disadvantaged or neglected by the old government's employment policies. Most are expected to go to blacks and women.

In reply to a question in parliament last week by the Democratic Party's Kobus Jordaan, Public Service & Administration Minister Zola Skweyiya said no applicants were asked to indicate their race. However, it is the responsibility of State departments and provincial administrations to "use information provided by applicants" to select suitable candidates who will "promote representivity in terms not only of race but also gender and disability."

The posts were first advertised in June but because of the consultative process that was followed, criteria that had to be applied in filling the posts were made available to State departments and provincial administrations only at end-December

The total cost to the State of advertising the posts in six national and 24 regional newspapers was R266 000. Processing the 1,5m applications cost R2,1m

Skweyiya replied to a question by Jordaan in November that State employment policy is underpinned by the principles of merit and efficiency, including qualifications, training and personal suitability. ■

(250)
**Public
service
unionists
go abroad**
ARC 31/3/78

TWO groups of South African public service trade union representatives will go on a study tour of Sweden as guests of the Swedish International Development Agency (Sida).

The first group, of 21 people, leaves today.

This was announced yesterday by Public Service and Administration Minister Zola Skweyiya.

The visits were funded by Sida "as a contribution to the normalisation of labour relations and the improvement of efficiency and effectiveness in the public service".

Accompanying the first group will be special ministerial labour adviser John Ernstzen and negotiating team member, Themba Sangoni.

They will meet the Swedish minister of labour and visit the Swedish Association of Health Officers (SHSTF), the tax and inland revenue department, trade unions for the civil service, the Association for Salaried Employees within the Civil Service Labour Court and the Swedish Confederation of Professional Associations (Saco).

The object of the visits was to enhance good labour relations and the empowerment of unions and staff associations with the necessary skills for collective bargaining, the minister said in a statement.

The second group would leave some time in June — Sapa

and prepare the ground for a White Paper on the subject. All interested parties were invited through the media to submit nominations of suitable persons to represent their interests in such a task group and a group of 23 persons was selected from more than 300 submissions.

The members of the task group function in eleven subcommittees performing arts, arts education, community arts and culture, arts and culture administration and funding, language and literature, film, visual arts and crafts, heritage, future of the performing arts councils, national council for the arts and the future of the Foundation for the Creative Arts.

The members are Prof K Skawran (arts education), Prof A Odendaal and L Callinacos (archives), M Motsepe (theatre), A Verster and V Mzimbe (visual arts), W Doubell (musical theatre), P Zungu (language), G Mholope (oral history), Prof J S Mpahalala, J Deacon and W Kuse (monuments), S Ngqobe (crafts), L Marais (arts administration and funding), G Mashinini (community art) and U Kusel (museums), T Rantho and A Sing (film), J Pather and M Ngema (dance), S Khumalo (music) and A Oliphant and Prof E Botha (literature).

This task group has broad contact with the various task groups established throughout the country at the initiative of the provinces and in which the various interest groups (including the performing arts) can state their case at grassroots level. All requests received in my Department are also referred to the task group.

Reports of the task group are to be published for comment shortly. A national conference for all interest groups is also planned for later this year so that everyone can have the opportunity to state their case. My Department will eventually be responsible for drafting a White Paper on an arts and culture policy for our country, which will be published for comment by all interested parties and experts.

(2) My Department and I consult regularly throughout the country from the grassroots level to academic circles and with a

variety of bodies on all aspects of arts and culture.

Senator A E VAN NIEKERK: Mr President, arising out of the hon the Minister's reply, I would just like to ask him to react to question 1 (b), which he did not reply to.

The MINISTER: Mr President, the people I mentioned are all experts in their fields. They are professors at universities, arts practitioners, etc. The PRESIDENT OF THE SENATE: Order! If the hon Senator wishes to have greater clarity on that, he may table another question.

Improvement of transport system in Cape Town

*2 Sen A E VAN NIEKERK asked the Minister of Transport:

(1) Whether any amount has been earmarked to be spent on the improvement of the transport system in Cape Town during the following two years, if so, (a) what amount, (b) how is it envisaged that this amount will be applied and (c) (i) how and (ii) by whom will this improvement be financed,

(2) whether he will make a statement on how this project will fit into the priorities in respect of the Reconstruction and Development Programme?

S98E

The MINISTER FOR THE PUBLIC SERVICE AND ADMINISTRATION (on behalf of the Minister of Transport):

(1) (a) Yes, an amount of R470 million has been approved.

(b) R70 million will go towards planning and R400 million will go towards the implementation of infrastructure projects.

These funds will be used for preparatory planning to support the Bid as well as the detailed planning and construction of the upgrading of public transport infrastructure projects which are on Cape Town's Urban Transport Plan and which will support the Bid, and

(c) (i) and (ii) These funds will be appropriated from the State Revenue Fund to the Urban Transport Fund, to be expended through the Consolidated

Metropolitan Transport Fund of the Cape Town Metropolitan Transport Advisory Board.

(2) The proposed projects are primarily directed to improve public transport as well as the development of marginalised areas in the Cape Metropolitan Area. All proposed projects are measured against the principles and objectives of the Reconstruction and Development Programme (RDP). Initial indications are that the majority of projects, as proposed supports the RDP very strongly.

The direct benefits arising from the "initial investment" is the creation of approximately 3 000 direct jobs in the construction of the infrastructure itself.

The indirect benefits are:

- In the road transit infrastructure area alone over 60% of the projects will directly serve disadvantaged communities throughout Cape Town.

- All the remaining projects are designed to complete a system which will serve all citizens of Cape Town.
- The economy of the region will be boosted by approximately R1 billion through the direct and induced expenditure arising from the R400 million invested in infrastructure.

- This will increase the number of jobs created to some 30 000.

- The commitment to the "Kick Start" Programme will provide tangible evidence and encouragement to potential foreign investors of the commitment of South Africa to macro-development.

- The RDP will be perceived as being a sound programme in its ability to genuinely deliver—certain projects could be implemented in disadvantaged areas almost immediately.

- The "Kick Start" Programme will provide the initial impetus to restore public transport as the primary mode of travel for commuters which is essential for our cities to survive and grow effectively.

The PRESIDENT OF THE SENATE: Order! At this point in time, I would like to draw the Senator's attention to the visitors' bay where we have a very strong delegation from the Dutch parliament. That delegation is led by the deputy Speaker, Mr Zijlstra. We would like to say they are welcome to our Parliament. [Applause]

Public Service: 11 000 posts advertised/filled
*3 Sen C R REDCLIFFE asked the Minister for the Public Service and Administration:

(1) Whether any of the 11 000 posts advertised in circular minutes 22 and 22A of 1994 have been filled, if so, (a) how many persons had been appointed as at the latest specified date for which information is available, (b) (i) when and (ii) where were they appointed and (c) what is the total cost to the State of filling these posts,

(2) whether each of the provinces has been consulted in respect of these appointments, if not, why not, if so, what was the nature of these consultations?

(250) Hansaid 4/4/95 S99E
The MINISTER FOR THE PUBLIC SERVICE AND ADMINISTRATION:

(1) Yes, (a) according to available information 112 persons have been appointed thus far, (b)(i), (ii) and (c) in view of the detailed nature of the information required by the hon member, it had not been possible to obtain the full information to this question in time from each department/provincial administration/organisationsal component. As soon as this becomes available, this will be supplied by the hon member in writing. It must be kept in mind, though, that these posts represent funded vacancies, which means that their filling do not entail any real additional expenditure for the State. Despite that, the Public Service Commission is still trying to get the necessary information from the departments and the various provincial administrations.

(2) No, the authority to finalise appointments to the level of Deputy Director has been delegated to departments/provincial administrations. As such, the provinces are thus empowered to finalise appointments on their fixed establishments with due regard to the specific prescriptions applicable to them.

Note Due to the time constraints, no information could be obtained from the following departments/provincial administrations

- * Department of Education
- * Department of Finance
- * Department of Public Works
- * Provincial Administration Eastern Cape
- * Provincial Administration North-West

Senator C R REDCLIFFE Mr President, arising out of the hon the Minister's reply, I would like to ask him whether these appointments were made on the basis of affirmative action

The MINISTER Mr President, I do not know what the hon Senator means by "affirmative action". However, the directive is very clear. The main aim was to use those posts, which emanate from the time before this Government came into power, to make the Public Service representative. If that is what he understands under affirmative action, yes, that is the case. But for me affirmative action goes even further than that.

Psychological counselling/other services to victims of child abuse

*4 Sen W F MNISI asked the Minister for Welfare and Population Development

- (1) Whether the State provides any psychological counselling and/or other specified services to the victims of child abuse, if not, why not, if so, (a) what specified services and (b) how many children made use thereof in 1994;
- (2) whether these services are available throughout the Republic, if so, what are the relevant details, if not, (a) why not and (b) where are they available?

S100E
The MINISTER FOR WELFARE AND POPULATION DEVELOPMENT

- (1) Yes, (a) social work counselling at the Child Emergency Service, which consists of a toll-free 24-hour telephone counselling service as well as 24-hour social work emergency service. Cases are also re-

ported at provincial welfare departments for social work intervention, psychological and other counselling services are available at some provincial hospitals and schools, and

(b) the toll-free Child Emergency Service reported 622 cases for counselling and other social work intervention during 1994. No national data is available to ascertain how many cases have been reported at provincial welfare departments, information in respect of services at provincial hospitals and education departments is not available,

(2) yes, the Child Emergency Service is a country-wide service. Provincial welfare departments, provincial hospitals and schools are distributed country-wide,

- (a) falls away, and
- (b) a comprehensive list of provincial welfare offices is not available. Information in respect of provincial hospitals and schools can be obtained from the relevant departments.

The DEPUTY MINISTER OF DEFENCE Mr President, the Minister for Safety and Security is unable to be here today owing to a family funeral. He requests that this question, as well as Questions 7, 9 and 11 be held over until after the recess, because he would prefer to answer these questions personally. He has raised this with the members who have posed these questions and they have agreed.

*5 Sen E K MOORCROFT—Safety and Security [Question standing over]
Hansard 4/19/95
Nuclear waste from foreign countries brought into the Republic

*6 Sen W F MNISI asked the Minister of Mineral and Energy Affairs

Whether any nuclear waste from foreign countries is currently being brought into the Republic, if so, (a) what waste, (b) what amount of waste is involved, (c) from which countries, (d) why was permission granted to bring such waste into the Republic and (e) where is this waste being dumped in each case?

S102E

The MINISTER OF MINERAL AND ENERGY AFFAIRS

No, (a), (b), (c), (d) and (e) fall away

The PRESIDENT OF THE SENATE Order! Does Senator Mnisi have any objections to the fact that his questions have fallen away?

Senator W F MNISI I am satisfied, Mr President

*7 Sen C R REDCLIFFE—Safety and Security [Question standing over]

Members of SANDF stationed in Umtata

*8 Sen J SELFE asked the Minister of Defence

(1) Whether any members of the South African National Defence Force stationed in Umtata are ever used to guard non-military premises and/or assist the police in their function, if so, under what circumstances,

(2) whether on any occasion where SANDF personnel were deployed in Umtata they were not issued with ammunition for their weapons, if so, (a) on which occasions, (b) why and (c) who took the decision in this regard,

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

S104E

The DEPUTY MINISTER OF DEFENCE

(1) Yes. Members of the National Defence Force stationed in Umtata are on occasions used to guard non-military premises and/or assist the Police in their functions. Such assistance is given upon receipt of a request from the Police and the approval of the local Joint Security Staff.

(2) Yes. Troops are sometimes deployed without live ammunition. The nature of the assistance given and the threat analysis, determine whether live ammunition is to be issued. Live ammunition is always readily available if needed. It is the prerogative of the officer commanding or his designated representative to take such a decision.

(3) No. I have nothing further to add.

*9 Sen J SELFE—Safety and Security [Question standing over]

Importation of live sheep into the Republic

*10 Sen E K MOORCROFT asked the Minister of Agriculture

Whether he has been consulted by any other Department in regard to the importation of live sheep on a regular basis into the Republic, if so, (a) what Department and (b) what was his response thereto?

S106E

The MINISTER OF AGRICULTURE

No

(a) Falls away

(b) Falls away

Senator E K MOORCROFT Mr President, arising out of the hon the Minister's reply, may I ask him whether such a scheme would carry his personal approval?

The MINISTER Mr President, I have not received any requests in this regard up to now, but neither I nor the department approve of this and we are taking steps to deal with this problem. The real reason for the application is the moving of meat from Australia to South Africa. We think the moving of live animals is a medieval way of transporting meat. The animals should be slaughtered in Australia, after which we can import the meat. That is the basis of our whole argument.

*11 Sen Prof E S MCHUNU—Safety and Security [Question standing over]

Institutional arrangements currently underpinning traditional authorities

*12 Sen Prof L M CHUNU asked the Minister for Provincial Affairs and Constitutional Development

(1) Whether he will make a statement in regard to the institutional arrangements currently underpinning traditional authorities,

(2) whether he has given any consideration to introducing legislation aimed at according due status to the institution of traditional leadership within the constitutional and administrative framework, if not, why not, if so, what are the relevant details?

S111E

ARG 3/04/96
(250)

Interdict on subsidy cut

UMTATA — A Transkei Supreme Court judge has granted an urgent interdict preventing the national government from reducing housing subsidies to civil servants by half.

Mr Acting Justice Selwyn Millar ruled that the government should view judgement by Mr Acting Justice J N Moodley

The Transkei Public Servants' Association took the matter being heard before judge Moodley to court when the government announced it was cutting the R1 200 monthly subsidy. — Sapa.

Too many MPs and senators, parties say

CTE 3/4/95

(250) ~~(250)~~

POLITICAL REPORTER

PARLIAMENTARY parties want the new constitution to reduce the number of elected representatives.

Most parties believe the present combined Senate and National Assembly membership of 490 is unwieldy and costly, particularly as many do not sit on committees.

At its weekend constitutional conference the ANC decided the country would be better served by a smaller Parliament

The Democratic Party has already proposed that the National Assembly be reduced from 400 to 300 and the Senate from 90 to 70. It also wants the cabinet cut from 27 to about 20.

DP spokesman Mr James Selfe

said much of the work of Parliament could be handed over to the provincial legislatures. This would trim Parliament's annual bill of R171 million by a quarter.

IFP MP Mr Farouk Cassim, in his personal capacity, said a 360-member National Assembly would be appropriate for the population and adequately service all the magisterial districts

The National Party and the Freedom Front also favour a smaller Parliament. But nothing will change until Parliament's present lease of life expires in 1999.

Meanwhile, the present constitution allows for a 20-member volkstaatraad, and the provinces are setting up houses of traditional leaders

and prepare the ground for a White Paper on the subject. All interested parties were invited through the media to submit nominations of suitable persons to represent their interests in such a task group and a group of 23 persons was selected from more than 300 submissions.

The members of the task group function in eleven subcommittees performing arts, arts education, community arts and culture, arts and culture administration and funding, language and literature, film, visual arts and crafts, heritage, future of the performing arts councils, national council for the arts and the future of the Foundation for the Creative Arts.

The members are Prof K Skawran (arts education), Prof A Odendaal and L Callinacos (archives), M Motsepe (theatre), A Verster and V Mzimbe (visual arts), W Doubell (musical theatre), P Zungu (language), G Mholope (oral history), Prof J S Mphahala, J Deacon and W Kuse (monuments), S Ngqobe (crafts), L Marais (arts administration and funding), G Mashumini (community art) and U Kusel (museums), T Rantho and A Sing (film), J Pather and M Ngema (dance), S Khumalo (music) and A Oliphant and Prof E Botha (literature).

This task group has broad contact with the various task groups established throughout the country at the initiative of the provinces and in which the various interest groups (including the performing arts) can state their case at grassroots level. All requests received in my Department are also referred to the task group.

Reports of the task group are to be published for comment shortly. A national conference for all interest groups is also planned for later this year so that everyone can have the opportunity to state their case. My Department will eventually be responsible for drafting a White Paper on an arts and culture policy for our country, which will be published for comment by all interested parties and experts.

(2) My Department and I consult regularly throughout the country from the grassroots level to academic circles and with a

variety of bodies on all aspects of arts and culture.

Senator A E VAN NIEKERK: Mr President, arising out of the hon the Minister's reply, I would just like to ask him to react to question 1 (b), which he did not reply to.

The MINISTER: Mr President, the people I mentioned are all experts in their fields. They are professors at universities, arts practitioners, etc. The PRESIDENT OF THE SENATE: Order! If the hon Senator wishes to have greater clarity on that, he may table another question.

Improvement of transport system in Cape Town
*2 Sen A E VAN NIEKERK asked the Minister of Transport +

(1) Whether any amount has been earmarked to be spent on the improvement of the transport system in Cape Town during the following two years, if so, (a) what amount, (b) how is it envisaged that this amount will be applied and (c) (i) how and (ii) by whom will this improvement be financed,

(2) whether he will make a statement on how this project will fit into the priorities in respect of the Reconstruction and Development Programme? S98E

The MINISTER FOR THE PUBLIC SERVICE AND ADMINISTRATION (on behalf of the Minister of Transport)

(1) (a) Yes, an amount of R470 million has been approved.

(b) R70 million will go towards planning and R400 million will go towards the implementation of infrastructure projects.

These funds will be used for preparatory planning to support the Bid as well as the detailed planning and construction of the upgrading of public transport infrastructure projects which are on Cape Town's Urban Transport Plan and which will support the Bid, and

(c) (i) and (ii) These funds will be appropriated from the State Revenue Fund to the Urban Transport Fund, to be expended through the Consolidated

Metropolitan Transport Fund of the Cape Town Metropolitan Transport Advisory Board.

(2) The proposed projects are primarily directed to improve public transport as well as the development of marginalised areas in the Cape Metropolitan Area. All proposed projects are measured against the principles and objectives of the Reconstruction and Development Programme (RDP). Initial indications are that the majority of projects, as proposed, supports the RDP very strongly.

The direct benefits arising from the "initial investment" is the creation of approximately 3 000 direct jobs in the construction of the infrastructure itself. The indirect benefits are:

- In the road transit infrastructure area alone over 60% of the projects will directly serve disadvantaged communities throughout Cape Town.

- All the remaining projects are designed to complete a system which will serve all citizens of Cape Town.

- The economy of the region will be boosted by approximately R1 billion through the direct and induced expenditure arising from the R400 million invested in infrastructure.

- This will increase the number of jobs created to some 30 000.

- The commitment to the "Kick Start" Programme will provide tangible evidence and encouragement to potential foreign investors of the commitment of South Africa to macro-development.

- The RDP will be perceived as being a sound programme in its ability to genuinely deliver—certain projects could be implemented in disadvantaged areas almost immediately.

- The "Kick Start" Programme will provide the initial impetus to restore public transport as the primary mode of travel for commuters which is essential for our cities to survive and grow effectively.

The PRESIDENT OF THE SENATE: Order! At this point in time, I would like to draw the Senator's attention to the visitors' bay where we have a very strong delegation from the Dutch parliament. That delegation is led by the deputy Speaker, Mr Zijlstra. We would like to say they are welcome to our Parliament. [Applause]

Public Service: 11 000 posts advertised/filled
*3 Sen C R REDCLIFFE asked the Minister for the Public Service and Administration

(1) Whether any of the 11 000 posts advertised in circular minutes 22 and 22A of 1994 have been filled, if so, (a) how many persons had been appointed as at the latest specified date for which information is available, (b) (i) when and (ii) where were they appointed and (c) what is the total cost to the State of filling these posts, (2) whether each of the provinces has been consulted in respect of these appointments, if not, why not, if so, what was the nature of these consultations?

(250) HANSAID 4/495 S99E
The MINISTER FOR THE PUBLIC SERVICE AND ADMINISTRATION

(1) Yes, (a) according to available information 112 persons have been appointed thus far, (b)(i), (ii) and (c) in view of the detailed nature of the information required by the hon member, it had not been possible to obtain the full information to this question in time from each department/provincial administration/or-ganisation component. As soon as this becomes available, this will be supplied by the hon member in writing. It must be kept in mind, though, that these posts represent funded vacancies, which means that their filling do not entail any real additional expenditure for the State. Despite that, the Public Service Commission is still trying to get the necessary information from the departments and the various provincial administrations.

(2) No, the authority to finalise appointments to the level of Deputy Director has been delegated to departments/provincial administrations. As such, the provinces are thus empowered to finalise appointments on their fixed establishments with due regard to the specific prescriptions applicable to them.

Note Due to the time constraints, no information could be obtained from the following departments/provincial administrations

- * Department of Education
- * Department of Finance
- * Department of Public Works
- * Provincial Administration, Eastern Cape
- * Provincial Administration, North-West

Senator C R REDCLIFFE Mr President, arising out of the hon the Minister's reply, I would like to ask him whether these appointments were made on the basis of affirmative action

The MINISTER Mr President, I do not know what the hon Senator means by "affirmative action". However, the directive is very clear. The main aim was to use those posts, which emanate from the time before this Government came into power, to make the Public Service representative. If that is what he understands under affirmative action, yes, that is the case. But for me affirmative action goes even further than that.

Psychological counselling/other services to victims of child abuse

*4 Sen W F MNISI asked the Minister for Welfare and Population Development

- (1) Whether the State provides any psychological counselling and/or other specified services to the victims of child abuse, if not, why not, if so, (a) what specified services and (b) how many children made use thereof in 1994,
- (2) whether these services are available throughout the Republic, if so, what are the relevant details; if not, (a) why not and (b) where are they available?

S100E
The MINISTER FOR WELFARE AND POPULATION DEVELOPMENT

- (1) Yes.
 - (a) social work counselling at the Child Emergency Service, which consists of a toll-free 24-hour telephone counselling service as well as 24-hour social work emergency service. Cases are also re-

ported at provincial welfare departments for social work intervention, psychological and other counselling services are available at some provincial hospitals and schools, and

(b) the toll-free Child Emergency Service reported 622 cases for counselling and other social work intervention during 1994. No national data is available to ascertain how many cases have been reported at provincial welfare departments, information in respect of services at provincial hospitals and education departments is not available.

(2) yes, the Child Emergency Service is a country-wide service. Provincial welfare departments, provincial hospitals and schools are distributed country-wide,

- (a) falls away, and
- (b) a comprehensive list of provincial welfare offices is not available. Information in respect of provincial hospitals and schools can be obtained from the relevant departments.

The DEPUTY MINISTER OF DEFENCE Mr President, the Minister for Safety and Security is unable to be here today owing to a family funeral. He requests that this question, as well as Questions 7, 9 and 11 be held over until after the recess, because he would prefer to answer these questions personally. He has raised this with the members who have posed these questions and they have agreed.

*5 Sen E K MOORCROFT—Safety and Security [Question standing over]
Hansard
Nuclear waste from foreign countries brought into the Republic

*6 Sen W F MNISI asked the Minister of Mineral and Energy Affairs

Whether any nuclear waste from foreign countries is currently being brought into the Republic, if so, (a) what waste, (b) what amount of waste is involved, (c) from which countries, (d) why was permission granted to bring such waste into the Republic and (e) where is this waste being dumped in each case?

S102E

The MINISTER OF MINERAL AND ENERGY AFFAIRS

No; (a), (b), (c), (d) and (e) fall away

The PRESIDENT OF THE SENATE. Order! Does Senator Mnisi have any objections to the fact that his questions have fallen away?

Senator W F MNISI I am satisfied, Mr President.

*7 Sen C R REDCLIFFE—Safety and Security [Question standing over]

Members of SANDF stationed in Umtata

*8 Sen J SELFE asked the Minister of Defence

(1) Whether any members of the South African National Defence Force stationed in Umtata are ever used to guard non-military premises and/or assist the police in their function, if so, under what circumstances,

(2) whether on any occasion where SANDF personnel were deployed in Umtata they were not issued with ammunition for their weapons, if so, (a) on which occasions, (b) why and (c) who took the decision in this regard,

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

S104E

The DEPUTY MINISTER OF DEFENCE

(1) Yes. Members of the National Defence Force stationed in Umtata are on occasions used to guard non-military premises and/or assist the Police in their functions.

Such assistance is given upon receipt of a request from the Police and the approval of the local Joint Security Staff.

(2) Yes. Troops are sometimes deployed without live ammunition. The nature of the assistance given and the threat analysis, determine whether live ammunition is to be issued. Live ammunition is always readily available if needed. It is the prerogative of the officer commanding or his designated representative to take such a decision.

(3) No. I have nothing further to add.

*9 Sen J SELFE—Safety and Security [Question standing over]

Importation of live sheep into the Republic of Agriculture

*10 Sen E K MOORCROFT asked the Minister of Agriculture

Whether he has been consulted by any other Department in regard to the importation of live sheep on a regular basis into the Republic, if so, (a) which Department and (b) what was his response thereto?

S106E

The MINISTER OF AGRICULTURE

No

(a) Falls away

(b) Falls away

Senator E K MOORCROFT Mr President, arising out of the hon the Minister's reply, may I ask him whether such a scheme would carry his personal approval?

The MINISTER Mr President, I have not received any requests in this regard up to now, but neither I nor the department approve of this and we are taking steps to deal with this problem. The real reason for the application is the moving of meat from Australia to South Africa. We think the moving of live animals is a medieval way of transporting meat. The animals should be slaughtered in Australia, after which we can import the meat. That is the basis of our whole argument.

*11 Sen Prof E S MCHUNU—Safety and Security [Question standing over]

Institutional arrangements currently underpinning traditional authorities

*12 Sen Prof E S MCHUNU asked the Minister for Provincial Affairs and Constitutional Development

(1) Whether he will make a statement in regard to the institutional arrangements currently underpinning traditional authorities,

(2) whether he has given any consideration to introducing legislation aimed at according due status to the institution of traditional leadership within the constitutional and administrative framework, if not, why not, if so, what are the relevant details?

S111E

(250)

Tribunal to tackle grievances

SPAN 5/4/95

■ BY PATRICK BULGER
POLITICAL CORRESPONDENT

Cape Town — A tribunal to deal with public servants' grievances will be established soon to assist in all phases of the service's rationalisation.

The chief director of labour relations in the public service, Danie du Toit, told the committee legislation should be passed as soon as possible to establish a labour appeal court as a special tribunal.

Public servants have been guaranteed jobs in terms of the Interim Constitution.

The portfolio committee was told yesterday the merger of central government departments with those from the former homelands left too many people chasing too few posts.

(258)
SABC
STANS/KR
control

dogs Katz

Continued domination of broadcasting by the SABC, or its expected successor in public service broadcasting, might seriously harm the industry, Radio 702 managing director Stan Katz told an Independent Broadcasting Authority hearing in Johannesburg yesterday.

It was a false premise that a public service broadcaster should play the leading role in the industry. "It cannot be healthy for any industry to be dominated by a single entity," he said.

"It is not simply about monopolistic practices but about choice and levels of investment which allow for growth."

Radio 702 strategic planner Peter Matlare said: "The dominant international broadcasting policy change in recent years has been the deregulation and market liberalisation of the industry."

"The public is seen less as a community with shared interests than as individual consumers in a laissez-faire market."

Radio 702 saw a public service broadcaster as providing a service to minority listeners.

Community radio was particularly useful in countries with diverse languages, customs, traditions and interests.

A public service broadcaster should be funded by the State and be made to compete fairly against tax-paying private sector broadcasters.

"The proposal by the SABC to have more than one FM radio station in a single market can only be seen as unfair competition." — Sapa.

White civil servants (250) CT 5/4/95 annoy ANC

THE ANC'S frustration over the inability of many white public servants to adjust to the new government boiled over in a parliamentary committee yesterday

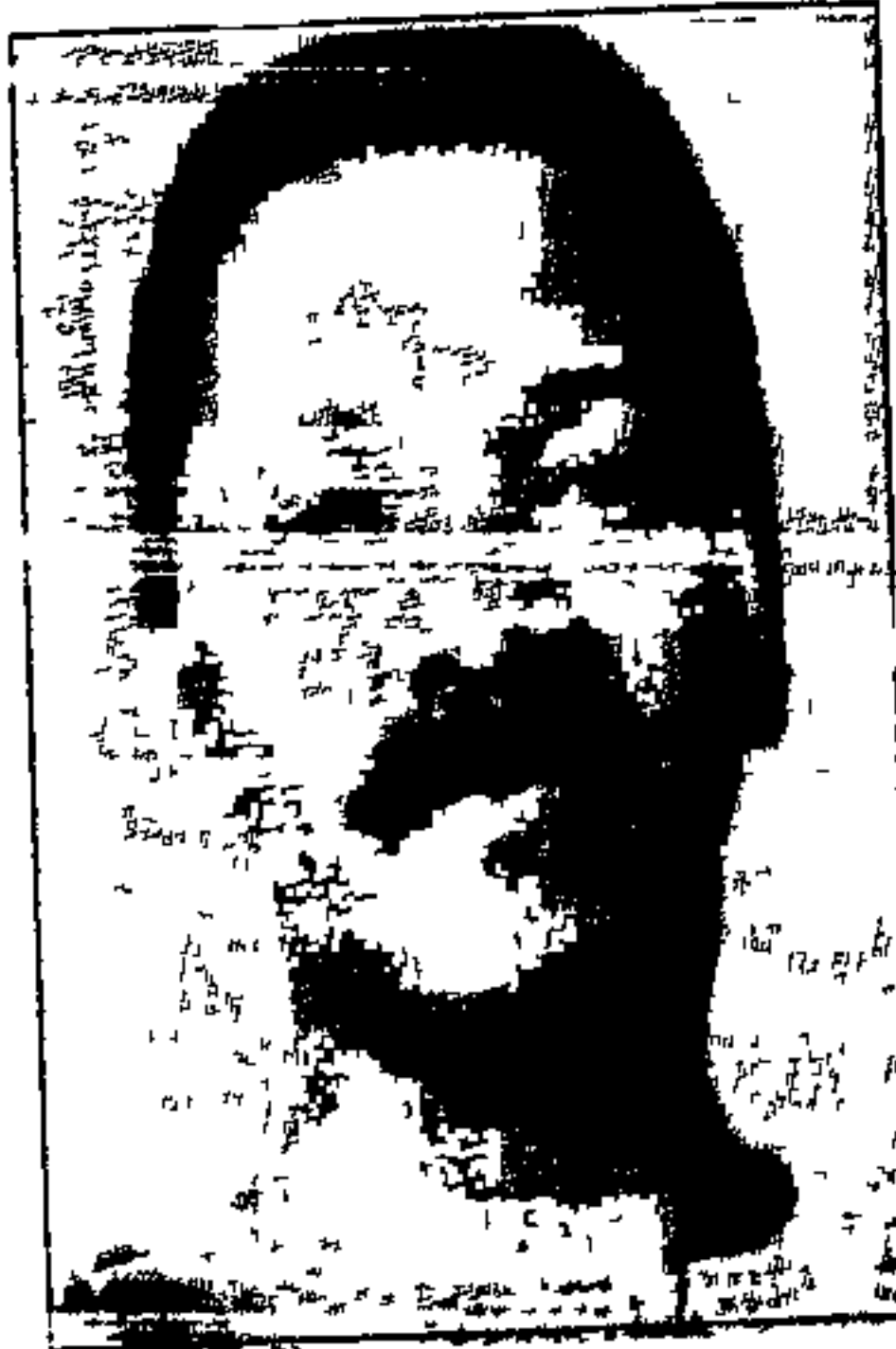
Stony-faced public servants listened as advisers to Public Works Minister Mr Jeff Radebe told how they had been frustrated by white officials and Mr Radebe said he had reluctantly decided to call in independent consultants to restructure his ministry, which is responsible for the national public works programme in the RDP

He told the joint standing committee on public works that he had wanted his top white officials to adjust to the new order themselves rather than force them to do so

"I wanted the present team to play a central role and not feel undermined, but unfortunately they have not responded to the challenge," Mr Radebe said

Mr Radebe was speaking after a long and sometimes bitter debate in the committee over the alleged racism of ministry staff and their unwillingness to adapt to change.

Ministerial adviser Mr Siphoshezi told the standing committee



FRUSTRATED: Minister of Public Works Jeff Radebe is restructuring his ministry

that consultants were still appointed on the basis of criteria that benefited mainly white professionals.

Acting Director-General Mr Theo van Robbroeck, who attended the hearing, responded to the accusations by saying it would not be "appropriate or dignified" to become involved in a public debate on the issues raised.

Instead, he started reading out a list of awards granted to him as a civil engineer before protests by both MPs and senators forced him to stop.

Mr Van Robbroeck then said he would reply in writing to some of the allegations — Reuter

Few former bureaucrats stay on

The young ones take over reins in Gauteng

■ BY JO-ANNE COLLINGE

Newcomers will outnumber established bureaucrats by more than two to one in the top ranks of the Gauteng administration.

Director-general Vincent Mntambo, in office less than a week, announced six new heads of department yesterday.

He also confirmed that three top Transvaal Provincial Administration officials would be continuing as department heads.

"These individuals have a wealth of experience and have indicated a desire to work with us in establishing the new administration," Mntambo said.

At least four of the six "newcomers" are still in their 30s. Mntambo — who also falls into this age category — said he did not believe that age was a particularly significant criterion.

The new department heads are:

■ Enos Ngutshane (39), deputy director-general of local govern-

MOST of the (250) 'newcomers' taking over top jobs are in their 30s, but there is experience too

ment and housing. He is a former director of the SA Foundation for Public Management and Development and currently part of the National Task Group on Local Government Elections

■ Dr Ralph Mgijima, superintendent-general of health. Mgijima has headed the province's strategic management team (SMT) on health for the past eight months and been closely involved with the formation of a new unified health department.

■ Peter Cranko (31), chief director in the office of the Provincial Service Commission. With an MSc in development planning, he

worked in the non-governmental sector before joining the SMT for the premier's office last year.

■ Roland Hunter (36), deputy director-general for economic affairs. Hunter's experience is also in the NGO sector and the academic field. He was a key member of SMT on economic affairs and finance.

■ Pumla Madiba, chief director for sport, recreation, arts and culture. She is a former teacher of long experience with a further qualification in the field of public administration.

■ James Maseko (31), superintendent-general of education. His appointment was announced ahead of the rest early this week by MEC for Education Mary Metcalfe.

The three "old guard" departmental heads are Len Dekker (corporate services); J H Opperman (development planning, environment and works); and Dr P F S Mulder (agriculture and conservation).

Staff relocation a dilemma for province

Hundreds of former Transvaal Provincial Administration staff will be moved to Johannesburg from Pretoria to set up the new Gauteng provincial administration.

Gauteng director-general Vincent Mntambo told a news conference yesterday: "We have to deal with the task of relocating

hundreds, possibly thousands of administration staff from Pretoria to Johannesburg."

He said the provincial government was in the process of studying the costs of the move since it has not been budgeted for

"Obviously those costs have not been factored into the pro-

vincial budget and there will have to be a lot of negotiation with the national government on this point."

He said studies had been commissioned on vacating of premises in Pretoria and relocating staff to a provincial building in central Johannesburg near the legislature. — Reuter.

star 6/4/95

Govt spends R3,7bn a month on salaries

(250) ~~250~~ CT(BR) 6/4/95
BY BRUCE CAMERON

POLITICAL EDITOR

In December last year, taxpayers employed at least 1 082 056 full-time public servants, who were paid a total of R3,727 billion for the month — an average of R3 444,40

However, the figures do not include the number or the pay of public servants in the Northern and Eastern Cape, which includes Transkei and Ciskei. The figures for the National Intelligence Service are classified

The trade and industry department's 1 049 employees are the highest wage earners, at an average R8 669,57 a month

Next in line are the 44 people at the central economic advisory service who earn an average R7 786,66

a month. At the bottom of the earnings scale are the 11 794 people earning an average of R2 143,33 a month at the education and culture service of the now defunct House of Representatives

The statistics were compiled by Business Report from figures supplied by the public service administration, in parliament, to senator James Selfe of the Democratic Party

One fact that emerged was the differences in wage levels in the provinces.

The Northwest had the highest paid staff, with its 146 413 employees receiving an average of R5 170 a month, while Gauteng's 86 902 employees earned a monthly average of only R2 206,02.

Unskilled diplomats 'undermine service'

Political Staff

(250) (SOUTH) (ARG) 7/4/95
UNSKILLED diplomats from the former homelands were preventing South Africa from fielding a service that could meet international demands, the foreign affairs select committee has been told

At a briefing to the committee John Daniels, a professor at the University of Durban-Westville, said TBVC diplomats had been absorbed into the foreign service at the expense of talented young black men and women who had had international training.

He said a scandalous situation existed in the Foreign Affairs Department where several hun-

dred TBVC diplomats who "had almost no experience in the real world of diplomacy" have had to be employed.

"They were bloated bureaucracies with extensive diplomatic services."

Professor Daniels, who has been actively involved in the process of training and retraining diplomats, said at least 200 young black applicants trained in the past three years had no chance of getting into the Foreign Service

"Money is available for only 50 posts. If large numbers of people come in from the TBVC states instead of the trainees, we will settling for less than the best"

Professor Daniels said while the process of securing a more representative diplomatic corp had been frustrating, inroads had been made to the training and retraining of diplomatic staff with proper courses designed to get diplomats to represent "the national interest"

He said there was an urgent need to transform both the basic culture within the Department of Foreign Affairs (white male) and the personnel composition.

The training courses had been designed, he said, as a recognition that the South African diplomatic corps had to be representative of all the country's people.

Hard choice on gravy train

DAVID BREIER

Weekend Argus Political Staff

MEMBERS of parliament may soon be asked to undertake one of the most difficult and painful political tasks of their careers — vote themselves off the gravy train and out of a job.

This follows the growing move among major political parties to cut the size of the two houses of the bloated and expensive parliament which has a yearly budget of R171 million.

There are at present 914 elected politicians in the country, including 490 in the central government with the other 424 sitting on the nine provincial legislatures, costing taxpayers more than R300 million a year altogether.

The African National Congress at its recent constitutional conference decided the country would be better served by a smaller and leaner parliament compared to the present 400-member national assembly and 90-member senate.

This has brought the ANC in line with other parties which also believe the present parliament is unwieldy — with many

■ Politicians now admit parliament is too big and expensive — but are they prepared to vote themselves out of jobs?

MPs who do not sit on committees

The National Party has proposed the national assembly be reduced in size — the exact number to be determined by a new electoral system, the NP says.

The NP wants more power for the provinces, reducing the work of the national assembly. This is likely to clash with the ANC which wants more central powers.

The Democratic Party wants the national assembly cut from 400 to 300 members and the senate from 90 to 70. The DP also wants the cabinet cut from 27 to about 20.

DP national director James Selfe said such cuts could save at least a quarter of the parliamentary budget.

Inkatha Freedom Party MPs also favour a smaller central parliament.

The size of the present parliament cannot change until

1999 when a new constitution takes effect. This is currently being negotiated in the constitutional assembly — which consists of the 490 members of the national assembly and senate.

If the constitutional assembly votes for a smaller parliament in the new constitution, "MPs will be voting themselves out of jobs," Mr Selfe said.

A future parliament is also likely to change from the present system in which all MPs are elected by proportional representation, leaving them unaccountable to any constituencies. The new parliament is expected to have some constituency MPs.

University of Stellenbosch political scientist Hennie Kotzé said MPs would have to be persuaded to vote themselves out of jobs which had given many of them new and expensive lifestyles.

The best way to persuade them was to do what the Nats did when they ended the tricameral parliament — reduce service qualification for pensions.

Professor Kotzé said the former Nat caucus had to be "bribed" to accept the new dispensation.

He said the NP caucus in the last years of apartheid was known to have been reluctant to accept change because it threatened their jobs and income.

But the government induced them to accept change by reducing the number of years service they needed to qualify for pensions.

Professor Kotzé said the Nats had also negotiated the outsize new parliament and provincial legislatures in order to provide as many jobs as possible for their MPs who had been in the old system.

The NP had done their sums and calculated the number of new political jobs they would need to satisfy their MPs. This had been another inducement to the Nat caucus to accept the current political system in which they lost power.

As a result, many Nat MPs at central and provincial levels now receive large pensions from the old system as well as their new salaries — giving them huge incomes.

The current bloated parliament is to a large extent something the NP had negotiated for itself, he believes.

(280)

ARG 8/4/95

Mint workers down tools for more pay

Weekend Argus Correspondent

PRETORIA. — Money-making at the South African Mint has come to a halt because workers claim they don't have enough money. ~~(152)~~

Workers at the Mint in Verwoerdburg yesterday downed tools after accusing management of failing to meet promises it apparently made over salaries. ~~(250)~~ ~~(350)~~

Spokesman Wilson Matlou said management had previously promised workers their salaries would be adjusted at the beginning of this month.

Mr Matlou said it was agreed that all employees earning more than 20 percent less than the average salary in the market would be rectified so no-one would earn less than 20 percent below the market average. ARG 8/4/95

Management also agreed it would recommend a further adjustment be made on April 1, he said, but the agreements had not yet been met.

Public Works head under fire

ARTS/4/95

(250)

ESTHER WAUGH

Weekend Argus Political Staff

IN an unprecedented move the acting-director-general of the Department of Public Works, Theo van Robbroeck, has been given a public dressing-down by his minister as well as two parliamentary committees

The showdown took place at an emergency meeting called by Public Works Minister Jeff Radebe with the national assembly and senate portfolio committees, Dr Van Robbroeck, and the task team responsible for the national public works programme (NPWP)

The department's role has changed vastly since the election. Once of little importance, acting primarily as the state's estate agent, it now has the task of creating jobs and infrastructure through the NPWP

It was precisely this transformation, or rather lack of it, in the department which led to the conflict between Mr Radebe and Dr Van Robbroeck

The minister told the committee that since he had assumed responsibility for the portfolio last year, he had received weekly reports on events in the department which he had discussed with Dr Van Robbroeck

He wanted the present management team to play a key role in transforming the department, as he did not want the team to feel it was being "undermined"

He had therefore given the present team an opportunity to "transform the department from within" but his concerns about the department had been echoed in the auditor-general's audit performance report

Dr Van Robbroeck, the Minister said, received the report in February 1994 and took five months to respond to the auditor-general

Furthermore, there have been no improvements in the department since the auditor-general's report in 1989

"I have requested, on several occasions, land audits. What has been submitted has not been satisfactory," he said

Mr Radebe said crockery

Minister points to lack of change in department

■ Political circles were abuzz this week about a major confrontation between a cabinet minister and a top civil servant

from warehouses controlled by his department was being "dumped" at ministerial homes without proper mechanisms to ensure accountability

In November 1994 his ministry had prepared a discussion document on transforming the department, but the department "has not yet grasped this initiative"

He now realised his "pragmatic stance" on transformation was unsuccessful as the department was "either not willing or does not have the capacity" to participate in such a process

Mr Radebe also accused his department of not consulting him or his special advisers and "pretending to support me" while "sabotaging" him

He has therefore decided to review the department's structure, management, branches, staffing and budget

A proper management plan is to be developed, including rationalisation of functions and a new mission statement. Mr Radebe said private manage-

ment consultants would be hired for this task

He had briefed President Nelson Mandela, Deputy President Thabo Mbeki and Public Service Minister Zola Skweyiya on this initiative and they had voiced their support, he said

Mr Radebe's advisers, Siphon Shezi and Sivi Gounden, also provided input.

Discussing the relationship between the ministry, the department and the NPWP, Mr Shezi said no one was to be found in the department after 3.30pm

He told the committee that Dr Van Robbroeck had telephoned the dean of one of Natal University's faculties, where one of the NPWP task team's African part-time members worked, to inquire if she was entitled to do consultancy work. Mr Shezi asked if the di-

rector-general had done the same with white part-time members of the task team, who also worked at universities

Mr Shezi said he had "tried to work with the director-general on some problems", especially the lack of money available to the task team, but Dr Van Robbroeck reportedly replied "There is nothing I can do about it. Talk to the minister"

However, Mr Radebe advised him to find a solution to the problems with the director-general

Mr Shezi added that the department was "frustrated by some members of the task team" in their work

He also said he had travelled with Mr Radebe and Dr Van Robbroeck to the US in September and met the World Bank and the International Monetary Fund officials, but the director-general could not contribute to the talks and was "out of his depth"

Mr Shezi said the department did not have the capacity

to implement the NPWP

"We need a director-general who is willing to co-operate, be flexible and needs to be innovative," he said

Mr Gounden told the committee this was a classic case of a government department seeing its role as merely implementing guidelines

The problems outlined by Mr Shezi were not confined to the NPWP. Responses received from the department had not been "supportive", he said

At this point, Dr Van Robbroeck told the committee as a civil servant, he did not believe it was "appropriate or dignified to become involved in a public debate with the Minister over differences which all centre around my accountability of public money"

He said he would submit a

written document to the committee on these differences

After Mr Radebe made his statement, Dr Van Robbroeck added that his competence had been questioned and he was "forced to blow my own trumpet"

He listed various professional achievements but was stopped by the committee chairman, ANC MP Moss Chikane, and asked to respond to the allegations

Dr Van Robbroeck said he rejected a slur that he was racist and would table a report to the committee

ANC MP Titus Mafola said the director-general had not disputed the input given by the advisers and it was a problem of transformation which needed political intervention

He noted that the interim constitution protected jobs and not posts, and people should not hold "the country to ransom because of a misunderstanding about the Constitution"

Commenting on Dr Van Robbroeck's statement that he would not be drawn into a public debate, ANC MP Ben Martins said the parliamentary committees had the right to listen to the director-general, the advisers and the minister

It was not the function of the committee to take sides but to ensure the interests of the public were served, he said.

The meeting also discussed the damning performance audits by the Auditor-General on the department last year

When Dr Van Robbroeck was called to report his views on the auditor-general's report to the committee, he said he had "not come prepared to answer in detail" and he "normally replied to the public accounts committee" on such reports

Dr Van Robbroeck later said he was "not averse" to reporting to the public works committee. But when he finally did report on the matter, MPs said they "can't follow his report"

Mr Mafola said it was a "problem of communication. We ask a simple question and we are not getting an answer."

The committee then decided to call another meeting with the auditor-general to discuss the report with Dr Van Robbroeck

Initiative 'not grasped'

5 CIVIL

ivil servants to the e axe in purge

ST 9/4/95

(250)

get

By EDYTH BULBRING
Political Correspondent

PUBLIC WORKS Minister Jeff Radebe this week announced a radical shake-up of his department which will result in the removal of his entire senior management. He says they are ineffective and unwilling to carry out the policies of the new government.

In an interview this week, Mr Radebe also accused his acting director-general, Theo van Robbroeck, of letting the department, which handles billions of rand each year, fall into a "mess"

"Inefficient management systems allow fraud and wastage to flourish," he said.

In a memorandum to President Nelson Mandela, Mr Radebe said a departmental investigation had discovered that R3,7-million of Public Works funds had been "fraudulently expended"

He added "I believe this is just the beginning and that further probing will yield a larger scale of fraudulent activity."

The radical steps to replace the elite old guard he inherited follow months of bitter fighting between the ANC minister and his senior staff, which culminated in a showdown in a parliamentary joint committee meeting this week.

Although some ANC ministers have replaced their directors-general with their own appointees, Mr Radebe is the first to indicate that his entire senior management is set to go

Mr Radebe announced at the parliamentary committee hearing that he had decided to restructure his department with the help of private sector consultants as Mr van Robbroeck and the senior management had proved "unwilling or unable" to do so

The Department of Public Works is responsible for providing and building accommodation and infrastructure for the government, maintaining and servicing the state's 74 000 buildings and also for providing items such as crockery, silverware and furnishings for ministerial homes

Since the election of the new government, it has also been given responsibility for a national public works programme aimed at creating jobs

Mr Radebe said the senior management had failed to respond to the challenge of implementing the Public Works programme which is key to the RDP and had demonstrated a lack of willingness to co-operate with a task team he had appointed to drive the programme.

He said he had obtained the backing of President Mandela, Deputy President Thabo Mbeki and Public Affairs Minister

To Page 2 ⇨



Nelle Mtlrara, left, with Zenani Dlamini and Zinzi Hlongwane. The two sisters, Zenani and Zinzi, offer support to both their famous parents

Picture: HERBERT MABUZA

⇒ From Page 1

ter Zola Skweyiya for this outside intervention.

He said the restructuring initiative, which would begin within two weeks, would bring about a major change in management style and expertise requirements in the department.

"If the existing senior management are qualified, they will get these jobs. But, in my experience, this is highly unlikely. They have not assumed their role of managers and are resisting change. We need people who can move," he

Top men face axe in purge

9/4/95
said. Although the interim constitution protects the jobs of all civil servants, it does not guarantee they will keep the posts they occupied before the election.

"The way I read the constitution, a person's job is guaranteed. But the post is not guaranteed if the person does not perform. My senior management is not prepared to work for the new government," he said.

Mr Radebe said he was

unconcerned about reports that the departure of senior bureaucrats would deprive the department of necessary skills.

"I am not scared off. In the last 10 months I have yet to see from them the level of professionalism I expect. Committed and energetic middle managers are even being frustrated by the ineffectiveness of the senior management," he said.

He said he anticipated that most of the senior management — the director-general, his two deputies and the chief directors — would have to take early retirement. He said two deputy directors-general and two chief directors had already done so.

Mr Radebe indicated his resolve to replace Mr van Robbroeck when the post of director-general was advertised for the second time last month.

He said he had run into problems with Mr van Robbroeck over the

250
appointment of a private firm to change the way in which consultants were awarded state contracts.

He said Mr van Robbroeck had first resisted the commissioning of the report and, since it had been finalised, was blocking the implementation of the changes.

Mr Radebe said he had also been dissatisfied with the way Mr van Robbroeck had responded to criticism contained in a performance audit of the department.

"Mr van Robbroeck has no will to correct these things. When no proper management controls are in place, it allows corruption and wastage to flourish," Mr Radebe said.

Western Cape Transport and Public Works MEC Leonard Ramatlakane said yesterday a meeting of the provincial MECs had endorsed Mr Radebe's plan to install a management sys-

tem to address the inefficiency in the department and to do a proper audit to implement the government's new policies.

"This could lead to the removal of an intransigent senior management which won't accept change," he said.

Mr Radebe said central government and the wider society needed senior managers who were able to rise to new challenges. Efficiency was paramount for the success of the RDP, and his existing management "had no idea of what the curtailment of government expenditure means".

Mr van Robbroeck said yesterday: "I am not going to become involved in a slanging match with the minister in public."

He said he had provided the joint select committee members with documentation in his defence.

"But I am not going to give it to you. Ask one of the committee members and good luck to you," he said.

● See Page 25

Public Works man hits back

(250) 

*'I play by the rules
and Radebe didn't*

set up the probe'
ARG 10/4/95

CLIVE SAWYER
Political Correspondent

ACTING Director-General of Public Works Theo van Robbroeck has hit out at Minister Jeff Radebe in a series of documents tabled at a parliamentary committee meeting.

Mr Radebe last week accused Mr van Robbroeck of inefficient management and announced a departmental shake-up in which the acting director-general could lose his job.

An auditor-general's report revealed mismanagement and corruption in the department.

Documents tabled by Mr Van Robbroeck at a meeting of the parliamentary committees on public works reveal how an initially harmonious relationship turned sour.

Among the most recent incidents was the announcement by Mr Radebe that he had appointed an investigation into the department. This led Mr Van Robbroeck to protest that the investigation had been underway since 1989 — long before Mr Radebe's appointment.

Mr Radebe was quoted in a Sunday newspaper as saying Mr Van Robbroeck had blocked changes.

To Page 5 col 1.



Picture: ROY WIGLEY The Argus.

DELIGHTED: Petula Samuels shows off her winning entry form which landed her R5 000 in The Argus Win a Home competition

Public works man hits back

From Page 1.

ARC 10/4/95
In a memorandum to the parliamentary committees, Mr Van Robbroeck said "It is clear that the accusations by the minister and his advisers that the management of the department refuses to co-operate in the required transformation, and that the progress of the national public works programme is hampered, are all the result of my refusal to throw away the rule book and do whatever I am told

"I have repeatedly informed the minister and his advisers that I am bound to abide by the existing rules and laws until the government of national unity has changed these

"As accounting officer, I am personally held responsible to parliament for obeying these rules when it comes to state money."

Mr Van Robbroeck said the management of the department, under difficult circumstances and severe staff shortages, had loyally served the government of the day and would continue to do so as long as they kept their positions

Incidents which had led to tension included:

- Mr Radebe appointing a task team to "drive" the national public works programme without consulting Mr Van Robbroeck.

- A report by a newly-appointed adviser that the roster system for appointing consultants was "widely perceived to be unfair and biased"

- A lack of reporting to Mr Van Robbroeck on the national public works programme.

Unions set to take on ANC in public service pay battle

CT(BR)10/4/95

(250) ~~153~~

Analysts predict wage settlements will beat inflation and warn of government's unrealistic provision for civil servants

BY JOHN SODERLUND

REUTERS

Analysts say the public service, reporting to the ANC-led government, could be the arena for the country's most serious industrial action in the coming months

The first anniversary of democracy in South Africa is likely to herald a tough round of wage talks

"Overall, it's not going to be an easy year," said Andrew Sparks, research associate with industrial relations consultants Andrew Levy and Associates.

He forecast settlements of between 10,75 and 12 percent

He said the brunt of expected industrial action would be in the roughly 1,2 million-strong public service, where the wage bill

accounts for 40 percent of state spending

Sparks said some bigger unions would focus their negotiations on ensuring a narrower wage gap between black and white workers.

Pierre Wolmarans, industrial relations head for FSA Contact, said strikes would be well down in the motor industry and areas of the retail industry hit hardest by stoppages last year

He believed industrial action would increase in other sectors, most notably the public sector

"If a pressing problem arises in one part of the public sector and it is not addressed, it could be the catalyst for civil servants to begin a strike country-wide," Wolmarans said.

He said the government was

"not realistic" in its budget provision for an average five percent public service wage rise

His warning was echoed in a review by consultants Gavin Brown and Associates, who said public sector demands went "far beyond the capacity of the state to deliver"

The review noted the strained relationship between the ANC and its former trade union allies

The "defection" of many prominent unionists to political positions had left union leadership structures emaciated

The result would be strike action characterised by "rank-and-file tactics" with new union leadership hard-pressed to exercise influence. It expected wages to rise on average by 11,5 to 12 percent this year, exceeding an anticipated inflation rate of 10 to 11 percent and last year's average wage increase of 10,2 percent

Old guard blocking changes — Radebe

OCT 10/4/95 (173) (250)

PUBLIC WORKS Minister Mr Jeff Radebe has claimed that obstructionism by old-style bureaucrats is threatening to collapse key initiatives by his department and torpedo the RDP.

He has appointed a special task team to break the logjam created by what is perceived to be old-guard civil servants with a limited commitment to introducing the changes needed in the new SA.

But the Public Service Commission is unwilling to give the new structure the status or teeth it needs to cut through red tape and get the job done.

After months of departmental infighting, the minister accused his acting director-general, Dr Theo van Robbroeck, and his senior management staff of being unwilling to implement the policies of the new government and allowing wastage and fraud to

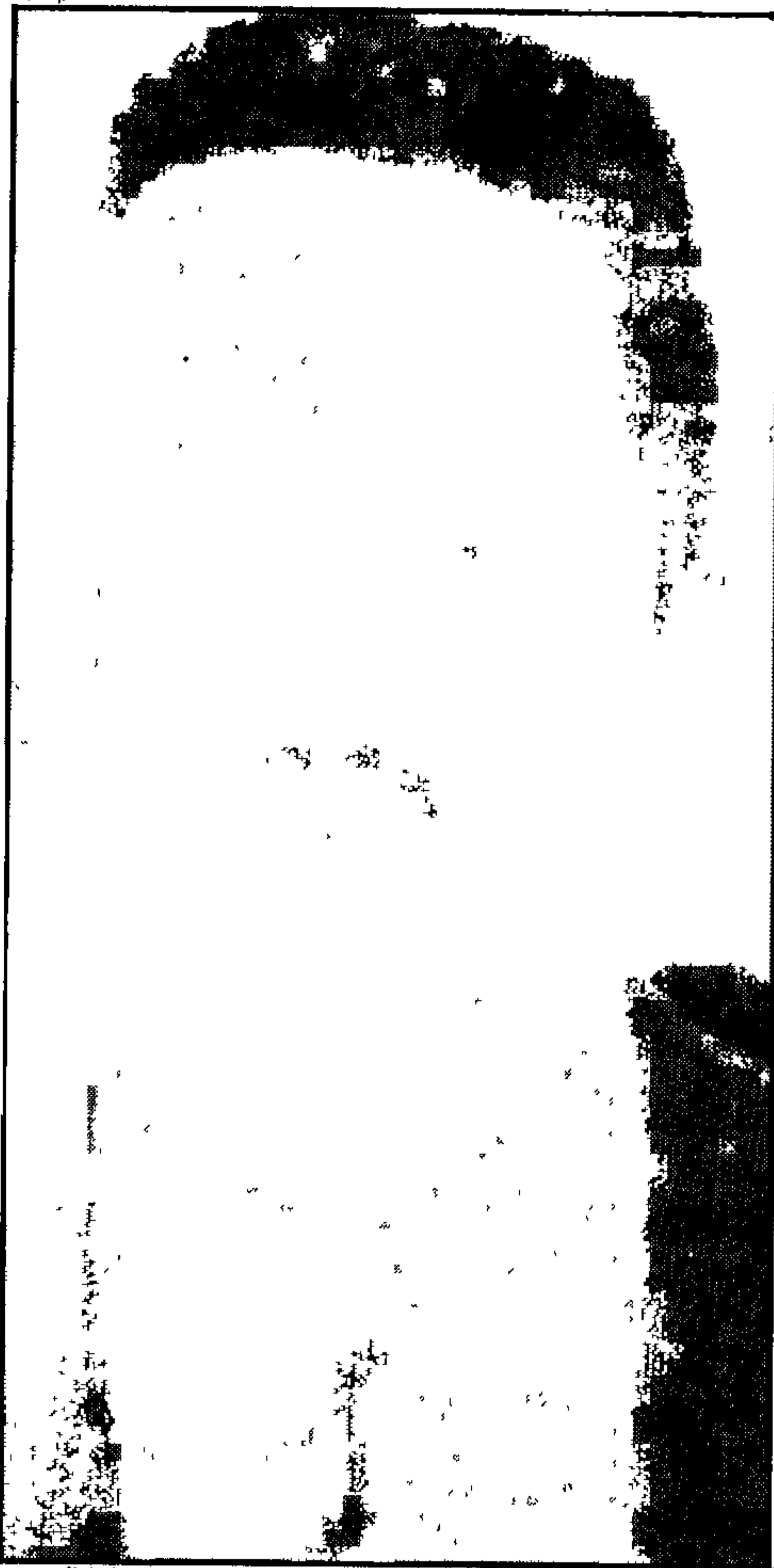
flourish because of slack management

But in an interview from his Pretoria home yesterday Dr Van Robbroeck said his innocence would be proven in a document handed to the joint parliamentary committee last week.

He accused Mr Radebe of setting him up and attacking him in the press. He said he was not prepared to stoop to the same low level as him (Radebe) and get into a slanging match with him in the media.

"The minister will find out the truth from the dossier I handed to the parliamentary committee," he said.

His version of the problems within the Public Works department was very different from the minister's, he said. — Political Staff, Special Correspondent and Reuter



National Minister of Public Works Jeff Radebe.

Officials in fear of purge want retirement

Political Staff

(250)
ARG 11/4/95

IN an apparent fear of a purge of top public servants in the Department of Public Works by national minister Jeff Radebe, two deputy directors-general have asked to go on early retirement

Public Works ministry spokesman Wiseman Khuzwayo said yesterday that Deputy Directors-General Syd Burke and Leon Claasen, both close to retirement, would leave in three months.

Their move follows a public row between Mr Radebe and acting Public Works Director-General Theo van Robbroeck, 64, who also is expected to retire early next year.

Mr Khuzwayo said that while it was not clear why Mr Claasen, 63, wanted to go on early retirement, Mr Burke, who is in charge of building services, had made it clear to the minister that he wanted to retire because he was unhappy with the system of appointing consultants.

Mr Radebe has announced that the department's system of appointing private consultants has favoured large firms and is to be changed to accommodate small firms, particularly from disadvantaged communities.

Mr Van Robbroeck said the new roster system of appointing consultants was "widely perceived to be unfair and biased".

The acting director-general alleged Mr Radebe had tried to make him break regulations.

His allegations were carried to the parliamentary committees in a memorandum in which he said "It is clear that the accusation by the minister and his advisers that the management of the department refuses to co-operate in the required transformation, and that the progress of the national public works programme is hampered, is all the result of my refusal to throw away the rule book and do whatever I'm told"

'Old guard' scrambles to quit Public Works Dept

STON 11/4/95

■ BY JOVIAL RANTAO and
OWN CORRESPONDENT

Two deputy directors-general in the Department of Public Works have applied for early retirement, apparently fearing a purge by the Minister, Jeff Radebe.

Major differences on how the white "old guard" ran the department became public last week when Radebe briefed a parliamentary committee.

The minister expressed serious dissatisfaction with his acting director-general, Theo van Robbroeck, who has since threatened to fight back, but without using the minister's "street-fighter tactics".

Public Works Ministry spokesman Wiseman Khuzwayo said the two deputy directors-general who want early retirement are Syd Burke and Leon Claasen.

Both are close to retirement and could leave in three months. Their acting chief, Theo van Robbroeck, is 64 and is expected to retire next year.

Khuzwayo says Burke, who is in charge of building services, has made it clear to the minister that he wants to re-



Theo van Robbroeck . . . refused to break regulations.

tire because he is unhappy with the Public Works Department's system of appointing private consultants.

And Van Robbroeck said the new roster system of appointing consultants was "perceived to be unfair and biased".

Yesterday Van Robbroeck alleged Radebe had tried to make him break regulations. His allegations were stated in a memorandum to the parliamentary committees, saying:

"It is clear the accusations by the minister and his advisers that the management of

(250)
the department refuses to cooperate in the required transformation, and that progress of the national public works programme is hampered, are the result of my refusal to throw away the rule book and do whatever I'm told.

"I have repeatedly informed the minister and his advisers that I am bound to abide by the existing rules and laws until the Government of National Unity has changed these. As accounting officer, I am personally held responsible to Parliament for obeying these rules when it comes to State money."

Van Robbroeck said the last straw was a case where Radebe wanted to pay a 22-year-old with only a matric more than R100 000 a year.

Khuzwayo dismissed the allegations as "blatantly nonsensical".

Van Robbroeck said it became clear he was no longer wanted in the department when the post of D-G was advertised for the second time recently. "It was very clear to me the minister wanted to get rid of me."

A long transformation

of tension to open hostility

CLIVE SAWYER
Political Correspondent

THE transformation from tension to open hostility was a long process between the minister eager to change his department — and the top public servant determined to play everything by the rules.

Theo van Robbroeck, director-general of the department of public works under the previous dispensation, became its acting head when the government of national unity took office last year.

Appointed minister was Jeff Radebe.

At first the relationship was healthy, even notable for mutual confidence.

When the public service commission told Mr Radebe that Mr Van Robbroeck's post would have to be advertised, the minister was firm he wanted the incumbent retained.

But then the rows began — and thus week culminated in a war of words, with Mr Radebe accusing Mr Van Robbroeck of opposing transformation and hinting the acting director-general could lose his job.

The tale of strife between the newcomer minister and the veteran bureaucrat is told in

□ *At first a healthy relationship*

documents handed by Mr Van Robbroeck to the parliamentary committee on public works.

An attempt was made to appoint a young matriculant, Sifiso Zulu, as an assistant administrative officer, a post which carries an R8 500 monthly salary. Public service rules require at least a three-year university degree for such an appointment.

In a letter to Mr Radebe, dated March 28, Mr Van Robbroeck said the highest post to which Mr Zulu could be appointed was a senior administrative clerk, paid R22 806 a year.

In earlier correspondence, Mr Van Robbroeck queried two other appointments.

To enable them to be employed by the national public works programme task team, but at higher salaries than public service rules allowed, two people were appointed to another body and seconded to the team.

Both in their early twenties, one with a bachelor's degree and the other with Standard 10, they rejected the standard salaries of R29 646 and R22 806 respectively.

They were appointed to the National Youth Development Forum and seconded to the team.

"I found this absolutely exorbitant, even if the state tender board had agreed to that appointment, and brought that to the attention of the minister."

Mr Radebe said he had been under the impression that all members working for other organisations had been seconded to the department of public works free of charge.

"At his request, I submitted a report on the actual situation of all the task team members to him."

"I did not get a reaction to my report or the earlier letter."

Mr Van Robbroeck said the most serious difficulty between him and the minister arose from a report he handed Mr Radebe about investigations into irregularities in the department.

These investigations had been started in 1989 by Mr Van Robbroeck's predecessor.

"I took over in June 1991 and submitted regular reports to the various ministers I served under, ministers (George) Bart-

lett, Jacob de Villiers, (Leon) Wessels, (Gene) Louw and (Louis) Shill.

"These reports, as did the one to Mr Radebe, mentioned all the investigations and their results, right from the start of these investigations."

Mr Van Robbroeck said Mr Radebe had passed a report he had handed to him to the Press.

Reading claims that Mr Radebe had ordered the investigation, "I was upset when I learned from the reporter that the minister had indeed stated that, especially in view of the fact that I had applied so much pressure to speed up the investigations."

The newspaper reports gave the impression Mr Van Robbroeck had failed to act about the allegations.

He wrote to Mr Radebe, protesting against his action, and sent a copy to President Mandela.

At a hearing by the parliamentary committee on public works, Mr Van Robbroeck was accused of racism by Mr Radebe's ministerial adviser because he had queried the amount of time a member of

the task team had been given to work as a consultant to a university *ARL 11/4/95*

In other clashes

- Mr Radebe overruled Mr Van Robbroeck when the acting director-general insisted that quotes be solicited before a management consultant was appointed.

- Mr Radebe appointed a task team to steer the national public works programme without consulting Mr Van Robbroeck, who by law was accountable for what became of state funds.

- An adviser to Mr Radebe said the roster system for appointing consultants used by the department was "widely perceived to be unfair and biased".

- There was a lack of reporting to Mr Van Robbroeck on the national public works programme.

In his report to the committee, Mr Van Robbroeck noted that until Mr Radebe had appointed his two advisers, relations between him and the minister had been "excellent".

"When the public service commission wanted to advise the director-general's post, the minister objected, and said in no uncertain terms he wanted to retain the incumbent."

Gloves off — minister accused of bending rules

The Argus Correspondent

RETORIA — "I was just following regulations. It was the minister who wanted to bend the rules."

That's the claim by embattled acting director-general of public works Theo van Robbroeck in the face of a personal attack on him by Minister Jeff Radebe.

Mr Van Robbroeck yesterday took off the gloves and reiterated his side of the story as contained in a series of documents tabled at a joint parliamentary committee — and in-

cluded a claim that Mr Radebe had wanted to pay an exorbitant salary to a 22-year-old man with only a matric.

Mr Van Robbroeck revealed in the documents how the initially harmonious relationship between him and Mr Radebe had turned sour.

"It is clear that the accusations by the minister and his advisers that the management of the department refuses to co-operate in the required transformation, and that the progress of the national public works programme is ham-

pered, are all the result of my refusal to throw away the rule book and do what I am told," he said in the memorandum.

"I have repeatedly informed the minister and his advisers that I am bound to abide by the existing rules and laws until the government of national unity has changed these

"As accounting officer, I am personally held responsible to parliament for obeying these rules when it comes to state money."

Expanding on the memorandum yesterday, Mr Van Rob-

broeck said Mr Radebe had tried to get him to break the rules.

"He (Radebe) wanted to do things not within the regulations

"I resisted because I am the one finally accountable I told him the only way he could do the things he wanted was to override me in writing.

"This only happened once. But that's not the way to do things."

Mr Van Robbroeck said the final straw in the relationship had been a case where Mr Ra-

debe wanted to pay a 22-year-old with only a matric more than R100 000 a year.

"I refused to consider it because the regulations do not provide for that.

"If I had allowed it, I would have been responsible and I would have to explain why to the taxpayer," he said.

"I can't allow exorbitant salaries."

He said this incident highlighted the problem between the two men.

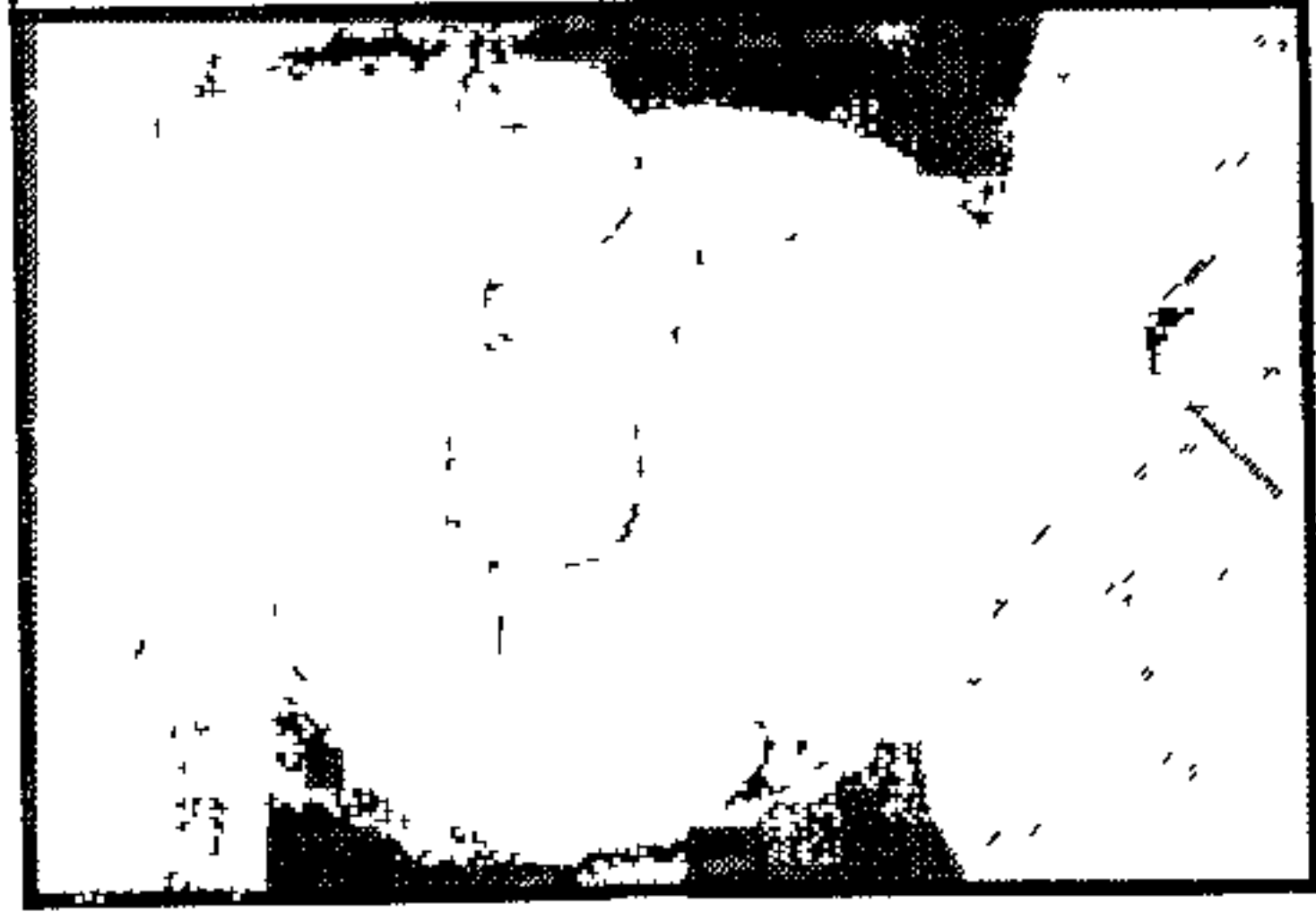
"That was the crux of the matter. He wanted us to do all

these things beyond our bounds and I thought it was scandalous."

Mr Van Robbroeck said it became clear he was no longer wanted in the department when the post of director-general was advertised for the second time recently.

"I had applied for the job when it was first advertised, but the second advert clearly implied that no suitable people had applied, that those who had applied need not re-apply.

It left little doubt in my mind they didn't want me."



Theo van Robbroeck

PUBLIC WORKS DEPUTY DIRECTORS-GENERAL TO RETIRE EARLY

UNIVERSITY OF CAPE TOWN
SALDRU LIBRARY

More top officials to quit

CT. 11/4/95

(25)

SENIOR officials, fearing a purge in the Public Works Department after the row between the acting director-general of the department and the minister, have applied for early retirement. Our **SPECIAL CORRESPONDENT** reports.

APPARENTLY fearing a purge of top public servants in the Department of Public Works by Minister Mr Jeff Radebe, two deputy directors-general have applied for early retirement.

Ministry spokesman Mr Wiseman Khuzwayo said yesterday that deputy directors-general Mr Syd Burke and Mr Leon Claassen, both close to retirement, would leave in three months.

Their applications follow a public row between Mr Radebe and acting Public Works director-general Mr Theo van Robbroeck, 64, who is to lose his position before the end of the month.

Former IMF and World Bank official Mr Sipho Shezi now a ministerial adviser, is tipped to take over as director-general of the department. Applications for the position have closed.

Government sources said yesterday there was no possibility of Mr Van Robbroeck staying on.

Mr Khuzwayo said that while it was not clear why Mr Claassen, 63, wanted early retirement, Mr Burke, who is in charge of building services, had made it clear he was

unhappy with the proposed changes regarding the appointment of consultants.

Mr Radebe had said the appointment by the department of private consultants had favoured large firms and was to be changed to accommodate small firms, particularly those from disadvantaged communities.

'Biased'

Mr Van Robbroeck said the new roster system to appoint consultants was "widely perceived to be unfair and biased".

Yesterday, the acting director-general alleged that Mr Radebe had tried to make him break the rules.

His allegations were carried in a memorandum to the parliamentary committees, in which he said:

"It is clear that the accusations by the minister and his advisers that the management of the department refuses to co-operate in the required transformation, and that the progress of the National Public Works Programme is hampered, are all the result of my refusal to throw away the rule book and do whatever I'm told."

"I have repeatedly informed the minister and his advisers that I am bound to abide by the existing rules and laws until the government has changed these."

Mr Van Robbroeck said the final straw was a case where Mr Radebe wanted to pay a 22-year-old with only a matric over R100 000 a year.

"I refused to consider it because the regulations do not provide for that. If I had allowed this, I would have had to explain why to the taxpayer. I can't allow exorbitant salaries," he said.

Mr Khuzwayo dismissed the allegations as blatant nonsense.

Mr Van Robbroeck said it became clear he was no longer wanted in the department when the post of director-general was advertised for the second time.

"It was very clear to me the minister wanted to get rid of me. I had applied for the job when it was first advertised but the second advert clearly said no suitable people had applied. It said those who had applied need not re-apply. It left little doubt in my mind they didn't want me," he said.

Mr Khuzwayo said the public row between Mr Radebe and Mr Van Robbroeck was a culmination of months of behind-the-scenes clashes between a new minister eager for change and an old public servant resisting change. —Special Correspondent, Political Staff

Browde's probe into public service begins

BD 11/4/95

(250)

EAST LONDON — The Browde commission of inquiry into possible irregularities in the public service held its first public hearing in East London yesterday.

The commission is investigating the appointments of 16 Justice Department employees in the former Transkei.

"We are only going into matters there have been complaints about," said commission chairman and Acting Judge Jules Browde in an interview.

He said there had been a "fair number" of complaints to the commission.

The commission's brief is to look into possible irregularities in the hiring or promotions of civil servants across the country for the period April 27 1993 to September 30 last year.

The commission has jurisdiction over the former TBVC states and self-governing territories and over all branches of the public service including the security forces, but excluding local government employees. Complaints must be referred to the commission by a minister.

Browde would not discuss which other departments would be investigated, or detail any of the complaints. He did say,

Own Correspondent

however, that many of the complaints related to staff in the former homelands.

Fifteen of the 16 people whose appointments or promotions are being queried appeared at the commission yesterday.

The 16 are 13 typists, two administration clerks and a senior magistrate. All were appointed to their positions between May and August last year.

Commission officers handed in several documents as exhibits. One is a circular from the office of the premier in the Eastern Cape, dated May 23 1994, which clearly orders that no new appointments, promotions or salary increases be made until "normality prevails".

Also included were copies of two transitional executive council resolutions from February and March last year which stated that any new appointments should be kept to the minimum and that appointments above the level of assistant director or the equivalent should be referred to the council.

The commission is expected to sit for another two or three days this week.

Overseer 'saw murders'

DEBORAH FINE

WESTERN Areas Gold Mine overseer Johannes van der Merwe told the Rand Supreme Court yesterday how he had seen two Zulu mine workers murdered underground during faction fighting at the Klerksdorp mine last year.

He was testifying at the trial of seven mine workers who have pleaded not guilty to murdering four Zulu miners at the mine's 50-level on May 11 1994.

The accused are hostel dwellers Tom Molaheleni, 36, Bonisile Gumenge, 33, Nelson Mhlanga, 35, Phumelele Mtandazelwa, 32, of Kokstad and migrant workers Mahasela Nyelimane, 35, of Lesotho, Tomeletso Molelowa, 39 of Botswana and Alphonso Chitusco, 36, of Mozambique.

Van der Merwe said he had been overseeing shift workers on 50-level when he received a telephone call from the mine's production manager, Gordon Miller, to evacuate white workers to 49-level as a group of about 600 non-Zulu workers not working the shift had taken the lifts underground.

He was speaking to Miller from an underground waiting room in which two Zulus had decided to hide. Other Zulus had been hidden in unused cages by their supervisors.

A group of armed men had burst into the room and one of them had knocked the telephone out of his hand with a lead pipe. The Zulus were then attacked in front of him with knives and iron bars.

Four Zulus died underground as a result of head injuries and stab wounds.

Miller testified ethnic tension had begun at the mine on May 7, when a non-Zulu was killed, allegedly by Zulus.

BD 11/4/95

ULATIONS VETG

De Kock rush

Members must fight NP - Nehawu

Labour Reporter

GIANT public sector union Nehawu has called on its members to "fight" the National Party and the Western Cape Provincial Administration to ensure a meaningful affirmative action programme is instituted in this province's public service

The union is concerned that "the same old NP operatives" are

implementing affirmative action in the region — without taking working class interests into account.

"If workers do not take control of this process our aims and objectives will never be met," Nehawu said at its regional congress last weekend.

Nehawu believed "the NP will substitute affirmative action with

window-dressing", it emerged.

The union further believed the NP was implementing its own agenda aimed at protecting the "old bureaucrats and attacking workers". (250) (250)

The union resolved "Nehawu should rally all its members to fight the NP and the Provincial Administration of the Western Cape" ARCT 12/4/95

Union will work for 'complete victory' for all

(250)

(34)

ARG 12/4/95

□ *Aim: closer ties with SACP, civics*

ROGER FRIEDMAN
Labour Reporter

THE National Education Health and Allied Workers Union (Western Cape) has resolved to strengthen its ties with the SA Communist Party (SACP) and SA National Civics Organisation (Sanco) to "ensure a complete victory for the democratic forces" in the 1999 general elections.

This was one of the resolutions taken by the Nehawu regional congress at the weekend — which will form the Western Cape's position at the national congress later this month.

Noting that last year's election "did not bring about the ultimate victory", and the "need to ensure a complete victory for the democratic forces", Nehawu resolved

to play an active role in strengthening the ANC/Cosatu/SACP alliance in the lead-up to 1999's poll

There was a need to ensure that bread and butter issues of the working class were taken up at community level.

To this end, Nehawu resolved to give the SACP a platform at all union meetings — especially at workplace and branch level, to encourage members to participate in civic structures and to embark on joint campaigns with Sanco.

Sanco is not officially part of the alliance, but is perceived to be closely tied to it — ideologically and through its membership base.

Other resolutions adopted at the Western Cape congress included

● Fighting for a legislated

minimum wage in the public service of R1 500 a month within a year,

● That all working parents have access to "adequate" child-care facilities, at work and at union meetings,

● Deploying the union's most active members at different institutions to maximise their effectiveness;

● Providing training to shop stewards, whose terms of office should be extended from one year to three years,

● Campaigning for legislated literacy programmes at workplace and community level; and

● To fight for the disbandment of public service bargaining chambers at provincial level and for the formation of public sector forums at national and provincial level

THE CAPE

Women's issues hold the floor

Labour Reporter

WOMEN enjoyed much of the limelight at the South African Municipal Workers' Union's fourth national congress held at Tongaat in Kwazulu-Natal.

The congress at the weekend debated at length steps to empower women in the union and in the broader, societal, context.

Among the resolutions agreed to were the establishment of special training courses for women shop stewards, that the union should fight for a balance in the number of men and women in municipal employment, and that the union should develop clear policies on sexual harassment.

Recognising the critical importance of local government as "a focal point of delivery of basic goods and services", Samwu re-

solved to urgently embark on a voter registration campaign

It was agreed that the union would attempt to take steps to ensure that all municipal workers were released from normal duties on April 18 and April 26 to assist in registering people for the election.

The congress stated strongly that local government was "not a servant" of provincial government — and pushed for the establishment at national cabinet level of a Ministry of Local Government.

On the implementation of the RDP, Samwu noted the fact that local government was best positioned to deliver basic services effectively.

"Samwu would therefore strive to play a leading role in RDP

structures." ~~(250)~~ (250)

It was also resolved that a new grading system be introduced, one that promoted career paths for municipal workers and rewarded higher skills with appropriate wages. ~~(250)~~

"Production systems should be reorganised and jobs redesigned to provide more rewarding employment. Adult basic education must also be placed on the agenda of the government, employers and the union," secretary Roger Ronnie said. ARG 12/4/95

● Petrus Mashisho was re-elected as president of the union for the fourth consecutive term. Sandile Mqaka was returned for a second term as vice-president along with treasurer Joseph Mopharing. Jimmy Mohajane was elected as assistant secretary.

Director-general to go next week, says Radebe

PRETORIA — Public Works Minister Jeff Radebe today confirmed that his acting director-general, Theo van Robbroeck, is to lose his job.

The Minister told Radio Zulu that Mr Van Robbroeck, who he claimed had been implicated in the Auditor-General's report on mismanagement and maladministration in the department, would be leaving next week and a new director-general would be appointed "soon" ~~(12)~~ (250).

Mr Van Robbroeck, who is at a conference in Port Elizabeth, declined to comment on Mr Radebe's announcement except to say he was aware of what the minister had said — Sapa.

ARG 12/4/95

Vote officials hold out for 700% rise

(250) ACT 12/4/95

EAST LONDON: Voter registration staff here are refusing to release hundreds of completed forms unless they are given a pay rise of at least 700%

Councillor Mr William Mbovane said yesterday voter registration officials from Duncan Village and Mdantsane — two of the largest black townships in the Eastern Cape — had rejected a R400 basic salary and an extra R1 for each correctly completed form

Instead they wanted R8 a form, equal to a 700% increase, as well as a basic salary of R1 500, to register voters for the November poll.

Registration supervisors also rejected a salary of R800 plus an additional eight cents for each form they checked, Mr Mbovane said, and were demanding R1 a form and an extra R10 a day

And in another local election controversy, kwaZulu/Natal Housing Minister Mr Peter Miller said he had received reports of traditional leaders in the province charging voters to register — Sapa

Top managers to retire from Public Works

DREW FORRES (250)

FOUR of the Public Works Department's nine-member senior management team had applied for early retirement, while two other senior posts were unfilled, it was disclosed yesterday.

A special adviser to Public Works Minister Jeff Radebe, Sivi Gounden, said two of the department's six chief directors had asked to leave. Two other chief directors' posts were vacant.

Yesterday it was reported that deputy-directors Syd Burke and Leon Claasen had also applied for early retirement in terms of a government offer to public servants older than 50 or with 30 years' service.

In recent meetings with President Nelson Mandela and Public Service Minister Zola Skweyiya, Radebe secured support for his attempts to speed up transformation of his department.

Most of the retirements were apparently precipitated by Radebe's clash with senior officials over their alleged unwillingness to co-operate on transformation and foot-dragging on the department's national public works programme.

Burke's application, made in February, was understood to be the only one to have been approved.

Radebe's spokesman, Wiseman Khuzwayo, said Burke had objected to the Minister's use of an outside firm to investigate the appointment of private consultancies by the building services section, which Burke headed.

Radebe would have to take into account the effect of retirements on his department, ensuring its continued operation by staggering any departures.

Gounden said a damning auditor-general's report, highlighting inefficiency in the department, had been a crucial trigger for Radebe's showdown with top officials. Corrective measures recommended in the report had not been implemented.

Officials had also dragged their heels on Radebe's request several months ago for a comprehensive inventory of state assets, required because of the changed status of former homelands. Gounden said the officials had argued that this was not a traditional function of the department.

NEWS FEATURE *Complaints abound that the old public servants refuse to break with the past*

The sunset clause rebounds

(250) *Sowetan 13/4/95*

■ GRIPE White

officers are rude:

By Vuyo Bavuma
Political Reporter

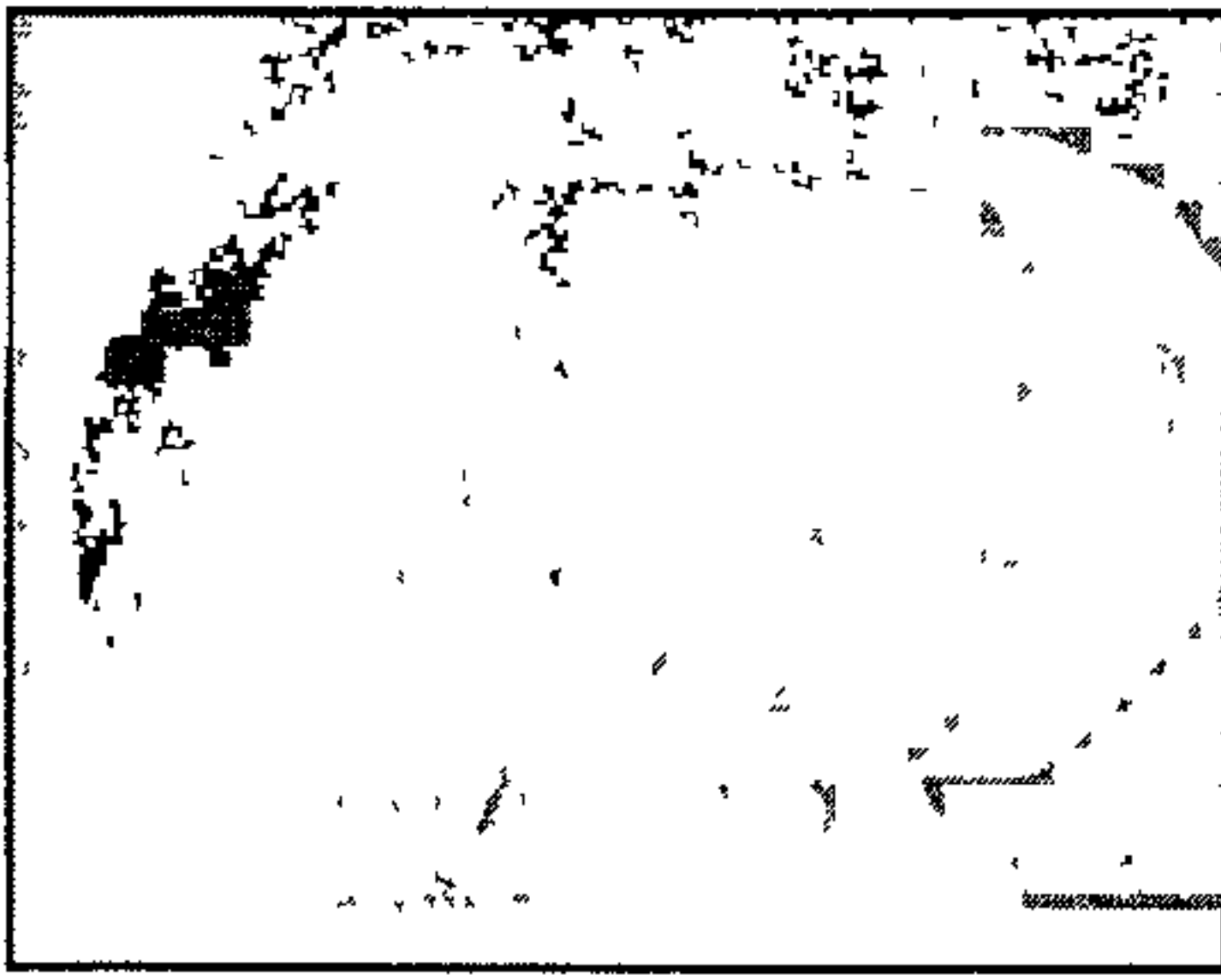
THE rumpus within Public Works ministry about alleged recalcitrant old-style public servants indicates that the sunset clause chickens have come home to roost.

It was through this controversial agreement that the jobs of public servants, who implemented the National Party's racist apartheid policies, were constitutionally guaranteed their jobs until at least 1999. During the heat of the long-winded constitutional negotiations in 1993, the ANC seemed to have overlooked the fact that these employees might not be able to adapt to the new political climate.

These fears about the civil service stemmed from the fact that a typical public servant was a conservative, male Afrikaner who blindly supported the National Party as a payback for his cosy life-long sheltered government employment. In some cases these patronage packages included perks such as a housing subsidy and medical aid.

But the movement's main concern was to keep the constitutional clock ticking by offering compromises here and there and prevent the process from going into a political cul-de-sac.

Though the ANC was clearly married to the idea of a negotiated solution, the same could not be said about other parties, especially the intransigent alliance of rightwingers. Worse still, at the time, was that many black people were being killed in the townships with police showing apathy or simply an inability to



Joe Slovo

end the massacres. Their major party — the ANC — was bogged down in talks and seemed powerless to do anything as it had laid down its military arms.

So the sunset clause was part of the ANC's piecemeal concessions to help break the logjam in Kempton Park.

To some the sunset clause deal has become the single biggest factor showing that a Marxist-style revolution had not taken place in South Africa.

Curiously, it was piloted by a prominent communist, the late Joe Slovo, whose philosophy is not normally associated with compromises. Not unexpectedly, the reception of the sunset clause in the black community was icy.

Leftist political organisations such as the Azanian People's Organisation denounced the deal as a sellout arrangement.

Today, a year after the ANC took office, not power, as the defiant Winnie Mandela put it, the "prophets of doom" are being proved correct.

Recent proof was when irate Public Works Minister Jeff Radebe publicly accused some of his senior managers of frustrating progress within the ministry



Jeff Radebe

through inefficiency and a refusal to break with the past.

Radebe vowed to rid his ministry of these old-style bureaucrats and replace them with officials who could cope with new government demands.

This fall-out is not as surprising as it would have been to those who lived in the fools' paradise — those who expected a smooth reign of the old civil service in the new South Africa.

After all, these bureaucrats actively implemented the much-detested NP policies that trampled on the civil liberties of the black people — the very same group they are now supposed to uplift.

Among their many shortcomings is that they are strangers to the new virtues that include openness, transparency and democracy. In fact, the seeds of these sour fruits have been blossoming months after the ANC-led government took over power in May last year.

As a counter, and to help create a properly representative civil service, the Government announced the creation of 11 000 new posts. And scores of government ministers hired private consultants at exorbitant salaries.



Jay Naidoo

The ANC also sent abroad a batch of civil servants to hone their skills with the aim of taking over.

Meanwhile, the sunset clause chickens kept on coming home to roost.

Many progressive unions of nurses, teachers and welfare agencies cried foul about the order and demanded a restructuring of the public services as a matter of urgency. Mr Jay Naidoo, Minister responsible for the Reconstruction and Development Programme, spoke for many when he said the Government should consider offering a once-off severance pay to the old servants.

In December, during the ANC's first general congress, several ministers, including Pallo Jordan of Telecommunications and Broadcasting, defence head Joe Modise and Minister of Public Service and Administration Dr Zola Skweyiya, submitted a litany of complaints about how the old public servants impeded progress.

And three provincial ministers, including Western Cape's Reverend Chris Nissen, Gauteng's Mr Tokyo Sexwale and Free State's Patrick Lekota, echoed the same sentiments. Safety and Secu-



Pallo Jordan

rity Minister Sydney Mufamadi, who occupies one of the most important posts, bemoaned the fact that the apartheid legacy had severely prejudiced the black members of the police force.

In a similar vein, Modise pointed out that former SADF personnel found it difficult and did not want to change to the new democratic order.

An impatient ANC Western Cape went further by demanding a special legislation clause to overturn the sunset clause. But the suggestion was defeated by reminding the delegation from the National Party-ruled Western Cape about a new spirit of national politics of reconciliation and sundry.

In the new year the Government faced a new threat from the public servants, who wanted to strike in support of their demands for higher wages.

Interestingly, most of these employees did not even dream of industrial action during the previous regime, which deliberately flouted the civil rights of many citizens. Hence, this newfound "struggle mentality" was seen as another ploy to wreck the new black-dominated Government.

span 13/4/95
**Van Robbroeck
to be removed**

(250) ~~250~~

■ BY JOVIAL RANTAO

Theo van Robbroeck, the acting director-general of the Department of Public Works who has been involved in a public row with Public Works Minister Jeff Radebe, is to be removed from his position and redeployed elsewhere.

Public Works spokesman Wiseman Khuzwayo said Van Robbroeck would "definitely" be moved as soon as a new director-general had been appointed.

"He will be redeployed but no decision has been taken as to where he would be moved to until he retires next year," he said. The position of the director-general has been advertised twice and Van Robbroeck, who applied the first time, was not given the post.

He did not apply when the post was advertised for the second time.

Khuzwayo said all applications were being processed by the Public Service Commission which is expected to send a shortlist to Radebe as early as next week.

He said the positions of Van Robbroeck's two assistants, Syd Burke and Leon Claasen, who have both applied for and were granted early retirement, had not been advertised.

About-turn on guarantees denied (250)

BD 13/4/95

Public service faces job cuts, says Minister

A MAJOR public service retrenchment exercise should be finalised by the year-end once national government departments and regional government's completed restructuring and rationalisation processes, top government officials said yesterday.

Public Administration Minister Zola Skweyiya said after talks with public sector unions, departments had been instructed to finalise rationalisation plans by the end of this month. Employees whose positions become redundant would receive six months' grace before being laid off with retrenchment packages.

He could not estimate the numbers involved until he had received the departmental reports. However, the figure of 150 000 surplus public servants mentioned recently by the auditor-general (about 15% of the total) was an "exaggeration".

He denied this move represented a turnaround on government's previous assertion that the interim constitution guaranteed security of tenure for public sector employees in service before last April's election. "The guarantee applies only until the rationalisation study is completed".

He made the disclosure when commenting on a Gauteng government restructuring programme, which could involve the retrenchment of 25% of the incumbents of top management posts in the province's public service. The programme appeared

ALAN FINE

to contradict government's perceived "security of tenure" approach

Gauteng Provincial Service Commission chairman Patrick Fitzgerald said earlier that about 25% of the incumbents of Gauteng's "share" of the old Transvaal Provincial Administration's top management posts could be retrenched by the end of this year in a programme which would transform the service by filling more than 50% of those posts with new appointments — many of them black and women

This was a challenge to the conventional wisdom regarding security of tenure.

The new Gauteng structure provides for 156 such posts. Fitzgerald said this was despite the addition of several new functions, including the premier's office, a treasury, a provincial service commission, economic affairs, sports and culture. Vacancies, retirements and natural attrition further facilitated the transformation.

Fitzgerald stressed the process was being carried out constitutionally and strictly according to rules and procedures applicable to provincial governments. It was not an affirmative action programme, as appointments were being made on merit.

It is understood that several other provincial governments, including the Free State and Eastern Transvaal, are in the

Public service (250) BD 13/4/95 From Page 1

midst of similar exercises.

Fitzgerald said the restructuring was being carried out in terms of Chapter J of the regulations in last year's Public Service Act which facilitated the creation of public services for the nine new provinces. The restructuring is being applied first to the 156 posts of director and above which the regulations allow in Gauteng. In order to meet the regional government's vision, most of these posts carry job descriptions different from those which applied under the TPA.

Where posts' descriptions have not changed — there are 26 of these — the incumbents have to be absorbed automatically into the new structure. However, where posts have changed, the old posts are no longer considered to exist. Those who served under the TPA have been required, should they wish to continue in employment, to apply for the new posts along with any other applicants.

About 110 new posts were advertised two months ago, and the selection process is almost complete, said Fitzgerald. (The remaining 46 include those where the incumbents were absorbed, those which will fall under safety and security — the one function not yet devolved to the provinces — and posts not yet designated.)

Employees who become redundant may be kept on as "additional to the establishment" for up to six months. They would

then be retrenched with normal benefits, unless they successfully applied for a position elsewhere in the public service.

Fitzgerald said a similar process would be carried out among the lower levels of the service. However there were unlikely to be many lay-offs there as posts at those levels — which range from engineers to secretaries and receptionists — were unlikely to change much so incumbents were likely to retain their positions.

He described the exercise as a "radical restructuring which would create a leaner service more representative of the region's population and selected on merit".

Skweyiya and other central government leaders have consistently argued that section 236(2) of the interim constitution guaranteed security of tenure to people in service before last May. However, provincial legal advisers disagreed and put their plans in place.

The section reads: "A person who immediately before the commencement of this constitution was employed (in the public service) shall continue in such employment subject to and in accordance with the constitution and other applicable laws".

Provincial officials argue that this means only that normal procedures should be followed, and that employees should not be dismissed arbitrarily. It appears that central government has come round to a similar view.

MPs duck paying rent for housing

(250) SPAN 15/4/95

THE Department of Public Works has sent notices to all MPs after reports that some were not paying their rent. Political Correspondent ESTHER WAUGH reports.

CAPE TOWN — Some MPs have not been paying rent for their houses in parliamentary villages, while diplomats of the former homelands continue to live rent free in state houses.

The Department of Public Works regional office in Cape Town has sent notices to all parliamentarians "informing them of the monthly rental and outstanding amounts (if any) and the manner in which payments can be made".

In reply to questions by WeekendStar, the department said it was still collating information on exactly how many of the 315 MPs living in the three parliamentary villages have not been paying rent. It also emerged that a difference of opinion exists between some MPs and the department over the continuous payment of rent.

Monthly average

Certain members are of the opinion that they should only pay rental for the actual period that they occupy the homes; that is, days on which Parliament or committees of Parliament are in session. The department is of the opinion that members who occupy homes should pay rental throughout the year, in line with cabinet ministers and deputy ministers," a department spokesman said.

In terms of the findings of the Melamet Committee on the Remuneration of Politicians, the State has no obligation to supply anyone with housing except the president and the two deputy presidents. According to information supplied by the department, the average monthly rental for houses in the Cape Town par-

liamentary villages — Acasia Park, Pelican Park and Laboria Park — is R560.

The committee recommended that MPs pay market-related rentals for these houses. However, the Department of Public Works was "of the opinion that the Melamet Committee had not adequately considered the fact that most members of Parliament have to maintain two homes (home base/Cape Town)".

After Public Works Minister Jeff Radebe took the matter to the Cabinet, it resolved in June last year that the proposed commission on remuneration en-

visaged by the Melamet Committee be established as soon as possible to review the Melamet recommendations.

However, as an interim measure, the Cabinet decided that MPs should pay half the market-related rentals.

Parliamentarians can either pay their monthly rentals directly to the Department of Public Works or have the amount deducted from their salaries by Parliament. The department spokesman said: "Certain members were apparently under the impression that the deduction from their salaries would be instituted automatically, but this is not so, as the members have to instruct Parliament to do so."

On the diplomats of the former homelands, a spokesman for the Department of Foreign Affairs said the process of integrating them into the department was still continuing. Although the formal paperwork on their integration had been finalised, the physical transfers of these diplomats had not yet been completed.

It was, however, expected that the process would be completed within two to three months.

Properties — embassy buildings and houses — now fall under the control of the Department of Foreign Affairs.

The spokesman said Foreign Affairs had already handed an inventory of these properties to the Department of Public Works. It was expected that control of these properties would be handed to Public Works within a month.

He said the Department of Foreign Affairs was already in the process of handing some of the properties to the Public Works Department.

Municipal rates

The spokesman said 89 properties which belonged to the former homelands were being managed by the Department of Foreign Affairs. Leases of rented properties had been terminated, he said.

The only costs to the Department of Foreign Affairs were municipal rates, minor repairs and maintenance, as well as electricity and water payments.

The bulk of the 89 properties comprise houses for the diplomats of the former homelands. Although all the houses are being occupied, these diplomats have not been paying rent to the State, the spokesman said. He added that in terms of the Public Service Commission guidelines, the diplomats could live in the houses until the end of September.

Medical aids may have to fund public health care

By CAS St LEGER

PEOPLE with private medical cover may find themselves forced to help pay for health care for South Africa's needy.

The national health insurance committee appointed by Health Minister Dr Nkosazana Zuma to draw up recommendations for funding primary health is considering the possibility of levying a charge on private medical aid schemes and health insurance.

It is also considering finding the money in existing budgets or through a payroll tax — a levy on wages and salaries to be split between employers and employees.

The health insurance industry said this week it was unhappy with the committee's proposals.

"Costs should rather be borne by the whole body of taxpayers," said Barry Crookes, the assistant general manager, employee benefits, at Old Mutual.

He said a levy on private health cover would financially affect policy holders. Instead, funds needed to be allocated by the Department of Finance. "It is not appropriate for the Department of Health to say we want an 'X-percentage' levy," he said.

But the committee's co-chairman, Dr Johathan Broomberg, a health economist, said a levy on private health cover would not automatically lead to higher premiums.

"It should have no net effect on people's pockets. There are large savings to be achieved in medical schemes which should off-

set effects of the charge."

The committee, whose other chairman is Dr Olive Shisana, special adviser to Dr Zuma, is also proposing to build the public health sector using private sector muscle. Under the proposal, private doctors, nurses, dentists and other health workers would be asked to tender to care for state patients.

Dr Hendrik Hanekom, the secretary-general of the Medical Association of South Africa, said he was "encouraged" by the plan and was looking forward to the final document.

He said he was glad the committee had moved away from the Deeble plan, the controversial proposal to offer basic care by virtually nationalising doctors put to Dr Zuma by Australian Dr John Deeble.

Dr Broomberg confirmed that the committee appeared to have "discarded" the Deeble proposal.

He said that, because of the reallocation within the Budget towards primary health care, the amount of money needed was smaller than first thought.

The committee recommended

- Strengthening the public sector by creating district health authorities,

- Building up clinics and outpatient departments with more doctors, nurses and allied health workers and an improved supply of drugs;

- Contracting groups of private health professionals to treat patients referred by the state.

The committee will present its proposals to Dr Zuma at the end of the month.

Negotiations begin to decide on increases for 1,2-m public servants

(250)

Star 17/4/95

Vital week for pay talks

■ BY JUSTICE MALALA
LABOUR REPORTER

The South African public service, already hit by industrial action in key areas such as the police service, enters another crunch week with wage negotiations between worker representatives and the State beginning tomorrow.

Several public sector unions have threatened industrial action in the next few weeks if salary negotiations do not meet their expectations.

About 1,2-million people are employed in the public service.

Negotiations in the Public Service Bargaining Council's central chamber, to consider a wage and salary improvement proposal by a task team set up in December by deputy presidents FW de Klerk and Thabo Mbeki to avert threatened strikes, begin tomorrow.

Union sources said at the weekend that the task team, made up of representatives of Public Service Minister Zola Skweyiya, the Public Service Commission and unions, had hammered out a plan to introduce a R1 100-a-month minimum wage which they would

present to the chamber.

The task team's proposal is only R25 above the Government's initial R1 075 offer, which the unions rejected.

In its meetings last week the task team also finalised proposals on the introduction of night-shift allowances for public servants and removing gender inequalities in the service, union representatives on the team said.

Last week, Post Office workers represented by six unions began protest action. It is the first in which all six traditionally opposed, racially divided

SPECIAL task team to present proposal in bid to avert threatened strike action

Unions in the sector have embarked on industrial action at the same time.

The unions are demanding a 17,5% across-the-board increase while Telkom is offering 9,5%.

South African Post Office senior general manager Willie Joubert said last week the ac-

tion could result in delays in postal deliveries.

The SA Democratic Teachers' Union said last week it would unveil protest plans this week to press home demands for an 18,4% pay increase. The Government has offered teachers a 1,4% increase.

South African Health and Public Service Workers' Union spokesman Themba Ncalo said the union would not accept the R1 100 minimum wage proposal put forward by the task team, and his union would stick to its R1 350 minimum wage demand.

The Government has offered policemen R90-million for improvement of salaries. What is good for them is good for us and we also want the same kind of gesture from the Government," he said.

Public Servants Association deputy general manager Anton Louwrens said there were high expectations among civil servants that "something will come up" in the talks this week.

He said that after the present negotiations, only the Government's response to workers' demands would determine

what the 106 000-member PSA would do next.

National Health and Allied Workers Union assistant general secretary Fikile Majola said the union would stick to its R1 200-a-month minimum wage demand, but that this was negotiable.

"Our proposal is negotiable provided it is linked with a comprehensive improvement plan for our members. If a night-shift allowance, gender disparities and other issues are resolved, we are quite optimistic that the negotiations will be successful."

NEW PAY PROPOSALS FOR 1,2 MILLION PUBLIC SERVANTS

Govt, unions in crucial wage talks as strikes threaten

250
CF 17/4/95

JOHANNESBURG: A government task team begins talks with public service representatives tomorrow as industrial action is threatened by civil servants, post office workers, teachers, magistrates and health workers. **A SPECIAL CORRESPONDENT** reports.

THE South African public service, already hit by industrial action in key areas like the police services, enters another crunch week as pivotal wage negotiations between worker representatives and the state begin tomorrow to consider new wage proposals for the 1,2 million civil servants.

Several public sector unions have threatened industrial action in the next few weeks if current salary negotiations do not meet their expectations.

Negotiations in the Public Service Bargaining Council's central chamber to consider a wage and salary improvement proposal by a task team set up by deputy presidents F W de Klerk and Thabo Mbeki to avert threatened strikes

are the first in which all six traditionally opposed, racially divided unions organising in the sector have embarked on industrial action at the same time.

The unions are demanding a 17,5% across-the-board increase whereas Telkom is offering 9,5%.

Delays in postal deliveries may occur during this week because of protest action by unions, senior general manager of the SA Post Office Mr Willie Joubert said last week.

The SA Democratic Teachers' Union said last week it would unveil plans this week of protests to press home demands for an 18,4% pay increase. The government has offered teachers a 1,4% rise.

Magistrates in the Western Cape have warned of wildcat strikes if their salary demands are not met.

The Association of Law Societies has warned that "unless the crisis... on the salaries and job conditions of magistrates is resolved.

magistrates' rolls will become more congested"

South African Health and Public Service Workers' Union spokesman Mr Themba Ncalo said the union would not accept the R1 100 minimum wage proposal put forward by the task team and his union would stick to its R1 350 minimum wage demand.

"The government has offered policemen R90m for improvement of salaries. What is good for them is good for us and we also expect the same kind of gesture from the government," he said.

Public Servants' Association deputy general manager Mr Anton Louwrens said there were high expectations among civil servants that "something will come up" in the talks this week.

National Health and Allied Workers' Union's assistant general secretary Mr Fikile Majola said the union would still stick to its R1,200 a month minimum wage demand, but said this was "negotiable" if linked with other benefits.

Back to school for government officials

IT IS back to school for parliamentarians, senators, provincial ministers and public servants who feel overwhelmed by their jobs because they are inexperienced in economic analysis, decision making and budgetary procedures.

The Educational Opportunities Council, in consultation with several universities, has developed a course to equip MPs and government officials with the knowledge to translate fiscal policies.

Council executive director Buti Tlhagale said a short-term, non-degree course was necessary to help public servants un-

MDUDUZI KA HARVEY

derstand their work environment. The macroeconomic policy analysis course would address the lack of skills of former homeland public servants and newcomers to government. It would help policy makers gain broader information on how to use public funds and would inculcate a culture of economic management.

The course, which is run every weekend in the different provinces, has five modules — macroeconomics, economic restructuring, social programmes, quantifying the

(250) BD 18/4/95
reconstruction and development programme, and simulation, where officials learn to play roles which involve decision making. Candidates are also taught computer literacy and how to interpret financial documents.

Tlhagale said the World Bank was helping to tailor the course for SA and 23 participants from seven provincial departments had attended so far. Six parliamentarians had been to the US on a similar course. The trips were funded by the World Bank, the National Institute for Policy Analysis and the opportunities council.

Public service body resigned to job cuts

(250) 8018/4/95

ERICA JANKOWITZ

PUBLIC Service Association (PSA) GM Casper van Rensburg has confirmed government's reinterpretation of the constitution, finding that there is no guarantee of employment for public sector employees.

He was reacting at the weekend to Public Administration Minister Zola Skweyiya's saying rationalisation was in the pipeline, and to Gauteng's plans to lay off about 25% of its top managers.

Van Rensburg, whose 103 000-member PSA is the largest employee organisation in the public sector, said public service structures had been guaranteed, but rationalisation could occur to streamline the public service.

Old structures — at central and provincial level — were being transformed and rationalisation would be an inevitable result of this process.

"There's nothing in the constitution that prevents government departments or provincial administrations from looking at a smaller, restructured public sector," Van Rensburg said.

Provincial governments had been asked to look at rationalisation and most were completing plans. Van Rensburg predicted that reintegrating the former TBVC states into SA would have the greatest consequences in terms of redundancies.

Negotiations were continuing on retrenchment packages — including sever-

ance pay, prolonged medical fund contributions and relocation pay — for public servants affected by this process.

Van Rensburg said the financial implications of rationalising the public service would be enormous. Government's last attempt to cut its employee complement 5% resulted in having to make good a R2,93bn shortfall in pension provisions.

Negotiations on "softening the blow" for those affected by rationalisation were continuing. Parties to the Public Service Bargaining Council were investigating early retirement for employees from assistant director level up and those with 30 years or more service. Early retirement cost the state more than allowing workers to retire at the stipulated age, as the same benefits were paid for a longer period.

The financial benefits of a smaller public service would be felt only four to five years after rationalisation, as the initial costs of covering pension and retrenchment packages would be very high. Natural attrition would help reduce numbers, but Van Rensburg agreed with Skweyiya's assertion that the 150 000-employee surplus mentioned in the auditor-general's report was too high. No firm retrenchment numbers had been calculated.

● Comment: Page 6

Civil service, unions discuss pay, perks

BY JUSTICE MALALA
LABOUR REPORTER

Crucial talks to draw up a comprehensive pay and benefits plan for South Africa's more than 1,2-million civil servants began in Cape Town yesterday.

The talks are being held by the central chamber of the Public Service Bargaining Council and are due to end on Friday. Most of yesterday's discussions consisted of drawing up the agenda and prioritising issues.

Central to the talks is a wage and salary improvement proposal by a task force set up in December by deputy presidents F W de Klerk and Thabo Mbeki to avert threatened strikes.

The team was made up of representatives of Public Service Minister Zola Skweyiya, the Public Service Commission and unions. It hammered out a plan to introduce a R1 100-a-month minimum wage which would be presented to the chamber.

This, however, is only R25 more than the Government's initial R1 075 offer, which all 17 unions involved in the negotiations rejected.

Major unions said last week the new minimum wage package

still did not meet their demands and would be opposed.

In its meetings last week, the task team also finalised proposals on the introduction of night shift allowances for public servants and removing gender inequalities, union representatives on the team said.

Public Service and Administration Ministry spokesman Batsana Thokoane said late yesterday there had been "nothing concrete" in the first day of talks and progress would most likely be recorded from today.

She said the meeting would also consider applications from several police unions for membership to the chamber.

Police and prison staff unions have not been included in the negotiating chamber of the public service in the past. Inclusion in the chamber is by application.

Police unions won the right to participate in the public service negotiating forum following industrial action by the SA Police Union in recent weeks.

Their acceptance to the chamber, although likely to take some time due to technicalities, would be almost automatic, a union source said yesterday.

Courts used to fend off retrenchments

ERICA JANKOWITZ

SENIOR hospital officials are using the courts to stave off retrenchments threatened by provincial governments seeking to rationalise the public service.

Chez Milani, legal adviser of the Hospital Personnel Trade Union of SA, said several officials had taken legal action after being told to reapply for their jobs or face redundancy. In one case in the Free State, four highly placed health service employees were told to reapply for their posts or step down. When threatened with court action, provincial authorities relented, allowing the incumbents to keep their posts. Other cases had been settled out of court with members accommodated in their old positions, Milani said. Other disputes remained on the Industrial Court's roll pending the formation of a special tribunal to hear cases pertaining to public sector restructuring.

Milani said central government appeared committed to allowing natural attrition to rid the public service of excess personnel, with workers in redundant positions being offered transfers to understaffed departments. However, provincial governments often failed to apply this rule.

Meanwhile, Cosatu has welcomed Public Service Minister Zola Skweyiya's insistence that public service jobs are not constitutionally guaranteed and that large-scale redundancies are planned.

□ To Page 2

Retrenchments

Cosatu spokesman Neil Coleman said a radical restructuring of the public service was required to move it "from bureaucracy to service delivery". The service should not be cut back according to a mathematical formula. A complete reorganisation was needed. This would include redressing staff imbalances.

There were acute staff shortages in some departments. Expansion of key service personnel was envisaged. This should be conducted in consultation with trade unions, Coleman said.

Milani said during last year's central chamber negotiations that unions were

"hoodwinked" into accepting a deal in which employees were defined as additional to establishment. This meant they would be added to the pool of job applicants. This had not been used by government in filling positions although it could be "open to abuse" in future, he warned.

Even if public servants had no job guarantees, government could not terminate employment contracts as all workers were protected by unfair labour practice legislation. In addition, government had advertised for an additional 11 000 employees, making a mockery of its claims that rationalisation was essential.

□ From Page 1

'Only ex-homeland civil servants need worry'

■ BY ADAM COOKE (250)

The constitution does not guarantee the jobs of civil servants but rationalisation did not present an immediate threat to government employees except those in the former homelands, Public Service Association general manager Casper van Rensburg said yesterday.

The Government's planned rationalisation of the civil service would not affect those in the central public service, by far the largest component of the workforce, Van Rensburg said.

But there could be retrenchments in the former TBVC states as "the functions already established for the administration of the TBVC states cannot all be absorbed into the new provincial structures".

Van Rensburg was reacting to a statement by Minister of Public

Service and Administration Zola Skweyiya that the Government would have to look at rationalisation to reduce the civil service personnel corps by some 150 000.

Van Rensburg said he thought this figure was "far fetched" and added that South Africa's civil service was not as bloated as many believed.

"The State cannot afford to pay off so many people by introducing special deals such as early retirement packages — it would be a waste of public money."

He said rationalisation should not be rushed as there would be a "natural outflow of personnel" over a period of time.

In terms of section 236(2) of the constitution, civil servants were guaranteed their jobs after last April's election, but only until new legislation governing their position was introduced.

SAW 20/4/95

Subsidy bias to end for women

Political Correspondent

STEPS are being taken to end discrimination against married women in the state housing subsidy scheme, says Public Service and Administration Minister Zola Skweyiya. 250

Replying to questions by Mike Ellis (DP) in the national assembly, Dr Skweyiya said married women were excluded from the scheme unless their husbands were permanently medically unfit.

Allowances given to single women were forfeited if they married. ARG 20/4/95

The implementation date for an amended scheme was being negotiated, but retrospective compensation for married women was not.

Strikes action may hit public sector

250
some Jan
2014/198

By **Abdul Milazi** Labour Reporter

THE public sector faces major disruptions as disgruntled trade unions began negotiations with very low or no offers from the Government yesterday.

Teachers' organisations have already threatened to go on strike if the Government does not improve its opening offer of a 1,4 percent wage increase.

The SA Democratic Teachers Union and the National Professional Teachers Organisation of SA are demanding an 18,4 percent increase

Unions in the health and civil service also began their negotiations yesterday demanding a 50 percent across-the-board increase with no counter offer from the Government. Municipality, Education, State Health and Allied Workers Union spokesman Mr Steve Mohamme said public sector unions wanted a 50 percent increase to close the wage gap between black and white public servants.

Sadtu said the teachers' protests were planned for the beginning of May. These will include marches, pickets, demonstrations and other forms of protests.

Sadtu spokesman Ms Kate Skinner said the union's campaign committee met yesterday to put forward proposals and plan the way forward. The union would consult its membership before announcing its final decision on the planned industrial action

● See page 4

Public service experts help SA

(250) ET 21/4/95

LONDON: An international team of experts travels to SA this week to help with a development plan for the public service

The team of experts in public administration, restructuring and training from Ghana, Australia and Malaysia will be led by the Commonwealth Secretariat's management and training services director Mohan Kaul. — Own Correspondent

MPs' ticket to the good life

WM 21-27/4/95 (250)

Despite commitments to transparency, our MPs are not accountable to the public when it comes to private financial dealings. **Stefaans Brümmer and Eddie Koch report**

SOUTH AFRICA's MPs are allowed to amass large fortunes on top of their parliamentary salaries without any of the restraints imposed on their counterparts in Western countries — even though our constitution is meant to be in line with democratic norms.

The African National Congress has set up a tough code of conduct to govern extra-parliamentary earnings of its own politicians but even this document allows for a class of millionaire MPs that would not be tolerated in France or the United States

The ANC's code bans all ministers from having a stake in private companies and requires all of its MPs to disclose their financial assets to the secretary general of the organisation. These details, however, remain out of bounds to the public

Under the current system parliamentarians like the ANC's Peter Mokaba and Johnny Copelyn can earn massive amounts from private business deals without revealing these to the public that elected them to office.

The *Weekly Mail & Guardian* revealed last week that Copelyn, who had been elected to parliament after a trade union nomination to the ANC list, may have earned as much as R1-million this year doing business deals for his union.

A survey of other countries' codes for elected politicians shows that this type of accumulation would be impossible in the United States and France and that the public has the right to know about it in many other countries.

While some western democracies, like Britain and Germany, allow MPs to earn extra salaries they have rigorous rules that ensure scrutiny of the business

	Can MPs hold other jobs?	Must they declare interests?	Public access to this info?
France	In practice, not	Yes	n/a
USA	Very restricted	Yes	Yes
UK	Yes, but limited	Yes	Yes
Sweden	Yes	Under debate	n/a
SA			
ANC MPs			
Other MPs			
Ireland	Yes	Yes, soon	Under debate
Finland	Yes	Under debate	n/a
Germany	Yes	Yes	Sometimes
Australia	Yes	Yes	n/a

two weeks of their election. A spokesman for the French embassy said MPs in that country routinely gave up other jobs and interests as it was seen as "immoral" to have a conflict of interest

A spokesman for the United Kingdom High Commission said British MPs were allowed outside interests and employment, but that these had to be declared in a public log book — and MPs are expected to "disentangle" themselves from conflict of interest situations

He said the British media played a vital watchdog role and that parliament had an internal disciplinary system to deal with offenders.

German Bundestag members, should they hold a position in the civil service prior to election (and more than half of them do), go on compulsory unpaid leave after being elected and receive their sole salary from the Bundestag.

But outside positions in the private sector are allowed, subject to a strict code of conduct to prevent conflicts of interest. Bundestag members have to disclose all outside loyalties, interests and incomes to the speaker.

In Ireland — on whose code the ANC's is said to be based — parallel professions can be pursued, but under new legislation MPs have to declare interests. Australian MPs are in the same boat.

Finnish MPs may hold private sector interests and jobs outside of parliament, but it is a matter of current debate whether new rules requiring cabinet ministers to resign from other professions and declare interests should be extended to ordinary MPs.

Swedish officials said the matter was also a matter of recent debate in their country. Last year MP Per Rickard Molen was convicted of bribery after a forestry company had paid his private "information consultancy" 96 000 Swedish kronor for unspecified services. Molen had participated in several parliamentary committee decisions affecting forestry.

In France, prime minister and presidential candidate Eduard Balladur was the subject of a public outcry for receiving a substantial salary from a company he had headed before his appointment



The table above shows how SA MPs shape up in the transparency game. Only ANC MP's must disclose their private interests — but not to the public. This enables MPs like John Copelyn (right) and Peter Mokaba (left) to pursue lucrative private business interests at the same time as they serve the public as their elected representatives.



dealings of political representatives.

Sources in the ANC say all its MPs and ministers have already met their obligation, in terms of the party's new code, to provide secretary general Cyril Ramaphosa with a detailed breakdown of their financial assets.

Ramaphosa told the *WM & G* that he had already told parliament it was an urgent priority to legislate a code of conduct for MPs

"We believe we should include financial disclosure for MPs which is open, public and transparent"

Although the mechanism allows the party to contain corruption within its ranks, the financial dealings of its MPs remain a secret. Even ANC members are unlikely to obtain information about these kinds of deals because the parliamentarians have been told their

disclosure forms will remain confidential.

Sources inside the ANC say this flaw in their code is a source of concern, especially as the movement has a strong moral commitment to openness and "transparency". The issue is likely to be discussed at forthcoming meetings of its national executive committee

The main problem, it would appear, is that the code has not yet been passed into national legislation. Thus while ANC MPs are forced to disclose their finances to the party, other MPs get away without any form of regulation

"If the ANC forced its members to make these details available to the public, it could open a can of organisational worms while other parties remain free of this potential problem," said one source.

"The best way to deal with this

anomaly is for us to ensure a national code that includes public forms of disclosure and transparency is passed by parliament as a matter of urgency"

A survey conducted by the *WM & G* shows the United States has one of the strictest codes for elected officials. Members of the House of Assembly are prohibited by law from receiving remuneration for acting in most outside professions or for serving on company boards

They have to make "financial disclosure reports", which are made available for public scrutiny. There are strict limits on the value of gifts or sponsored travel they may accept.

In France, MPs of both houses have to make full disclosure of their assets and financial interests within

New probe into MPs' pay

OWN CORRESPONDENT

CAPE TOWN — The Government has announced a new investigation into the political gravy train after outrage over high pay for politicians.

University of Cape Town deputy principal Mamphela Ramphele and the city's Anglican Dean, Colin Jones, are among

the seven commissioners who will probe the pay of public representatives

President Nelson Mandela has appointed the Commission on the Remuneration of Representatives as a follow-up to a proposal from the Melamet Commission that produced controversial transitional pay scales

Public service body reined in

ESTHER WAUGH
POLITICAL CORRESPONDENT

(250)

CAPE TOWN — The extensive powers of the Public Service Commission (PSC) are likely to be cut back sharply during the next parliamentary session in a bid to dramatically speed up transformation of the 1,2-million-strong civil service. *STAR 22/4/95*

Public Service and Administration Minister Dr Zola Skweyiya told WeekendStar a proposed amendment to the constitution would remove the PSC's executive functions — in line with a resolution passed in December at the ANC's national conference.

The constitutional amendment to facilitate the process has yet to be passed by the Cabinet before going through the parliamentary process.

It would result in the PSC having powers only to oversee, monitor and evaluate all government appointments, while Skweyiya would be in charge of a fully fledged Department of Administration.

The move is also aimed at making the PSC independent, reporting to Parliament in much the same way as the auditor-general. "The PSC has so much power that it has hampered me in transforming the

en
es.

PAGE 2

◆ PSC reined in

(250) *STAR 22/4/95*

public service," Skweyiya said.

The PSC's predecessor, the Commission for Administration, had been the "heart of a highly centralised state machinery" and had more powers than any other government institution.

The minister said the ANC had not analysed the powers and functions of the Commission for Administration during constitutional negotiations.

"We took it as it is and changed the name to the Public Service Commission, with the same functions which are part and parcel of centralisation of public services in all repressive states," he said.

Skweyiya noted that while the rest of the gov-

ernmental structures had been in the process of democratisation since last May, "the heart of Government" had remained the same.

The amendment was needed because the PSC was at the moment the referee and player at the same time, he said.

Furthermore, Skweyiya pointed out, he did not have the same powers as other cabinet ministers. He did not control a department with a director-general, he said.

His staff comprised two secretaries and two advisers.

Referring to the proposed amendment, Skweyiya said: "We had to find a legal way to carry out the Government's policies."

It's back to earth for old guard

By EDYTH BULBRING
Political Correspondent

SCORES of South Africa's civil service elite — the diplomats — have fallen on hard times after having been thrown off the gravy train.

They have been kept home to allow top posts to be filled by "more representative candidates" and are feeling the pinch in the absence of the double salaries and lavish allowances that go with a posting abroad.

Foreign perks and allowances enable South Africa's 1 000 foreign officials overseas to live almost cost-free and accumulate a cushion of fat that allows them to live the high life when they return for short stunts at home.

Under the National Party government, diplomats would go abroad for four years every two

or three years. But some of the 150 senior diplomats from the old guard, who normally would be due for overseas postings, have been grounded for more than five years, with only their standard civil service salaries.

A Foreign Affairs spokesman said this week that he knew people were anxious about transfers and there was uncertainty as to what would happen in the future.

"We are now in the process of accommodating people from other cultures," he said.

The Department of Foreign Affairs has been attempting to make the department more representative and has been sending new entrants, many from the ANC's department of international affairs, abroad to fill top posts at the foreign missions.

The spokesman said the biggest problem for the old diplomats was whether they would ever

again be considered for a foreign posting.

All foreign representatives, from ambassadors to secretaries, get

● Their full civil servant salary paid into their bank account in South Africa in addition to a tax-free "second salary" or post allowance paid in foreign currency abroad. The allowance is worked out using the cost of living in South Africa as a base.

The allowance and salary is determined by rank, but the ambassador to Washington gets a local salary of R148 000 a year in addition to the annual post allowance of \$64 000 (about R230 000). The ambassador to London gets the same local salary and an annual post allowance of £39 000 (about R226 000).

Most officials, when abroad, rent out their homes and save their South African salaries. They

also manage to save a large portion of their post allowance.

Officials can also take advantage of the fluctuating exchange rate by transferring their local salary abroad on the commercial rand or, alternatively, by sending their post allowance home.

● A representative allowance which would pay for costs relating to their work, like hiring or buying tuxedos, buying plants and flowers, hairdressing, Christmas presents for staff, club membership fees and theatre tickets.

The ambassador to Washington gets \$20 000 (about R72 000) a year, while the ambassador to London gets £10 000 (about R58 000) a year. Unmarried officials get less.

● A special post allowance is paid to all officials, irrespective of their rank, based in 50 countries abroad which are considered "hardship" postings. Representa-

tives in countries like Taiwan, Israel, China or Russia would qualify for these allowances. The highest hardship allowance is 15 percent of the head of mission's post allowance and the lowest is five percent.

● Children's allowances are paid in respect of all foreign officials' dependants under 18 years. An official stationed in Washington gets \$3 696 (about R13 000) for every child with him, and one in London £1 536 (about R9 000). They get R4 608 for each child who remains in South Africa. It is not specified how this is to be spent.

● The state pays 90 percent of tuition and registration fees for all children schooled abroad but does not pick up the tab for those schooled in South Africa. These children and those in countries other than where their parents are stationed may visit their par-

diplomats

ents three times a year, with most of the cost being borne by the state.

● Diplomats may return home for a visit every one or two years depending on their post. Those stationed at "hardship posts", particularly in Africa, may travel to the nearest Western destination every two months. An official in Tunisia is entitled to take a break in Madrid, while an official in Cairo may travel to Rome every two months.

● An official who goes abroad for the first time gets a clothing allowance and is entitled to an interest-free car loan. The once-off clothing allowance in Washington is \$3 622 (about R13 000) for a married person, while it is worth £2 306 (about R13 000) in London. The maximum car loan averages \$12 000 (about R43 000) at all posts.

● A resettlement allowance is

paid to the diplomat when he arrives abroad and equals one month's post allowance.

● An entertainment allowance is paid to every official depending on rank. Officials are encouraged to entertain outside of their homes as diplomats' homes in the past needed to be equipped for entertainment — like a dining-room to seat 30 people — which was costly.

"Eating out four times a week sounds pleasant, but it takes its toll on the diplomats," the spokesman said. The entertainment budget for London this year is R463 000 and for Washington R362 000. Cairo gets R102 000.

● Each official posted overseas is required to find a house or a flat — furnished by the embassy if necessary — "befitting of his status".

The state pays the rent, the electricity, the water and a por-

tion of the phone bill and petrol costs. Top diplomats, like the ambassadors to London, Bonn and Washington, are each allowed a car, a driver and two maids.

● On a foreign official's return home, he is entitled to bring back, tax-free, his accumulated goods and the car he bought abroad. The state pays the total import duty on the car if it is specified with the official's rank. If it is above his status, he has to pay a portion of the import duty. Many diplomats sell the cars in South Africa.

Adriaan Nel, deputy director, foreign conditions of service, who returned from Bonn at the end of 1993, said that returning diplomats needed to adjust their living expenses to their income. He had spent his savings in the first six months of his return and was now living on his salary.

"Life is easier abroad in terms of the allowances," he said.

New wage offer: State to 'borrow' from pensions

ST 23/4/95

(256)

(257)

By RAY HARTLEY
Parliamentary
Correspondent

PUBLIC servants will get a bigger wage increase this year — but taxpayers will have to foot the bill over years to come.

A new offer from government could lead to a breakthrough after months of acrimonious wage talks during which unions threatened a crippling public service strike.

According to the proposal tabled in Cape Town at the Public Service Bargaining Council this week, the government will improve its wage offer by "borrowing" up to R1,1-billion from state pension funds.

Public Service and Administration official John Ernstzen said yesterday that by slashing this year's state contribution to

pension funds by between R840-million and R1,1-billion, government would be able to increase its minimum wage by R300 to R13 200 a year.

Trade unions have been demanding a R15 000 minimum wage.

Mr Ernstzen said the cut in state contributions would be repaid over a number of years. "It is currently a diversion of funds, but it will be made up for in time," he said.

The reduction in pension contributions would "not impact on any benefits which civil servants currently enjoy. There is no threat whatsoever", he said.

Government has in the past said it can only increase salaries using the R2,5-billion allocated for the improvement of conditions of service in the budget, but the pension contribution cut would boost the

amount available for increases to up to R3,6-billion.

The offer could put an end to months of often acrimonious exchanges between government and 18 public service unions, some of which have already obtained support for strike action should their demands not be met.

Civil servants earning more than R46 545 a year, who were offered no increase in the last offer, will be eligible for a five percent increase along with all civil servants earning more than R24 630.

Mr Ernstzen said state and employee contributions to the funds amounted to an annual R8-billion.

Other ways in which an increase could be funded that were discussed this week were the "scaling down" of the public service and the restructuring of pension funds "to enhance

the return on investment.

The money would be added to the R2,5-billion allocated for the improvement of conditions of public servants in the budget.

The latest wage offer would be supplemented by agreement on:

● Overtime remuneration and night duty allowances;

● The participation of married women and single employees without dependents in the Home Owner Allowance Scheme;

● A "structural adjustment" of the "general service assistant" categories of employees.

The bargaining council is set to meet again in May to "finalise the matter".

Inkatha stands firm

By CYRIL MADLALA

THE Inkatha Freedom Party has re-affirmed its decision to suspend participation in the Constitutional Assembly until international mediation takes place.

The organisation said on Friday it would, however, explore the proposal by Deputy President F W de Klerk that a new task group be established to implement the agreement that was hammered out to bring the IFP into the election last year.

It recommended that Professor W A J Okumu, the architect of the 1994 agreement, be asked to assist the task group.

Public service pay plan has a price

SD 24/4/95

(250)

TIM COHEN

CAPE TOWN — An end to the year-long public service wage negotiations was in sight, but a deal was dependent on a reduction in the number of public servants, government officials said yesterday.

Public Service Minister Zola Skweyiya's adviser Paseka Ncholo said the proposed deal would entail wage demands being met by diverting R1,1bn which would have been used to decrease the actuarial shortfall in the state pension funds.

Ncholo said without a decrease in the number of public servants, making up this shortfall would be "extremely difficult".

He was hopeful the unions would accept the Finance Department's proposal. The suggestion, tabled at the Public Service Bargaining Council last week, was dependent on scaling down the public service, Ncholo said.

The only union to comment publicly so far has been the National Education Health and Allied Workers Union.

It described itself as "simply shocked" by the plan to use money destined for the pension funds.

The proposal came nowhere near ad-

ressing the "apartheid wage gap" which is estimated at 25:1. The union suggested a decline in the number of salary scales and a freeze on increases at higher levels. Ncholo said government's proposal was the only concrete suggestion on the table at the moment.

The shortfall in the state pension funds would have to be made up, but this problem could be eased because of a restructuring of the funds and an anticipated decline in the total number of public servants, he said.

The diverted funds would allow government to increase the minimum wage from R10 900 to R13 200.

This would be less than the R15 000 minimum wage some unions had demanded. Salary scales of senior public servants would increase by only 5%.

Ncholo said the proposal that public servants' pension funds be restructured would not entail an increase in the amount they contributed, although two-thirds of the fund contributions were made by the state.

Pay now, worry later: Government does U-turn on public sector salaries

CT 24/4/95 (250)

The government's plans for an extremely tight clamp on public sector pay in fiscal 1995-96 appear to have been scuppered.

It now seems certain that a further R840 million will be found for wage hikes on top of the R2,5 billion provided for in the Budget for general improvements in conditions of service.

However, the Budget deficit — the difference between spending and revenue in the state's accounts, which has to be made up by more borrowings — will technically not increase.

This is because the extra money for public sector pay will be found by transferring funds intended to strengthen various government and quasi-government pension funds into bigger pay packages for hundreds of thousands of civil servants. Also, the government insists, even after the upward revision, the actual increase in public sector pay can still be regarded as a reasonable reflection of total fiscal discipline.

That case can be made immediately after the Budget I drew attention in this column to the exceptionally severe provisions that had then been made for the public sector. It was clear that this was bound to lead to massive and widespread clashes between the government and public service trade unions.

So it has proved. The government today is clearly intent on trying to detuse the situation while seeking to find ways that leave intact the integrity of the already precarious Budget arithmetic.

Precisely because of economists' concerns that the proposed Budget deficit — R29,1 billion or 5,8 percent of estimated gross domestic product — is too high anyway, the provision of additional funds for public service remuneration is sure to add to anxieties about fiscal policy. These anx-

SPOTLIGHT



BY HOWARD PREECE

It seems the state has plans to use R840m allocated for pensions to fund pay hikes

eties will not easily be allayed by accounting technicalities. No final decision on these matters has been taken. But it will be a remarkable surprise if the provision for rises in public sector remuneration does not go up by a minimum of R840 million over and above what was announced by Chris Liebenberg, the minister of finance, in his March Budget.

This all flows from a meeting in Cape Town last week of the Chamber of Public Service Bargaining Council "pertaining to possible improvements in conditions of service of public servants". The chamber is effectively a negotiating forum for representatives of the state (the employer) and most employee organisations.

A statement issued over the week-end by the ministry for public service said that at the meeting the chamber "discussed various options for effecting improvements in the following conditions of service of public servants on the basis of a report by the main task team".

- The options involved were
- Overtime pay,
- Participation of married women and single employees without dependents in the home owner allowance scheme,
- Night duty allowance,

- Structural adjustments for the 12 "general services assistant" occupational classes,
- Adjustment of the minimum salary notch to R13 200 a year and "scaling down to 5 percent from the notch level of R24 630 a year upwards".

The statement goes on "Pertaining to funding it was, inter alia, indicated by the state that the said improvements could, besides the R2,5 billion already allocated for this purpose on the Budget be funded by

- Reducing the state's contribution to the relevant pension funds by R840 million for 1995-96 only and by re-allocating these funds for such improvements,
- Scaling down of the public service,
- Restructuring the pension funds to enhance return on investment.

All this, it was said, was to ensure that the end result of the draft revised public service pay package would "not exceed the budgetary limits as presented to parliament by the minister of finance".

The latter point was emphatically repeated in the statement, which noted "The possible improvements will have a cost implication of R3 340 million (R2 500 million plus R840 million) for the current financial year, if effected from July 1, 1995, but will, as already indicated, not involve exceeding the Budget as presented

to parliament."

As I say, nothing has been settled. The statement concluded

"After deliberating the issues at stake extensively it was decided to do certain cost calculations and present further possible options to the chamber, taking into account the above aspects as well as the views expressed by the various representatives in the chamber

"In the meantime the representatives will be taking the matter back to their principals and constituencies to obtain the necessary clarifications and mandates"

It advised "A further meeting of the chamber will take place in the second week in May in an effort to finalise the matter"

Well, now, there are a great many implications that need urgent consideration in all this

□ There was never a realistic chance that the severe clamp on public sector pay overall as reflected in the Budget speech — and especially in the accompanying Budget review — could be carried out,

□ Although no formal agreement has yet been reached, it will be astonishing if there is not an upward revision of roughly R840 million in the public sector pay bill

□ The principle of taking away money from the purpose of making government pension funds more sound actuarially and using it to pay higher wages is disturbing;

□ Consider a parallel with a bank which decides it has over-provided for bad debts and can effectively write back additional amounts into its reported profits or an industrial company which does much the same by declaring that it has been over-providing for depreciation.

These developments can legitimately happen. But if dividends are suddenly pushed up when analysts are expecting

dividend cuts, many pointed questions will be asked about the real financial prudence of such action. Similar tough questioning of government must now take place

□ There seems an ominous indication in what is happening of "pay now, worry later". No doubt the government has some fine-sounding and detailed explanations at hand. Good, this is supposedly the era of transparency, let such explanations be put openly and to the fullest test

□ The references to "scaling down the public service" and "enhancing the return on public service pension investments" are not new concepts. It is difficult to see how anything can have changed since the Budget of only a few weeks ago

This suggests that it is the use of funds allocated for strengthening pension funds that will pay for the higher wage bill

Admittedly these funds are contained in the individual departments' budgets and can be regarded as moneys for the improvement of conditions of service

Fair enough. In practice, government has to deliver to the hundreds of thousands of lowest paid public servants this year. But it will not find the political pressures any easier next year and no accounting sleight of hand can be pushed through again

Perhaps, however, the key point came from Ken Andrew, the Democratic Party's chief spokesman on finance, who said that the critical problem was that public sector pay bargaining/fighting took place after the Budget

What was needed, Andrew insisted, was that this battle should take place before the Budget was drawn up, so that when the Budget figures on public sector pay were presented they were final, not subject to renegotiation backed by strikes and other forms of protest.

That would certainly help fiscal credibility

The political pressures will not get any easier next year

□ Although no formal agreement has yet been reached, it will be astonishing if there is not an upward revision of roughly R840 million in the public sector pay bill

□ The principle of taking away money from the purpose of making government pension funds more sound actuarially and using it to pay higher wages is disturbing;

□ Consider a parallel with a bank which decides it has over-provided for bad debts and can effectively write back additional amounts into its reported profits or an industrial company which does much the same by declaring that it has been over-providing for depreciation.

These developments can legitimately happen. But if dividends are suddenly pushed up when analysts are expecting

UNIVERSITY OF CAPE TOWN
SALDRU LIBRARY

B

BUSINESS REPORT, FRIDAY APRIL 24 1995

NATIONAL

Sigcau appoints advisers: The minister of public enterprises, Stella Sigcau, has appointed two experts to advise her on the "reorganisation" of state assets. Accountant Jelt van Rooyen has been appointed for one year and K Mabentsela for three years.

Civil servants worried about tax: Civil servant organisations, worried that their pension benefits, particularly their tax-free retirement gratuities, could be taxed, have made representations to the minister for public service and administration, Zola Skweyiya. In reply to a question in Parliament, Skweyiya gave the assurance that changes would have to be negotiated with the chamber of the public service bargaining council.

(250) (300)

CT(BR)24/4/95

Metropolitan Life declares bonus: Black-con-

More Store chain in

RODNEY D'ANG

Holidays could cost R276m

SPECIAL CORRESPONDENT

JOHANNESBURG. Making Friday a national school holiday had set a "dangerous precedent" and could cost mines up to R276 million in lost profits this long weekend, organised business said yesterday.

But the Congress of South African Trade Unions (Cosatu) was adamant that the new holiday system was justified.

South African Chamber of Business economist Mr Bill Lacey said the decision to make Friday a school holiday was "irresponsible", as it encouraged families to turn Thursday's Freedom Day and Monday's Workers' Day into a five-day long weekend.

Chamber of Mines economist Mr William Houtman said the mining industry stood to lose up to R276m in profits if production ceased on all five days. The government would lose millions in taxes and S.A. would lose over a billion in foreign exchange, he added.

But Cosatu's Mr Neil Coleman accused businessmen of being interested only in squeezing "the last drop of profit" out of workers. He said critics of the new system were "elitist and racist" since the debate had become topical only because black, unskilled workers were now guaranteed holidays by law.

POLITICAL STAFF

THE man who played a major role in advising Inkatha to withdraw from the constitution-making process has been appointed Chief Mangosuthu Buthelezi's special adviser — at a yearly salary higher than the chief justice.

Replying to a question yesterday from Democratic Party MP Ms Dene Smuts, Chief Buthelezi, Home Affairs Minister, confirmed that Dr Mario Oriani-Ambrosini was receiving a yearly salary, paid by the state, of R336 000 before tax.

Chief Buthelezi said he had been appointed for the period from July 1, 1994 to June 30, 1995.

Mangope: N West to act

SPECIAL CORRESPONDENT

JOHANNESBURG. The North-West government is to institute legal proceedings to recover over R5 million from former Bophuthatswana president Mr Lucas Mangope.

The move follows recommendations of the Skweyiya Commission of Inquiry into alleged corruption in the former homeland.

The commission reportedly found that Mr Mangope used state funds to acquire personal assets and pay for improvements on his Motswedi, Zeerust home.

The report suggested that some of Mr Mangope's assets be sold to recover state funds.

Top pay for Buthelezi's adviser

CT 25/4/95

He was required to follow legislative, constitutional and institutional activities "and processes at national or provincial level" and to advise Chief Buthelezi on "any matter which may be related to my functions, tasks and responsibilities" (250)

Chief Justice Michael Corbett is paid an annual salary of R314 000

Boesak back in line for senior govt post

CT 25/4/95

liament by Foreign Minister Mr Alfred Nzo

Mr Nzo said in a parliamentary mini-debate "Dr Boesak requested the President to withdraw his appointment to Geneva because of the investigations into the Foundation for Peace and Justice. He is therefore no longer in the employment of the Department of Foreign Affairs."

Of his fitness for future public office, Dr Boesak appealed yesterday for "consistency".

He said there were people in the present government who held office previously in a system that "abused children and tortured people".

There were people who had stolen "millions and millions", but they had never been brought to book.

POLITICAL STAFF

DR Allan Boesak, cleared by a government probe of misappropriating Scandinavian donor funds, is back in line for a senior government post.

President Nelson Mandela said yesterday that Dr Boesak now "deserved" a senior diplomatic posting.

Reacting to Mr Mandela's remark, well-placed government sources said yesterday that there were senior diplomatic openings in Portugal and Denmark.

However, a UN-linked post was more likely.

Dr Boesak claimed yesterday that he was still in the employ of the Department of Foreign Affairs.

But his statement was contradicted by a recent statement to Par-

ET 26/4/95
**Parliament jobs:
80% reserved**

(25) (11)

PARLIAMENT'S affirmative action recruitment policy reserves 80% of jobs for Africans, coloureds and Indians, Parliament's head of labour relations, Mr Eshaam Palmer, said yesterday.
Half had to be filled by women.

Sapa

BRIEFS

**Former homeland
workers protest**

~~(25)~~ (25)

GIYANI: About 400 public service workers dismissed by the Northern Transvaal government protested at two stadiums here yesterday.

The workers, previously employed by the former Gazankulu and Venda homelands, were dismissed in November

CT 26/4/95

Civil service takes strain: The need to reduce the size of the civil service while simultaneously making it more representative was placing it under "enormous strain", a member of the public service commission, Yvonne Muthien, said yesterday. Addressing a conference on civil service reform, she said civil servants should change their orientation towards their customers and enhance their productivity.

(250) CT(BR) 26/4/95

Call to avert conflict on public service pay

~~335~~ (250)
BO 26/4/95

EDWARD WEST

CAPE TOWN — The morale and efficiency of the public service had been severely affected by the magnitude of rationalisation and processes of change in government departments, Public Service Commission member Yvonne Muthien said yesterday.

Addressing a workshop on public service reform in Somerset West — participants included government officials from 15 African countries and donor aid representatives — Muthien said task teams consisting of the state as employer and various employee organisations had been established to look into all aspects of conditions of service.

However, there was still a need to avert a major conflict around wage negotiations between government and unions. A major development in this area was a single Labour Relations Act that would bring private and public sector workers under the same umbrella. Redundancy measures to deal with excess staff, while maintaining fair labour practices, needed to be instituted, Muthien said.

Public Service and Administration Minister Zola Skweyiya said public services inherited from the colonial era were "relatively small and had the limited objectives

of maintaining good government, law and order". Public services in most African countries had, since independence, changed their structure and functions, and had increasingly become the vehicle for social and economic development.

"No longer can we afford the luxury of blaming others for our difficulties, and of looking outside our continent to find solutions for those difficulties," Skweyiya said.

Sapa reports that Skweyiya said human resources training was a vital element of the process of public service reform, and deserved a high priority.

Ever since decolonisation, public service reform in Africa had been aimed at creating a sound, efficient, effective and stable public service.

As the operational arm of government, an ineffective public service could undermine development efforts as well as basic public administration.

"The capacity to make and implement policy is often reduced, revenues go uncollected, resources are underutilised, morale and motivation ebb away." These were both effects, and significant contributors to, poor economic performance and crisis in government administration

Public service training

THE Public Service Training Institute will be relaunched tomorrow as the SA Development and Management Institute.

The new institute would focus on the development of public servants through a hands-on approach and would function in a constitutional and statutory framework. Three critical training activities identified were executive management development, middle management development and professional sectoral.

REPORTS Business Day Reporter, Sept

BD 26/4/95

Institutions vie to win portfolios

Private sector to handle govt pension funds

232 250
BD 26/7/95

GRETA STEYN

IN A major step towards privatising public servants' pension funds, government is planning to appoint four private fund managers to manage their R5bn equities portfolio.

A spokesman for the Public Investment Commissioners (PIC), which presently manages the public service's R84bn pension fund, confirmed private fund managers had been asked to apply to take over the equities portfolio.

The move follows the R4bn privatisation earlier this year of the Associated Institutions Pension Fund (including universities, technikons and scientific councils).

"We have decided that the PIC does not have the expertise to manage an equities portfolio and that it will cost too much to acquire it. We are sifting through private fund managers' proposals and expect to come up with a short list of about eight," the spokesman said. It was essential for the public sector pension funds to invest in equities to improve their rate of return.

At present, public servants' pension funds are mainly invested in government and other parastatal stock, which offers a small return on investment relative to the equities market. The lack of investments on the JSE is one of the major reasons for the massive shortfalls in the pension funds.

"We have too few growth assets," the spokesman said. The PIC had acquired a R5bn equities portfolio by buying the In-

dustrial Development Corporation's holdings. The PIC was heavily invested in Sasol and Sappi. He said farming out the equities portfolio would probably be followed by diverting some of the PIC's R12bn annual cash flow to private portfolio managers.

Institutions ranging from major players such as Sanlam and Old Mutual to smaller operators are going all out to get a slice of the public sector pension funds. One fund manager said he hoped the selection process would be transparent, as huge amounts of public money were at stake.

The PIC spokesman said once a shortlist had been compiled, the institutions on it would be asked to make presentations.

It was reported earlier this week that R1,1bn which would have been paid into the state pension funds might be used for public servants' salaries. It is understood officials are arguing that the additional payment is unnecessary because of the privatisation move, which will improve the return on the pension funds' investments. The finance was apparently provided for in the 1994/95 Budget to reduce the massive shortfalls.

Officials are reluctant to put a figure on the pension funds' actuarial shortfalls, but past estimates have put them at well over R20bn. Analysts said the privatisation of

□ To Page 2

Pension funds

BD 26/4/95
258

government's pension funds was a bullish signal for the equities market, but bad news for the gilts market. The freeing up of billions of rands for investment on the JSE should be timed to coincide with the freeing of exchange controls to prevent the equities market overheating.

TIM COHEN reports from Cape Town that the DP slated government's reported intention to divert money earmarked for

From Page 1
decreasing the actuarial shortfall in pension funds to meet public servants' wage demands. DP finance spokesman Ken Andrew said the proposal would result in government dissaving a further R1bn from its already dangerously high level.

"SA will not prosper if government uses borrowed money to pay public service wages." Instead the public service needed to be cut "drastically and rapidly."

Call to avert conflict on public service pay

325 (250)

BO 26/4/95

EDWARD WEST

CAPE TOWN — The morale and efficiency of the public service had been severely affected by the magnitude of rationalisation and processes of change in government departments, Public Service Commission member Yvonne Muthien said yesterday.

Addressing a workshop on public service reform in Somerset West — participants included government officials from 15 African countries and donor aid representatives — Muthien said task teams consisting of the state as employer and various employee organisations had been established to look into all aspects of conditions of service.

However, there was still a need to avert a major conflict around wage negotiations between government and unions. A major development in this area was a single Labour Relations Act that would bring private and public sector workers under the same umbrella. Redundancy measures to deal with excess staff, while maintaining fair labour practices, needed to be instituted, Muthien said.

Public Service and Administration Minister Zola Skweyiya said public services inherited from the colonial era were "relatively small and had the limited objectives

of maintaining good government, law and order" Public services in most African countries had, since independence, changed their structure and functions, and had increasingly become the vehicle for social and economic development.

"No longer can we afford the luxury of blaming others for our difficulties, and of looking outside our continent to find solutions for those difficulties," Skweyiya said.

Sapa reports that Skweyiya said human resources training was a vital element of the process of public service reform, and deserved a high priority.

Ever since decolonisation, public service reform in Africa had been aimed at creating a sound, efficient, effective and stable public service.

As the operational arm of government, an ineffective public service could undermine development efforts as well as basic public administration.

"The capacity to make and implement policy is often reduced, revenues go uncollected, resources are underutilised, morale and motivation ebb away." These were both effects, and significant contributors to, poor economic performance and crisis in government administration.

Mondi gives businesses the chance to cut waste

BO 26/4/95

MDUDUZI KA HARVEY

MONDI, SA's largest paper producer, has launched a project to draw big business into a nationally coordinated corporate paper recycling programme.

The project would aim at involving the business community in a new office waste paper recovery project. Mondi Recycling Manager Bob Hunt said the programme would not cost participating companies anything, and would generate a moderate return, which participating companies could earmark for environmental education.

Mondi would set up the systems and supply the necessary equipment.

The project aims to cut down on waste paper piling

up at rubbish dumps. Hunt said up to a third of municipal landfills were made up of recyclable waste paper.

Once a business had joined the project, Hunt said a Mondi representative would brief the facility's management, cleaning staff and security. Work stations would be set up in the companies and "twin-bins" would be distributed, one would take waste paper only and the other non-recyclable rubbish.

The paper would be weighed, its quality determined and the recovery cost would then determine its value.

Homelands' cars sold off

THEO RAWANA

ABOUT 56 former ministerial cars inherited from the three homelands of Lebowa, Venda and Gazankulu went under the hammer in Pietersburg yesterday, the Northern Transvaal government announced.

The cars — Mercedes-Benzes, BMWs, Toyota Cressidas and Nissan Skylines — were "unfit for further use, redundant or not economically repairable" the department said.

The cars were worth about R1m.

An interim management committee had been set up to "rationalise and streamline administration of and intensify control over the government fleet".

countries might force SA to transfer or barter rather than sell equipment, but felt the operational benefits far outweighed such short-term financial considerations.

logy policy with government funding, and share the burden of the costs associated with the structural adjustment in the industry on a co-ordinated basis."

Public servants to get better deal

BD 28/4/95
THE State committed itself at a Public Service Bargaining Council sitting in Cape Town this week to improving the conditions of service of public servants by using an additional R840m, combined with the 2,5bn which was provided for in the Budget, to ease the plight of workers.

Despite these planned improvements, the SA Health and Public Workers' Union said on Wednesday "it was left with no option but to strike" because the Public Service Commission was not willing to meet its demands for a living wage.

The union also demanded

MDUDUZI KA HARVEY

the resignation of Public Service Minister Zola Skweyiya and Safety and Security Minister Sydney Mufamadi because they had allowed police unions Popcru and Sapu to join the Public Service Central Bargaining Chamber.

The union said police unions could not belong to the chamber as they had their own service Acts.

They said the Ministers had handled the matter illegally, because they had violated the Public Service Labour Relations Act.

At the bargaining council

(250)
meeting to discuss options for the improvement of conditions of service for public servants, it was indicated that the state would scale down the Public Service and restructure the pension funds to enhance the return on investment.

The previous agreement entered into by the chamber on the funding of pension funds, where government promised to top up pension fund deficits if necessary, will not be affected by the proposed R840m arrangement. The possible improvements would cost R3,3bn for the current financial year,

Govt makes teacher salary proposal

BD 28/4/95
THE Education Ministry has proposed that more than R260m could be raised by reducing government contributions to pension funds for the financial year, and that the money be used to improve salaries.

The proposal was submitted to teacher associations and unions in the bargaining committee of the Education Labour Relations Council, aimed at improving the offer made last year. In November government proposed a salary increase on the lower levels, up to R46 000. ~~35 000~~

The offer could not be improved because no additional funds were available.

According to the proposal, the money

MDUDUZI KA HARVEY

raised from reducing the pension fund contribution could be used in a way that would not negatively affect the pension funds or benefits of employees.

Should the proposal be acceptable, the offer for teachers would be improved by a general increase of 5% from July this year and a higher increase on the four lowest notches of the salary scale.

The National Professional Teachers' Organisation of SA and the SA Democratic Teachers' Union will respond at a bargaining committee meeting on May 2.

Service slow to rationalise

(250)

ESTHER WAUGH

POLITICAL CORRESPONDENT

CAPE TOWN — The deadline for the rationalisation of the public service, set for tomorrow, has been extended because many departments have not completed the process.

Public Service and Administration Minister Dr Zola Skweyiya said this week. "Unfortunately, the majority of departments at national level and provincial administrations have failed completely to keep up to the pace and programme."

He said it was the duty of all ministers to ensure that the rationalisation programme was implemented in their departments.

The programme was not the task of the Public Service Commission, which only provided broad guidelines and monitored the execution of public service policy, he added.

Skweyiya said. "The only department that has moved fast and rationalised is the Health Department and, to a certain extent, the Labour Department."

"It is not enough to change only the director general."

"It is necessary for us to ensure that the middle level management changes completely, not only in race, gender and disability but also ideologically."

The minister that said since May 10 last year 8 727 new appointments to the public service had been made. Of these, 8 375 (96%) were black and 39% were women.

Star 29/4/95

Public service faces far-reaching reform

ESTHER WAUGH

Weekend Argus Political Staff

SWEEPING plans are being made to transform the public service, including an accelerated programme of affirmative action and the establishment of an anti-corruption arm.

This is unveiled in a draft policy document by the Public Service Ministry which, in addition to spelling out a new vision for the public service, outlines a legislative programme and the costs involved in the move.

The draft, still to be passed by parliament, proposes

- An accelerated programme of affirmative action,

- The introduction of more equitable pay and employment conditions,

- The possible rationalisation of public service pension funds,

- A code of conduct,
- The establishment of an Anti-Corruption Arm (ACA),

- A general review of the service and an internal review of each ministry, ARG 29/4/95

- Establishing transformation units in each ministry,

- Developing a comprehensive national training policy, and

- Introducing a system of performance auditing.

A discussion document says "The public service inherited by the new government was structured and developed by the previous regime to promote and defend the social and economic system of apartheid."

"As a result, many of its policies and practices, if left unchanged, could

■ To page 3

■ From page 1

seriously jeopardise the capacity of the public service to meet its new role in the social and economic transformation of the country"

The transformation process would aim to make the service representative, change the attitudes and behaviour of public servants, promote a commitment to the Constitution and national interest, create an integrated but decentralised service, create a responsive bureaucracy, make it accountable and transparent, and improve the quality of service.

This was being done by legally outlawing discrimination, reforming recruitment, selection and promotion procedures, and changing attitudes.

However, these factors alone were unlikely to lead to major changes in the short term. It was therefore necessary to implement a determined policy of affirmative action.

The document said the main beneficiaries of such a programme would be blacks, women and the disabled.

"Those with potential but less skills, qualifications and experience would need to be exposed to accelerated and intensive training aimed at upward mobility and fast-tracking"

On the issue of possible quotas, the document said it could be more practical to work on "the basis of measurable and achievable departmental targets reviewed from time to time"

"The results of affirmative action will have to be visible within the first two years - 1994 to 1996. In line with the objectives of the RDP, all ministries must define their affirmative action targets for the first two years, and present annual progress reports that will be subject to parliamentary scrutiny."

The document proposed that measures be taken by parliament in cases where ministries have failed to make visible progress within two years.

It further mooted the possibility of strengthening the affirmative action programme by legislation to ensure "the active and correct implementation of such programmes according to the law"

The document envisioned public service offices becoming "rainbow work-places" which would become a major source of strength but could pose problems in the short term.

"Conflicts may arise over the infusion of new ideas and new ways of thinking, and due to misunderstandings of a cultural nature between people at work" The increased diversity of the public service would therefore need to be managed effectively, "to maximise the benefits and minimise the problems"

The document stressed that the Interim Constitution guaranteed civil

servants their jobs but not positions

"No public servant has an inherent entitlement to retain his or her particular post. Existing posts may therefore be deleted and new ones created"

"Opportunities for greater representativeness at the management level can be expanded, for example, through the introduction of early retirement and retrenchment packages."

On the improvement of employment conditions, the document said the government planned to ensure "that an adequate minimum wage, equal pay for work of equal value and performance-related pay are introduced at all levels of the public service as soon as possible"

Career-paths, linked to training opportunities, would be developed. The number of grades in the public service would be reduced, moving towards competency-based evaluation and "multi-skilling"

The working conditions of women would be improved with the repeal of discriminatory practices relating to housing and pension entitlements, as well as reforms to the tax system, maternity leave and flexible working hours.

Pay scale differentials would be reduced by "significant" raises at the bottom and "relative restraint" at the top. Recognition would, however, be given to the need for maintaining a salary scale which was equitable if not comparable to market rates. Increases are also to be linked to training and productivity.

The document said the elimination of corruption was of considerable concern to the ministry. It therefore intended to introduce a programme preventing corruption and punishing offenders.

"Consideration is being given to the establishment of an Anti-Corruption Arm which will be mandated to detect and expose corruption within the public sector"

"The ACA will be linked to the work of the Public Service Commission, the Public Protector and the police, while its activities will be jointly overseen by the Ministry and the Office of the Public Protector"

It is envisaged that most of the cost of transforming the public service would be absorbed within existing ministerial budgets.

Costs likely to be incurred would include establishing the transformation teams and redeploying public servants. The programme of affirmative action would require funding for early retirement packages, relocation of staff, training and new salaries, and the equalisation of salaries.

■ See page 5

Parliament workers may strike

Weekend Argus Political Staff

MEMBERS of the National Education, Health and Allied Workers Union (Nehawu) at parliament have declared a formal dispute — and will decide in two weeks whether to strike

Nehawu parliament branch chairman Buddy Ntsong said the dispute, which was declared on Tuesday, centred on salary parity and new appointments

He said workers employed after May 10 last year, were appointed at the "junior levels".

Although the union was not demanding a general salary increase for its 380 members at parliament, it was insisting that these workers be moved to the top notches of their pay scales.

Mr Ntsong said the minimum salary for cleaners, service officers and catering staff was R990 and the average salary earned by them was R1 200 per month

Nehawu demanded that monthly salaries for these categories of workers be increased to R2 300

On new appointments, Mr

Ntsong said workers were demanding a monitoring role. He said the union had investigated rejected applications "and we have cause for concern".

He said: "We can't trust the old bureaucrats to make the appointments on their own."

The parliamentary secretariat and Nehawu are scheduled to meet on May 12, after which the union will take a decision on striking.

The deputy secretary of parliament, Chris Lucas, said yesterday they were still studying Nehawu's documents.

ARL 29/4/95

(250)

Govt plans to step up affirmative action

Vision for public service revealed

Star 29/4/95

(250)

ESTHER WAUGH
POLITICAL CORRESPONDENT

CAPE TOWN —
The Public Service Ministry has unveiled a comprehensive plan of action to transform the public service, including an accelerated programme of affirmative action and the establishment of an anti-corruption arm.

In addition to spelling out a new vision for the public service, the draft policy document outlines a legislative programme and the costs involved in the move.

The draft, still to be passed by Parliament, proposes:

- An accelerated programme of affirmative action.

- The introduction of more equitable pay and employment conditions.

make it representative, according to the draft.

This was being done by legally outlawing discrimination; reforming the recruitment, selection and promotion procedures; and changing attitudes.

However, these factors alone were unlikely to lead to major changes in the short term. It was therefore necessary to implement a determined policy of affirmative action.

The document says the main beneficiaries of such a programme will be blacks, women and the disabled.

“Formally skilled and/or experienced persons from these disadvantaged groups would not be in need of additional training before being fast-tracked, apart from normal familiarisation and induction procedures.

“Those with potential but less skills, qualifications and experience would need to be exposed

sive training aimed at upward mobility and fast-tracking.”

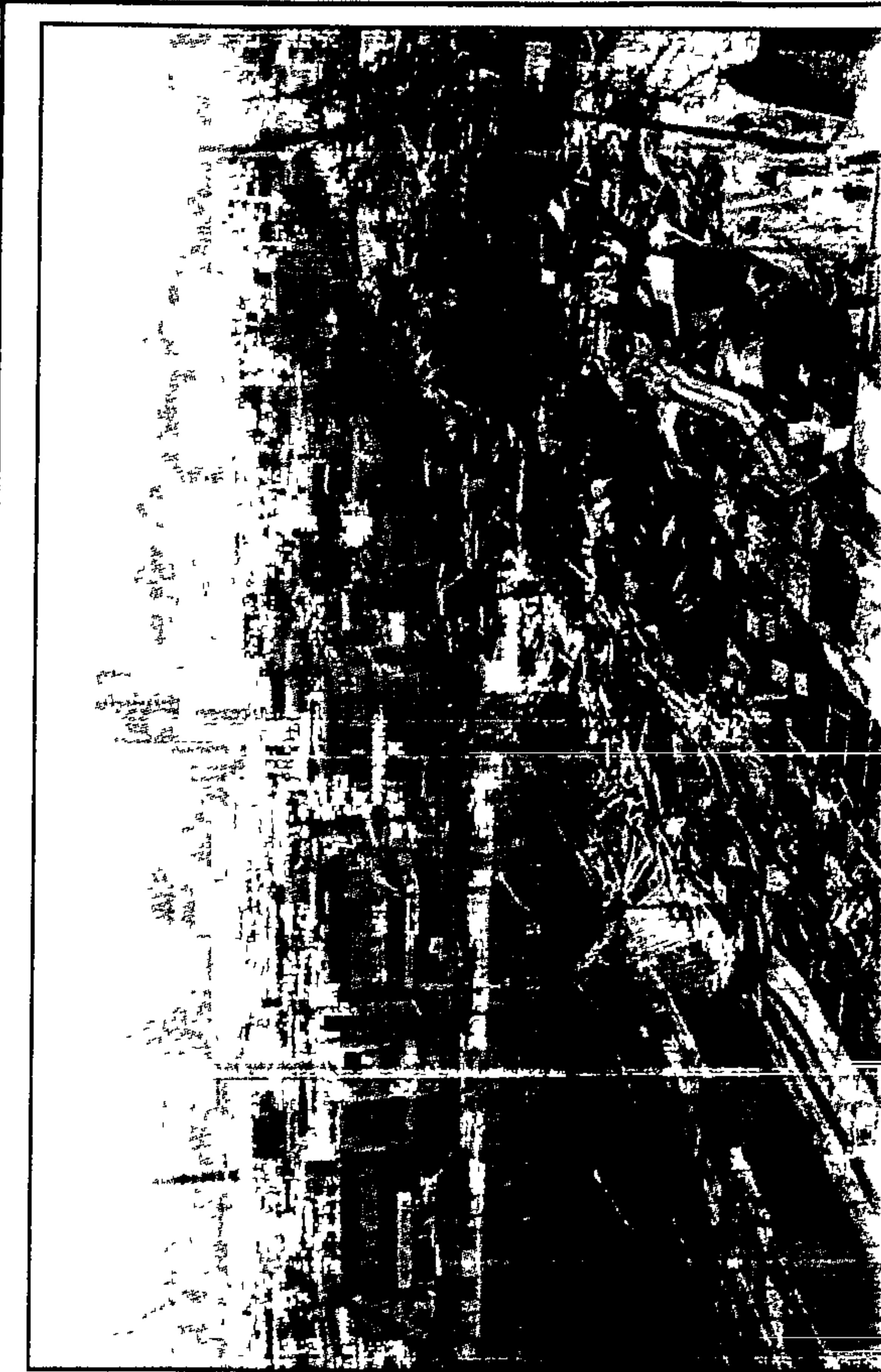
On the issue of possible quotas, the document says it may be more practical to work on “the basis of measurable and achievable departmental targets reviewed from time to time”.

Each national and provincial department would be asked to compile a detailed affirmative action programme

Scrutiny

“The results of affirmative action will have to be visible within the first two years, 1994-1996. In line with the objectives of the RDP, all ministries must define their affirmative action targets for the first two years, and present annual progress reports that will be subject to parliamentary scrutiny.”

Ministries would also be asked to prepare detailed



...and changing attitudes.
 However, these factors alone were unlikely to lead to major changes in the short term. It was therefore necessary to implement a determined policy of affirmative action.
 The document says the main beneficiaries of such a programme will be blacks, women and the disabled.
 "Formally skilled and/or experienced persons from these disadvantaged groups would not be in need of additional training before being fast-tracked, apart from normal familiarisation and induction procedures.
 "Those with potential but less skills, qualifications and experience would need to be exposed to accelerated and inten-

...to work on the basis of measurable and achievable departmental targets reviewed from time to time".
 Each national and provincial department would be asked to compile a detailed affirmative action programme.

Scrutiny

"The results of affirmative action will have to be visible within the first two years, 1994-1996. In line with the objectives of the RDP, all ministries must define their affirmative action targets for the first two years, and present annual progress reports that will be subject to parliamentary scrutiny."

Ministries would also be asked to prepare detailed

TO PAGE 2.

...ve
 a comprehensive plan of action to transform the public service, including an accelerated programme of affirmative action and the establishment of an anti-corruption arm.

In addition to spelling out a new vision for the public service, the draft policy document outlines a legislative programme and the costs involved in the move.

The draft, still to be passed by Parliament, proposes:

- An accelerated programme of affirmative action.

- The introduction of more equitable pay and employment conditions.

- The possible rationalisation of public service pension funds.

- A code of conduct.

- The establishment of a body called the Anti-Corruption Arm (ACA).

- A general review of the service, and an internal review of each ministry.

- The establishment of "transformation units" in each ministry.

- The development of a comprehensive national training policy.

- The introduction of performance auditing.

A discussion document says: "The public service inherited by the new government was structured and developed by the previous regime to promote and defend the social and economic system of apartheid.

"As a result, many of its policies and practices, if left unchanged, could seriously jeopardise the capacity of the public service to meet its new role in the social and economic transformation of the country."

The transformation process would aim to make the service representative, change the attitudes and behaviour of public servants, promote a commitment to the constitution and national interest, create an integrated but decentralised service, create a responsive bureaucracy, make it accountable and transparent, and improve the quality of service.

A necessary precondition for legitimising the public service will be to

...greater representativeness at the management level can be expanded, for example, through the introduction of early-retirement and retrenchment packages."

On the improvement of employment conditions, the document says the Government plans to ensure "that an adequate minimum wage, equal pay for work of equal value, and performance-related pay are introduced at all levels of the public service as soon as possible".

The working conditions of women would be improved, with the repeal of discriminatory practices relating to housing and pension entitlements, reforms in the tax system, maternity leave and flexible working hours.

Pay scale differentials would be reduced by "significant" pay increases at the bottom and "relative restraint" at the top.

The document says the elimination of corruption is of considerable concern to the ministry. It therefore intends to introduce a programme preventing corruption and punishing offenders.

Public service

plans for the internal monitoring of their affirmative action programmes

The document proposes that measures be taken by Parliament where ministries have failed to make visible progress within two years.

It further moots the possibility of strengthening the affirmative action programme by legislation.

The document envisages public service offices becoming "rainbow workplaces" which could become a major source of strength.

It adds, however, that "conflicts may arise over the infusion of new ideas and new ways of thinking". The increased diversity of the public service would therefore need to be managed effectively.

The document stresses that the interim constitution guarantees civil servants their jobs but not positions.

"No public servant has an inherent entitlement to retain his or her particular post. Existing posts may therefore be deleted, and new ones created.

"Opportunities for

ve
 -s-
 n-
 ix
 ie
 n-
 -e-
 -e
 L



Dispute ~~(25)~~

with SAPS

6/3/5/195
PRETORIA — The Public Servants' Association has declared a dispute with the SA Police Service, saying it excluded some civilian employees from a one-off payment of R350 ~~(12)~~

The association accused the SAPS of "unilateral decisions" on the use of R15m "rolled over" from the previous financial year ~~(12)~~

It said this amount was set aside to meet the demands of SAPS employees who did not receive the R350 which was meant for all shift workers ~~(250)~~

The association said police commissioner George Fivaz initially agreed that a committee of SAPS management and all employee organisations concerned would determine how the R15m should be used.

However, police management "unilaterally decided" to pay R350 to all uniformed personnel not working shifts. The PSA demanded that 18 000 civilian non-shift workers also be paid R350. — Sapa

Van Robbroeck ousted

Political Staff

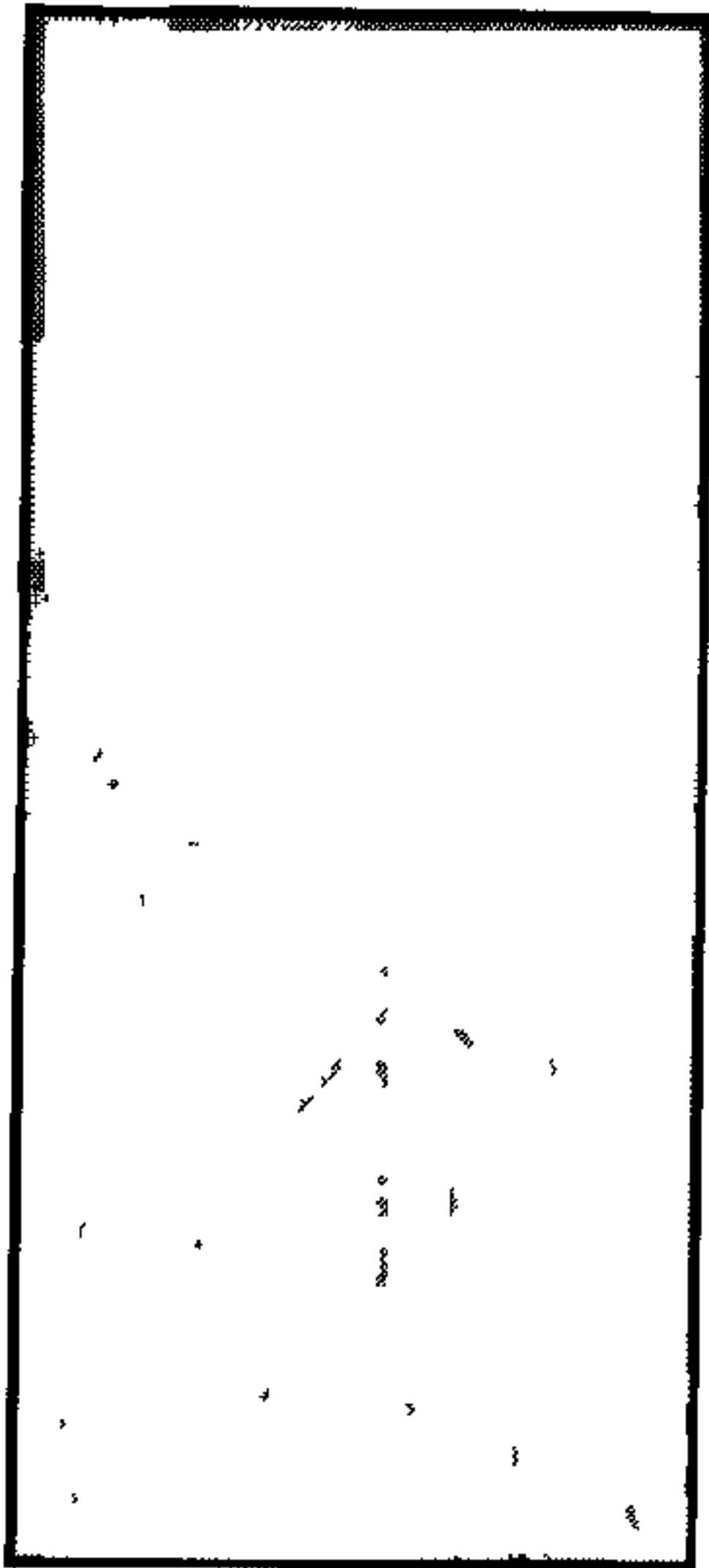
WHEN former Director-general of Public Works Theo van Robbroeck next goes to work there will be someone else sitting in his leather chair — Siphon Shezi

Mr Shezi, a former official in the African National Congress's Washington office, was named yesterday as the new director-general of the department.

A spokesman in the minister's office said Mr Shezi's appointment would be official after the Public Service Commission ratified the decision.

Mr Shezi is expected to move into the D-G's office by next week. But, it still will contain Mr Van Robbroeck's office items, as he is overseas until May 20.

Speaking from his home last night, before flying to Poland and France, Mr Van Robbroeck said he was unaware of the appointment of a new D-G, but found the choice of Mr Shezi quite interesting.



Theo van Robbroeck

"He was one of the consultants who attacked me at the opening of parliament. This shows he had a fairly good motive."

ARL 4/5/95

(250) (111)
He said his own future at the department was still under discussion by the Public Service Commission. He would be overseas for three weeks.

"It was still my office when I went there this morning. Maybe it won't be when I get back," he said.

Mr Van Robbroeck has been involved in a slanging match with Minister Jeff Radebe.

The minister attacked him in a report, repeatedly accusing Mr Van Robbroeck of misleading members of the national parliament with factually incorrect claims.

Mr Radebe said Mr Van Robbroeck was trying "to create a perception of inefficiency, nepotism and patronage on the part of myself and my two advisers."

Mr Van Robbroeck has denied he is responsible for problems within the department, saying animosity developed because he was not willing to bend the rules to accommodate the new minister's wishes.

Shezi gets top Public Works post

(250) CT 4/5/95
OWN CORRESPONDENT

PRETORIA: Mr Siphon Shezi, a former official in the ANC's Washington office, was named yesterday as the new director-general of the Public Works Department.

He is taking the place of Mr Theo van Robbroeck.

A spokesman in the minister's office said the appointment would be official after the Public Service Commission ratified the decision.

Mr Shezi is expected to move into the director-general's office by next week.

But it will still contain Mr Van Robbroeck's things as he is overseas until May 20.

Speaking from his home last night before leaving, Mr Van Robbroeck said he was unaware of the appointment.

Toyitoyi protest at Parliament

(250)

ABOUT 250 parliamentary workers toyitoyied in the grounds of Parliament yesterday in support of their demand for better wages.

The workers, all members of the National Education, Health and Allied Workers Union, carried placards calling for pay parity, and claiming that the new Parliament was still run by "old bosses" on apartheid lines.

Nehawu declared a dispute last week on the pay issue and its demand to monitor recruiting of new staff, and has given management until today to respond.

Open letter

ET 4/5/95
In an open letter to "the parliamentary community" released yesterday, Nehawu said wages were still far below the "standard of living", yet workers were expected to carry out their duties in a way that "signifies the importance of this institution".

"The gap between the highest paid and the lowest earner is astronomical ... management's attitude is authoritarian and inflexible."

Nehawu branch secretary Mr Themba Nkosi said another demonstration would be held at Parliament today, and that workers would then meet to consider other forms of action. — Sapa

Top civil servants 'overpaid'

ET 4/5/98

(250)

POLITICAL STAFF

MANY senior civil servants were overpaid but many of the lower ranks, black and white, were paid too little, particularly in the police, President Nelson Mandela said yesterday.

Some policemen were working 15-hour shifts in difficult and tense conditions but were paid only R700 or R900 a month, he said in reply to a question at a Cape Town Press Club meeting.

But senior officers in the police and directors-general in the civil service were

"getting more than they need", Mr Mandela said.

He had told officials that the civil service that was built to serve the interests of white supremacy had to be changed. It had to be reorganised to ensure that it was representative of all the population groups in the country.

"But reorganisation must be done in a humane manner. Nobody is going to lose his or her job and be thrown onto the street."

Mr Mandela said the civil service had to be trimmed because it was bloated.

New Public Works head

SAW 4/5/95 (250)

■ OWN CORRESPONDENT

Durban — A top former official in the ANC's Washington office, Siphon Shezi, has been named director-general of the Public Works Department.

... He replaces Dr Theo von Robbroeck, who has been involved in a slanging match with the Minister, Jeff Radebe.

A spokesman in the Minister's office said Shezi's appointment

would be official after the Public Service Commission ratified the decision.

Shezi is expected to move into his office by next week.

Five contenders for the post were interviewed by a panel headed by Derek Hanekom, Dr Ben Ngubane and Radebe.

Shezi is one of two special advisers to the Minister. Radebe plans to release a report responding to allegations made by Von Robbroeck.

'I can't get workers 'cos I pay too little'

LABOUR Minister Tito Mboweni is struggling to find workers for his department. The problem, he says, is that he pays too little.

The former trade union leader made this candid admission at an impromptu speech at Rhodes University this week.

"I am struggling to get black workers to work at the department because they say we do not pay," he told about 100 mainly black students at a Workers' Day meeting organised by the Student

(256)
Representative Council.

Mboweni appeared unannounced at the meeting after delivering a speech at a rally in Port Elizabeth.

CP 7/5/95
He said May 1 had emerged as a result of intense worker struggles and was recognised as early as 1886.

He then criticised black people who employed other black people to be their domestic servants for paying "unreasonable salaries" and then justified the low pay on grounds that "this is my aunt". - Ecna

NEWS IN BRIEF

Rector 'not suspended'

VAAL Triangle Technikon rector Prof Pieter du Plessis had not been suspended, but had taken a break from his duties "of his own accord", Technikon spokesman Sugen Nair said on Friday.

This was contrary to reports on Friday that Prof du Plessis had been suspended pending the outcome of an investigation into his involvement in claimed financial mismanagement at the technikon.

No phase-down date

TRADE and Industry Department spokesman Charl Nel has denied stating that Minister Trevor Manuel was expected to announce the duty phase-down for clothing and textiles on May 16.

Thousands see show

THOUSANDS of people turned out to view computers and accessories at TML Reed Exhibitions' fifth Computer Faire & Bexa show which ended on Saturday.

Organisers said about 31 000 people had passed through the gates by Friday.

About 450 foreign computer companies took exhibition stands.

Avia Airlines takes off

THE monopoly by SAA and British Airways on the Johannesburg-London route will be broken today when SA's newest international carrier, Avia Airlines, starts its scheduled service between Johannesburg International Airport and London's Gatwick.

Avia will operate three weekly return flights on the route.

Avia's fares are 15% lower than those of SAA and BA.

REPORTS. Seps. Business Day Reporters.

VW takes over as the No 1 seller

60 8/5/95

MARCIA KLEM

THE buoyant growth in car sales in the first three months went into reverse in April, with a 25,5% decline from March's sales reflecting the numerous public holidays and the fact that sales were historically lower in April.

Nevertheless, industry sources said sales were still 20% up in the first four months compared with the previous year, and this trend was expected to continue, although not necessarily at the same rate.

Figures released by the National Association of Automobile Manufacturers of SA (Naamsa) on Friday showed the 15 740 new cars sold in April to be 25,5% lower than March, but 12,2% up on April last year.

Naamsa said seasonal factors, particularly the number of public holidays and extended long weekends, affected the new vehicle market. New vehicle sales, particularly cars and light commercial vehicles, showed "fairly sharp declines compared to the exceptional sales levels achieved during the previous month".

Volkswagen SA (VWSA) ended Toyota's winning streak, as it sold 3 706 new passenger cars compared with Toyota's 3 004. Nissan sold 2 636 units; Mercedes-Benz 1 908, Delta 1 545, Samcor 1 426 and BMW 1 422. Sales of Hyundai are not reflected.

Sales of light commercial vehicles, bakkies and minibuses rose 27,4% to 8 981 units year on year, but were 28,3% down on the previous month.

There were sharp gains in the low-volume medium and heavy truck segments compared with the previous year and marginal declines com-

pared with March, Naamsa said.

"The SA new vehicle manufacturing and associated industries remained on target for an above average year during 1995." But the rand's depreciation against the yen and the mark "had raised the cost of the industry's imports by about 20% in the short space of four months and this would inevitably translate into further pressures on new vehicle prices in the months ahead".

Naamsa added the continued growth in the medium and heavy commercial vehicle sectors was "indicative of the ongoing recovery in fixed investment in the SA economy". VWSA said its Citi Golf range recorded its highest sales volume for a single month "to boost the company into top spot in the passenger car market in April, with a total share of 24,1% of the market".

Nissan SA Marketing MD Stephanus Loubser said the downward trend of the rand and the dollar against European and Japanese currencies, which affected pricing and put upward pressure on interest rates, were cause for concern.

"Since the start of 1995 the yen has appreciated by 18,2% against the dollar, and has risen about 10% against the rand since the finrand was abolished." He added the rand's fall against the mark was not as dramatic, but still significant. But growth in gross domestic fixed investment should have a positive effect on vehicle sales, particularly commercial vehicles.

Department will favour black business

NICOLA JENVEY

mented, and included a six-month pilot scheme effective immediately. It would promote black consultants and firms, developing their human resources by ensuring these consultancies headed the department's roster for work projects.

Black majority-owned firms would be given preference.

"We want to initiate a mechanism which benefits the disadvantaged consultant within a very short time, demonstrating our commitment to the reconstruction and development

programme," Radebe said.

He defined "a disadvantaged firm" as one in which the equity majority was held by black partners, or any firm previously prejudiced by the appointment procedure.

Phase two included establishing a dual roster system. Established firms would be on one roster and attract projects with consultancy fees greater than R75 000. Disadvantaged firms would be on a second roster.

Disadvantaged firms would be awarded jobs either from their own roster or as joint venture partners with established firms on larger jobs.

DURBAN — The Public Works Department would implement a consultancy appointment scheme for state projects which promoted black entrepreneurs in preference to established business, Public Works Minister Jeff Radebe said at the weekend.

He said at the launch of the SA Black Technical and Allied Careers Organisation's KwaZulu/Natal branch that the current appointment system favoured established firms.

The new system could be duplicated throughout government.

A new system would be imple-

Unions compromise on bargaining rights

12/15/95
208/5/95

RENEE GRAWITZKY

COSATU, Nactu and Fedstal have agreed to a compromise position on the question of bargaining rights in order to discourage fragmentation and the proliferation of small trade unions.

This became clear in the joint position tabled by Cosatu, Nactu and Fedstal during the opening round of negotiations on the draft bill on the Labour Relations Act within the National Economic, Development and Labour Council (Nedlac).

Cosatu general secretary Sam Shilowa said although the three federations supported a majoritarian approach, the law should seek to develop strong and stable trade unions.

Shilowa said the federations took into account three different positions in terms of levels of representivity.

Unions with 30% representivity in a particular bargaining unit should be entitled to representation in industry bargaining councils, unless a different level of representation had been negotiated and agreed to, he said.

Where a bargaining forum exists at company level covering two or more workplaces, unions with at least 30% representivity should be entitled to all rights.

Where bargaining takes place at plant level, the union with a 50% plus one majority should have sole bargaining rights. If no union has a majority, then any trade union with at least 30% membership will be entitled to all rights except for rights of representation and bargaining.

Shilowa said in the case of agricultural

workers, unions with 15% representivity should be entitled to all rights except bargaining rights.

Business South Africa (BSA) was of the view that the Bill in some instances favoured majoritarianism rather than sufficient representivity.

The federations have proposed the definition of "workplace" for the purpose of representation be referred to as a "company" while in the retail sector, reference should not be made to "outlet".

BSA was concerned over the broad definition of "workplace", while in defining "bargaining units", employers are proposing the establishment of some formula to "delineate the boundaries of representation and organisational rights".

Labour has proposed the retention of closed shop and agency shop arrangements and the provision for single and multi-union closed shops which should be democratised through the holding of ballots.

BSA proposes that the Bill give full effect to freedom of association and to disassociate by "permitting individual employees to refrain from becoming party to any form of union security arrangement".

Labour's other concerns around the draft Bill related to the full protection of the right to strike, the use of scab labour and the definition of essential services. Shilowa said the agricultural sector should not be deemed to be an essential service.

● Comment: Page 8

Clothing employers' offer 'problematic'

CLOTHING employers tabled their final mandated position of 10% during the second round of wage negotiations with the SA Clothing and Textile Workers' Union (Sactwu) last week.

Sactwu national clothing negotiator Lionel October said negotiations could be problematic as workers were demanding a real wage increase above inflation.

Employer spokesman Johan Baard said the offer of 10% on package and 10,25% in the lower paying areas was the national mandated position. Employers had requested the union to

RENEE GRAWITZKY

present its final position to ascertain how far apart the parties were.

The union is demanding a 15% increase, an annual bonus of a week's wages, an increase in employer contributions to the industry provident fund of 4% this year and 5% next year, and regulation of fixed contract labour. It also wanted a closing of the wage gap between workers in the Free State, Northern Cape and Eastern Cape and those in the Western Cape, KwaZulu/Natal and Gauteng.

Warning to conclude wage negotiations

THE Hospital Personnel Trade Union of SA (Hospersa) said it would do everything possible to ensure public sector wage negotiations were concluded this week to avoid "widespread labour unrest".

Negotiations are due to resume this week in Cape Town. Hospersa national collective bargaining secretary Nic Kruger blamed delays on government negotiators not being properly mandated.

Kruger called on government to bargain in good faith as negotiations, which started

ERICA JANKOWITZ

in August last year, were "costing the taxpayer enormous amounts of money".

He would insist on a written guarantee that existing pension benefits would remain intact and any deficits in funds would be made good within three years.

Hospersa would also fight for the implementation date of increases to be backdated to April 1, not on July 1 as proposed by government.

New plant

Parliament workers in dispute

Political Correspondent

A DISPUTE has been declared between the National Education Health and Allied Workers Union and the management of parliament

At issue is the timing of a wage offer from management, and the method by which staff will be involved in decisions on new staff appointments

Nehawu has given parliamentary management until Friday to make a wage offer. But management says it will make its wage offer on May 23.

The rules committees of the na-

tional assembly and senate will hold an urgent joint meeting tomorrow.

The Speaker of the national assembly, Frene Ginwala, and the president of the senate, Kobie Coetsee, will address the meeting on the crisis over staff appointments

About 100 posts at parliament were advertised in January

Recruitment goals included affirmative action, with the guidelines that 80 percent of appointments should be black people and that half of the jobs in each section, and overall, should be given to women.

Union may meet Mbeki in bid to resolve parliamentary dispute

NEHAWU president Vusi Nhlapo will try to meet deputy President Thabo Mbeki this week to discuss the labour dispute at parliament, secretary of the union's parliamentary branch Themba Nkosi said *ARK 10/5/95*

He said Mr Nhlapo had discussed the union's demands for better pay, and a say in hiring of new staff, with Speaker Frene Ginwala, but "did not achieve anything at all"

Nehawu members demonstrated

outside parliament yesterday for the third day in succession.

A union leaflet said they had also decided not to wear uniforms or dress formally. It appealed to "all democratically-minded" MPs, especially former Cosatu officials, for support.

An emergency meeting of parliament's rules committees will be held today to hear a reportback on the negotiations. — Sapa

Committee probes Public Works row

CAPE TOWN — Public Works Minister Jeff Radebe and his former director-general, Theo van Robbroeck, submitted details of their months-long dispute to the National Assembly's portfolio committee on public works yesterday (250)

Radebe accused Van Robbroeck of "total incompetence as a manager", while the former director-general reiterated that he was not prepared to break public service rules.

The documents are to be studied by the committee, which intends to decide next week what to do. Both men were unable to be present at yesterday's meeting. BDIIS/95

Van Robbroeck says in his submission that he had repeatedly informed Radebe and his advisers he was bound to abide by the existing public service rules and laws. If he was expressly told by the Minister to act against these rules, he had first to be overruled in writing, as had happened in one instance.

Radebe said that not only had the department failed to respond to the challenges of transformation, but had performed poorly regarding existing functions. This had been verified by a performance audit of a departmental branch by the auditor-general.

In his report Van Robbroeck had alleged that he and his advisers had asked him to "bend or break" the rules. This was "clearly misleading", Radebe said.

Sipho Shezi took office on Monday as the department's director-general. Van Robbroeck's status was not clear, a department spokesman said.

Nehawu asks for MPs' help

By Ismail Lagardien
Political Correspondent

(250)

ORGANISED labour has requested a role in the hiring of new staff and in the restructuring of Parliament — but believes the old guard is blocking this move

The National Education, Health and Allied Workers Union, the union repre-

senting workers in the legislature in Cape Town, last week declared a dispute with management over salaries and issues of restructuring

Nehawu believes, however, that parliamentary bureaucrats, remnants of the old order, are stonewalling labour relations in the legislature and that the "apartheid monster" was alive and kicking in the institution.

"We are proud of our new and demo-

cratically elected parliamentarians, who are committed to the spirit of progress and reconciliation. But sadly, the bureaucrats who run the administration side of this institution are still holding on firmly to the past — reluctant to join in the creation of a new order..."

Nehawu has called on former Cosatu officials who were elected to Parliament to speak out against alleged iniquities in the institution

Sowetan 11/5/95

Wage freeze for top officials suggested

(128) (250) (393)
SPECIAL CORRESPONDENT

CT 12/5/95

JOHANNESBURG: Assistant directors and other top civil servants should accept wage freezes so that their poorer-paid counterparts could benefit from salary hikes this year, teachers' unions Sadtu and Nehawu suggested yesterday.

The suggestion is one of several they will put to the government in the Education Labour Relations Council, where they are negotiating for higher salaries.

Nehawu president Mr Vusi Nhlapo said the two unions intended to fight for an "acceptable" minimum wage increase, a reduction of present wage gaps, a graduated increase that will benefit lower- and middle-grade workers, a wage freeze at the top echelons of the public service and the introduction of a simple salary grading system.

Sadtu general-secretary Mr Thulas Nxesi confirmed yesterday that thousands of teachers nationwide would take to the streets today to demand better wages.

Sickness thins out top brass

■ BY PATRICK BULGER
POLITICAL CORRESPONDENT

Cape Town — Ill-health continues to play a significant role in thinning out the top echelons of the public service and police force — and it's making way for affirmative action candidates

According to the Public Service Commission's annual report, 10 employees at management level were discharged on the grounds of ill-health last year. Another 47 stood down for

other reasons such as rationalisation or retirement

The report noted that the PSC was able to fill the 57 posts at management level — 34 came from outside the public service and 23 were serving officials

Police officers were more prone to illness than their colleagues in the public service

Safety and Security Minister Sydney Mufamadi said 248 senior officers retired on ill-health grounds since May 1 last year

which

(PINCUS)

(250)

8/10/95

genuine

French composer

negotiations do not end political violence



Picture ANDREW INGRAM, Weekend Argus

PICKET POWER: Nehawu workers protest their five percent pay increase during a lunch-time demonstration in the city.

Nehawu workers protest pay offer

Weekend Argus Reporter

ABOUT 500 hospital workers and members of giant public service union Nehawu (National Health and Allied Workers' Union) held a picket in the city to protest against the five percent pay increase the government has offered.

As part of their ongoing protest action, the workers, mostly from Grooté Schuur Hospital, the Red Cross Children's Hospital and Conradie Hospital, gathered in front of the Cape Provincial Administration building over lunchtime yesterday

while negotiations between government officials and union representatives were held inside.

To the beat of wooden planks on a "drum", consisting of a plastic container, they sang freedom songs and held up placards, including "Fat cats get fatter and we still have to suffer," "Madiba please, winter is coming" and "Our government must wake up and hear our cry for a living wage."

Nehawu shop steward Elizabeth Basson, who earns R1 000 a month as a worker in the cleansing department of Conra-

die Hospital, said workers demanded an increase of at least 20 percent.

"We're working like slaves and we get treated like pigs," she said.

"You do your best, but they don't appreciate you. This attitude has compelled me to join the union." *ARC 13/5/96*

"I'm taking home about R500 after deductions. I've got three children and the only thing I can do with this money is to buy food."

Ms Basson said Nehawu would continue protest action if their demands were not met.



Dismissed public servants offered a second chance

PIETERSBURG — About 1 500 public servants, dismissed by the Northern Transvaal government after a series of strikes last November, will be re-employed from June 1, following the signing of an agreement yesterday ⁽²⁵⁰⁾ ARG 13/5/95

The workers will be given the chance to re-apply for their original posts between May 17 and 31, in terms of the agreement between the Congress of South African Trade Unions and the provincial government.

Civil servants push for special retirement deal

Star 13/5/95
(250)

ESTHER WAUGH

POLITICAL CORRESPONDENT

CAPE TOWN — More than 1 000 civil servants have asked to be considered for special retirement packages

Of the 1 106 applications for the package — applicable only to those over 55 years old — only 573 have been approved to date.

In reply to questions by the WeekendStar, the Public Service Commission said the highest number of applications — 442

— were received from the ranks of deputy directors.

The department with the most applications was the former Department of Education and Training.

Public Service and Administration Minister Dr Zola Skweyiya said yesterday the packages had been offered as part of attempts to rationalise the public service

However, a number of ministers expressed concern that the package offer would result in highly skilled public servants quitting, Skweyiya said

(250) (120)
AKG 13/5/95

Stun grenade used in city hall protest

DURBAN. — Razor wire was drawn around parts of Durban city hall and a stun grenade was fired during an unruly protest by municipal workers

Seven hundred Municipal Workers' Union and United Municipal Workers' Union members marched to the city hall yesterday, overturning dustbins.

A stun grenade was fired in Smith Street when a group broke away and began destroying property. The situation was brought under control by police, who arrested at least one protester.

Police said the Defence Force was on standby during the protest.

The workers demanded a R900 across-the-board increase while the city council was offering four percent.

The council's director of human resources, Dave Cloete, said the council discussed the issue with both unions but failed to reach agreement.

Mr Cloete said the workers' demand amounted to a 72 per cent increase on the minimum wage. "Obviously the demand is unrealistic," he said.

He added that the council remained committed to negotiations provided the unions' demands were more "realistic"

Workers claimed a four per cent increase would amount to a pay rise of R42 for those earning the minimum wage

A statement by the council said the minimum wage was at present R1 250 a month. It condemned the protesters' "violent and unlawful behaviour".

The council warned that apart from adopting a no work, no pay principle, it also reserved the right to disciplinary workers who took part in the stoppage. It would also act against those who damaged property.

Two blocks from the city hall thousands of teachers marched to a park as part of a national protest against the government's salary proposals for a five percent pay rise.

The government has said the money would be raised by reducing its contribution to teacher pension funds.

The marches caused massive traffic jams. — Sapa.

Govt opens window

By SIPHO KHUMALO

FRESH from fighting protracted battles to transform his department, Public Works Minister Jeff Radebe says a window of opportunity now exists in his department for previously disadvantaged black companies to do business.

Radebe was addressing the newly launched Kwa-Zulu/Natal branch of the South African Black Technical and Allied Careers Organisation.

This is a fledgling body of black consultants and professionals who, largely, have not been considered by the Public Works Department of the past government in its awarding of contracts.

Radebe told the meeting that there had been a strong perception among built environment practi-

tioners that the manner in which consultants were appointed by the Public Works Department was unfair and biased.

"The perception was that the system generally favours the more established and generally white practices. There has also been a strong concern that the selection criteria do not respond to the needs of our fledgling democracy," he said.

To address this, said Radebe, the ministry had embarked on a critical appraisal of the department's appointment process with a view to developing new criteria

The outcome of the appraisal was the establishment and acceptance of recommendations for improvement in the short and long term

"The objective of this is to provide immediate be-

nefit to disadvantaged black firms or any firm that has made positive contributions towards social upliftment activities," said Radebe.

He decried a disadvantaged firm as one in which the majority of equity is held by black partners, or any other firm that has previously been disadvantaged because of the past appointment procedures

Radebe told black consultants that in the past at least 10 companies had been favoured in a controversial "special circumstances" clause between 1990 and 1994.

These top 10 companies had been given preferential treatment, one of them scoring R10 million in public works contracts.

Radebe said with a two roster system now established this practice was a thing of the past.

(45) (250)

Unionists shut out Ginwala

THE Speaker of the National Assembly, Dr. Frene Ginwala, had to cancel a lunch with a top European Union official yesterday because union workers refused to serve her.

Dr. Ginwala was to have hosted the parliamentary lunch for European Union Commissioner for Development Joao de Deus Pinheiro, who is on a visit to discuss EU relations with South Africa.

Dr. Ginwala was forced to cancel as members of the National Education Health and Allied Workers' Union refused to serve her as part of a continuing wage dispute.

Management had offered to table a comprehensive wage offer including a minimum wage on May 21. But Neliwa asked for a minimum of R2 366 and demanded a response by May 12. — Sapa

POLITICAL BRIEFS

Report untrue

27/5/96

SPEAKER of the National Assembly Dr Frene Ginwala last night said a report in a weekend newspaper that she had refused to accept a memorandum from parliamentary staff was untrue, and was an example of "irresponsible journalism".

She said Nehawu officials had turned down her offer to receive the memorandum from a delegation instead of at the gates of Parliament, or to allow someone to receive it on her behalf.

(256)

Wage bill grew 61%, says Leon (250)

BD. 15/5/95

'Public service swells' despite austerity plan

THE public service including the provinces grew a "staggering" 49% last year and the overall wage bill rose 61%, Democratic Party leader Tony Leon said yesterday.

In a hard-hitting speech at the DP's Kwa-Zulu/Natal congress in Durban, Leon said that over the same period — December 1993 to December 1994 — provincial administrations had swollen by 139%.

Elaborating in an interview, Leon stressed that in some provinces bureaucracies had been created where none existed before.

He said there were now a total of 1,25-million public servants. Their monthly wage bill was R3,7bn, or R46bn a year. This was despite the "austerity plan" unveiled by Deputy President Thabo Mbeki last October, in terms of which the public service would eventually shed 200 000 jobs.

Leon told delegates that in response to pressure from public servants for wage rises, it was inevitable that R850m would have to be found this year for salary increases in addition to the R2,5bn earmarked in the Budget for improvements in conditions of service.

"President Nelson Mandela has said that the public service is bloated, but that nobody is going to lose his or her job. This will make further cuts to the public service difficult, if not impossible."

Public Service Minister Zola Skweyiya could not be contacted yesterday for comment on Leon's figures.

Last month he told Business Day a major public service retrenchment exercise would be finalised by the year-end, once national and regional governments had completed

DREW FORREST

restructuring and rationalisation processes. Skweyiya would not estimate numbers involved. He said, however, that a figure of 150 000 surplus public servants mentioned recently by the auditor-general — about 15% of total — was an "exaggeration".

His statement was the first official indication that government did not consider itself bound by public service job guarantees apparently enshrined in the interim constitution.

Leon said 13,3c in every rand earned in the country went on government wages and salaries. As recently as 1980, the figure had been 8,3% of GDP.

State expenditure had rocketed because the ANC-led government had inherited an empty treasury from the NP. Government spending now consumed 31% of SA's wealth, compared with 16% in 1961.

He warned that if government failed to "reverse gears" it would enter the jaws of a debt trap.

Holding up as a model the successful economies of the Pacific Rim nations, Leon also urged government to "stare down" the trade union movement.

Cosatu, representing about 3% of the population, and the SA Communist Party, with fewer paid-up members than the DP, had scuppered government privatisation moves and "neutralised" Public Enterprises Minister Stella Sigcau.

"(Sigcau) now tells us that 'privatisation is at the end of the spectrum of possible measures to restructure'. Instead of serving the interests of all the people, our government

□ To Page 2

Public service

seems in thrall to its ideological and political paymasters," Leon said.

Unfettered union demands and power were not matched by productivity increases, he said. According to the World Bank, up to 400 000 more blacks could have been in jobs were it not for union pressure.

"Only with economic prosperity zones, only with a more deregulated labour market, only outside the closed shop, can we hope to increase productivity and become competitive again in global terms."

The DP leader also launched an attack on

(250) From Page 1
BD. 15/5/95
government's approach to affirmative action, describing it as "a new and ugly form of job reservation"

"Only blacks and women will be considered for 11 000 vacancies in the public service. This is taking the necessary and even noble concept of affirmative action and distorting it into a crude system of racial quotas."

He warned that when merit was thrown out of the window, "cronyism, nepotism and political favouritism creep right in"

Workers take protest to parliamentary office

250

ARL 16/5/95

Political Correspondent

PARLIAMENTARY staff who are members of the National Education Health and Allied Workers Union today occupied the office of secretary to parliament Robin Douglas.

Placard-bearing staff lined the lobby of the old house of assembly

All were dressed in civilian clothes, part of their protest being to refuse to wear parliamentary uniforms.

Drawn up neatly in two rows, the workers stood quietly beneath the portraits of Speakers from a bygone era.

Among the placards was one reading: "Management — stop lying to MPs."

The protests were part of industrial action after last week's declaration of a dispute with management.

The occupation of Mr Douglas's office ended about 11am, while the placard protest in the lobby dispersed earlier.

Workers said plans were to occupy a

different office in the parliamentary complex each day.

If no solution was reached to the impasse, a strike ballot could be held this week.

The occupation of Mr Douglas's office is the latest in simmering discontent at parliament.

Earlier incidents included occupation, while it was not in use by MPs, of the national assembly chamber, and occupation of Speaker Frene Ginwala's office.

Nehawu regional secretary Shereen Samuel said the union had given management until the close of business today to respond to its demands.

These are the signing of a recognition agreement, a transparent appointment procedure and parity in wages and salaries.

Mr Douglas could not be reached for comment because he was in a meeting with Dr Ginwala.

Old public service a 'monster'

BARRY STREEK
POLITICAL STAFF

SOUTH AFRICA's government structures had grown to a bureaucratic monster of 176 separate government departments employing 1,23 million public servants by the end of the apartheid era, the Public Service Commission has disclosed.

The public services of the four "independent" homelands of Transkei, Bophuthatswana, Venda and Ciskei (TBVC) consisted of 76 government departments and about 210 000 civil servants, the commission said in its 1994 report, which has been tabled in Parliament.

The combined administrations of the six former self-governing homelands, which did not become "independent", had 62 departments with a workforce of about 270 000 public servants.

The South African civil service therefore increased by 480 000 civil servants last year — largely because of the re-incorporation of the homelands. Before the present interim constitution, South Africa was "effectively divided into 11 separate countries, each with its own constitution, legislation and administrative system", the commission said.

Amalgamated (250)

The commission's figures show that 39% of South Africa's civil servants worked in the homelands. The rationalisation of public administration in terms of the 1993 constitution implied that the public services of 11 separate "countries" had to be amalgamated into a single public service governed by uniform laws.

"In general, restructuring of national departments has progressed satisfactorily," the commission said.

CT 17/5/95

2017/5/95
Strikers ignore call (25)

ABOUT 500 Durban municipal workers yesterday ignored a city council ultimatum to return to work and unless they do so by today they face dismissal (12)

SA Municipal Workers' Union and United Municipal Workers' Union members went on strike last week, demanding a R900 across-the-board wage increase.

uesday, May 17 1995

Pensions 'should be overhauled'

Adrian Hadland

CAPE TOWN — The overpayment of social pensions cost the state at least R30m a year, it was disclosed in Parliament yesterday.

In a report, Auditor-General Henri Kluever called on government to focus its attention on the "fundamental shortcomings" in the systems and internal control measures of the payment of social pensions.

An effective revision of the system should be carried out to establish legitimacy, determine overpayments and investigate irregularities, he said.

The report showed that about R9,5bn was paid out in pensions to 2,2-million people in the year to March 31 1994.

More than half the pension files held by KwaNdebele were shown to contain inaccurate information.

Kluever said the current system was marked by four problems, which were rife throughout the country: intentional fraud by members of the public, the deliberate manipulation of the system for personal gain by officials, gross negligence or maladministration allowing fraud to go un-

detected, and insufficient management controls.

"Cases where pensions were withdrawn and where pensions were reduced may amount to a potential saving of more than R30m per annum," he said.

Attempts to combat abuse had not been aided by the use of incompatible technological platforms by the former provinces and TBVC states, Kluever said.

"Rationalisation and harmonisation of the different systems appear absolutely essential in order to be able to exercise proper control and to manage social pensions cost-effectively," he said.

A project team had been established in 1993 to examine the social pension system. In the same year, the Cabinet had agreed that the Welfare Department should be responsible for the rationalisation of the system.

A workshop comprising officials from the department and the provinces had discussed the necessary actions, including the establishment of a national pensions register in October last year.

A further workshop had been scheduled for early this year, Kluever said.

BD 17/5/95

250

Nehawu in Parliament protest

OWN CORRESPONDENT

Cape Town — Parliamentary staff members belonging to the National Education, Health and Allied Workers' Union (Nehawu) occupied the office of the secretary to Parliament, Robin Douglas, yesterday.

Demands

Nehawu regional secretary Shereen Samuel said the union had given management until the close of business yesterday to respond to its demands.

These are the signing of a recognition agreement, transparent appointment procedures, and parity in wages and salaries.

Other protesters, bearing placards, lined the lobby of the old House of Assembly.

The protests were part of industrial action following last week's declaration of a dispute with management.

The occupation of Douglas's office ended at about 11am, while the placard protest in the lobby dispersed earlier.

Workers said their plans were to occupy different offices in the

parliamentary complex daily. If no solution was reached, a strike ballot could be held this week.

The occupation of Douglas's office is the latest development in simmering worker discontent.

Occupation

Earlier incidents in the saga included occupation, while it was not in use by MPs, of the National Assembly chamber, and occupation of Speaker Frene Ginwala's office.

Douglas could not be reached for comment yesterday.

(250) (17/5/95) star 17/5/95

Housing official
paid out R1,2-m
when he quit job

(250) AUG 18/5/95
Political Correspondent

FORMER director-general of housing, Louis Koch, was given R1,2 million in pension, leave and early retirement pay

This was disclosed in the national assembly by the Minister of Housing, Sankie Nkondo, in reply to a question by Tony Leon (DP).

Mr Koch was succeeded as director-general of housing last year by Billy Cobbett.

● About 7,4 million South Africans live in squatter shacks, backyard shacks or in overcrowded conditions in formal housing in cities

This is according to the annual report of the department of housing, tabled in parliament yesterday.

About nine percent of all households were "traditional, informal/inferior or officially unrecognised tenure arrangements in mainly rural areas".

The report said 58 percent of households had secure tenure of their accommodation.

This year's housing backlog was estimated to be 1,5 million.

The government's goal was to increase housing's share in the budget to five percent and to increase delivery of housing to 350 000 units a year.

Diplomatic

ed

Ex-housing director paid R1,2m

POLITICAL STAFF

FORMER director-general of housing Mr Louis Koch was paid out R1,2 million when he retired, Housing Minister Ms Sankie Mthembi-Nkondo said yesterday.

Mr Koch is also paid a monthly pension, although this was not disclosed yesterday by Ms Mthembi-Nkondo.

She said in reply to a question tabled in the National Assembly by Democratic Party leader Mr Tony León that Mr Koch had been paid a pension gratuity of R884 359,61.

He had also received a leave gratuity of R228 776,42, a payment of R84 552,26 for early retirement and R24 131,16 in other specified payments.

The total paid amounted to R1 221 819,45 (250)

Threatened

27/8/95
Asked if any money was paid to Mr Koch as a result of any court action or threatened court action by him against her department, Ms Mthembi-Nkondo said that there had been no such consideration.

Mr Koch, a former chief director of the Eastern Cape Bantu Administration Board in Port Elizabeth, also served in Maritzburg and in the white House of Assembly administration before serving for a short period as director-general of housing.

Skweyiya defends public service growth

Draw Forrest

(250)
BD 18/5/95
PUBLIC Service Minister Zola Skweyiya and the DP engaged in a heated battle of statistics yesterday over DP claims that the public service grew last year by 49%, and its wage bill by 61%.

Skweyiya branded the figures — cited in a speech by DP leader Tony Leon at a party congress on Sunday — as inaccurate and a disservice to transformation efforts.

Leon suggested a major component in the “staggering” growth of the service was a 139% expansion of provincial administrations between December 1993 and December last year. The growth had occurred against a backdrop of government austerity pledges entailing 200 000 public service redundancies.

Skweyiya said the increased provincial personnel was

owed mainly to the transfer of former homeland staff. On September 30 last year, he said, the provinces employed 723 000 people. Of these, about 235 000 were from former self-governing territories; 216 000 from the former TBVC states and the remainder from central government.

“Mr Leon’s statistics could not be checked, since the source of the figures is unknown. However in comparison with the above, his figures are clearly excessive.”

Hitting back, the DP said Leon’s calculations were based on Skweyiya’s answers to Parliamentary questions. The Minister had said the full-time public service staff complement was 727 000 as of December 31 1993, and 1,08-million as of December 31 last year.

“While it is correct that central government absorbed employees from the self-governing territories and TBVC states, the fact is that the civil service is larger than it has ever been in our history — and it is growing.”

Listing government measures to “rightsize” the service, Skweyiya said “fixed norms” limited the number of management posts the provinces could create; that excess personnel could be made redundant where they could no longer be used efficiently; that employees could request early retirement; and that in filling certain posts, departmental heads had to show they were essential in terms of Cabinet-prescribed criteria.

He also attacked Leon’s remarks on affirmative action — “a new and ugly form of job reservation” — as grossly incorrect, saying it was constitutional and in line with the reconstruction and development programme.

House staff in ultimatum

ET 19/5/95 (250)

THE Parliamentary Staff Association delivered an ultimatum yesterday to the management of Parliament to introduce "acceptable working hours" by June 1.

State skills 'too meagre to run SA'

CT(BR) 19/5/95 (250)

By CLAIRE GEBHARDT

ECONOMICS EDITOR

There are so few skilled people in the public service that the state simply does not have the resources it needs to run the country's economy

It employs only five chartered accountants nationally, excluding the department of finance, to handle a budget of R153 billion, Standing Committee on Finance chairperson Gill Marcus said yesterday.

Guests to a South Africa Israel Chamber of Commerce and Investec breakfast were told that there was absolutely no quantifying what, or where, expenditure was going or whether it was effectively spent

The financial skills of the previous government appeared to be "a myth", Marcus said "If they were there they were very scarce."

South Africa had a R32 billion education budget but it was impossible to determine how the money was being spent because there was no data on how many schoolchildren, teachers or classrooms the country had

"There are also no delivery mechanisms which is why, of the R2,5 billion allocated to the RDP last year more than a R1 billion was unspent."

Marcus said the problems had been inherited from the previous government

Infrastructure and capacity had been created to serve only a fraction of the population and now had to serve about 44 million people.

"Under apartheid policies, certain people simply did not exist"

Bantustans had also been

encouraged to raise interest bearing loans and there was absolutely no check on where the money went.

"The heart of where we are going is to get things done and that requires strategic planning, especially for the provinces who will be the delivery vehicles."

Marcus said business was concerned about the high level of taxation and it was a priority to do something about this

"But we need to look at the budget critically the auditor general said recently that if the proper financial systems were in place as much as 10 percent could be saved."

Marcus said departments had the responsibility to appoint financial managers yet 60 percent of management departments did not employ strategic planning. "If it exists it is at a low level." Marcus said the Public Service Commission screened and made all appointments and these tended to be exclusively white males and not representative of the population or the underlying skills.

She also questioned the priority given to certain issues. At a recent budget hearing the IDC had been asked how much money was available for investing in job creation and had replied that its funds were all committed to big industry over the next 10 years

Marcus urged business to play a role in the country's transition

"We are talking about change that affects 44 million people. It is an enormous transition management task and the fact that we have done as well as we have is a credit to the country, but we have a lot of questions to address"

BRITIS

March to disrupt health services

JOHANNESBURG: Health institutions in four of the nine provinces will come to a standstill today when employees march in Pretoria to demand more pay, National Education, Health and Allied Workers' Union president Mr Vusi Nhlapö said yesterday. **CT 22/6/95**

The affected provinces are North-West, Gauteng, Eastern Transvaal and Northern Transvaal.

Too much power could compromise auditing — Erwin

Adrian Hadland

BD 22/5/95

CAPE TOWN — A government initiative to introduce more effective internal auditing procedures could be compromised if the public administration commission was given too many responsibilities and powers in the new constitution, deputy Finance Minister Alec Erwin said at the weekend.

According to the latest multiparty proposals, which were tabled before the Constitutional Assembly on Friday, the commission would replace the Public Service Commission as the regulator of state personnel and management practices.

The proposals stated that the new commission would be made up of 11 commissioners, including one representative nominated from each province, and would have advisory and monitoring roles.

Erwin said it would be "a mistake" for the finance department and the commission to have similar monitoring powers.

Government had agreed recently to increase its monitoring of all activities but particularly to boost its internal auditing procedures, he said.

Until the actual functions of the new commission had been decided through legislation, rather

than through the constitution, it was unwise to be overly specific about its tasks and composition.

The rapidly changing economic environment demanded a public service that was capable of flexibility and speedy adjustments, Erwin said.

"We have to introduce procedures in government that identify things as they happen," he said.

The current structure was not built for change but for rigidity.

Only the principles of the commission's purpose and functions should be included in the constitution, he said.

Even the number of commissioners should be left open.

Meanwhile, all political parties agreed that there was a need for the constitution to allow a limited number of political appointees to be brought into the public service.

The appointment of ministerial advisors, directors-general and other members of the senior management echelons would be permitted only on a contract basis.

This approach was supported on the basis that it allowed for lateral entry to the public service and accordingly strengthened and improved management expertise and capacity, a report said.

LABOUR BRIEFS

Nehawu workers apply pressure

JOHANNESBURG: About 50 000 members of the National Education, Health and Allied Workers' Union (Nehawu) joined a Pretoria march yesterday morning to pressure the Public Service Commission to accede to its minimum wage demands.

Nehawu organiser Mr Zebulon Dluolu said the march was called after 10 months of fruitless negotiating.

A memorandum detailing Nehawu's demands would be handed over to the commission. It wanted a reply by the end of June, Mr Dluolu said.

CT 23/5/95
(250) (5)

Unionists held
for illegal demo

ET 23/5/98

(250)

PRETORIA: Seven South African Health and Public Service Workers' Union members were arrested for organising an illegal demonstration in the city centre here yesterday, police spokesman Captain Dave Harrington said.

The SAHPSWU leaders, including publicity secretary Mr Themba Ncalo, refused to heed requests by the police to end a protest by about 200 union members at Transvaal House, where civil service pay talks were being held.

Government pensions crisis deepens

By CLAIRES GEBHARDT

ECONOMICS EDITOR

The government could soon face a crisis in the provision of welfare and pensions, the finance minister, Chris Liebenberg, said yesterday. Speaking at the Institute of Retirement Funds (IRF) conference in Johannesburg, he warned that the government had a responsibility to care for the aged and the poor, but lacked the resources to deal with growing demands.

Liebenberg said the social services and welfare budget was increasing at an annual rate of

22,6 percent and had amounted to over R13 billion — or just under three percent of GDP in 1994/95.

The "tremendous growth" in payments was pushing up the massive 91 percent of the government's total income being spent on welfare, pensions, interest and salaries. This created a tremendous conflict given the need for fiscal and monetary discipline to dampen consumption spending in order to generate savings and curb inflation.

Liebenberg also warned that a minor shift in demographics could have a major impact

According to 1991 figures, only four percent of South Africa's population of 43 million was over 65 years of age.

A slight shift in life expectancy would have a dramatic effect on the government's responsibility towards the aged, he said.

One of the major objectives of South Africa's growth strategy was to empower the disadvantaged and bring them into the pensions net.

"Thirty percent of the employed still have no pensions provision and one assumes they are either at the income level where it is not affordable or institutional

systems are not available to them."

He said that a commission had been appointed to look into a restructuring of retirement benefits.

The commission and the IRF should work together to transform the retirement provision industry in order to alleviate a possible lack of pension funds in the future.

Liebenberg said the government was considering several questions relating to the pensions industry but as yet had no answers. The issues were

□ What the industry could do to increase the savings pool, given the need for a substantially higher

rate of savings and investment... the fact that the contractual savings industry held assets corresponding to 80 percent of GDP and also mobilised about 80 percent of the annual savings of the household sector,

□ The industry had been criticised for being too risk averse, not having a social conscience and being too profit and growth oriented — but evidence showed that the decline of contractual savings would not necessarily increase discretionary savings. Contractual savers also invested heavily in public debt and therefore played an

important social transformation role. Whether they should be expected to take on risky investments should also be addressed;

□ What would lower inflation, the lifting of exchange controls and lotteries do to South Africa's savings habits and what would its impact be on the contractual savings industry?

"The effectiveness of using the tax system to encourage pensions has to be looked at and also how changes in the tax regime affect tax flows"

□ See next page

CT (ex) 23/5/95

250

stitutional matters

Organisers are arrested at demo

SEVEN South African Health and Public Service Workers Union members were arrested yesterday for organising an illegal demonstration in central Pretoria, police spokesman Captain Dave Harrington said.

The SAHPSWU leaders, including publicity secretary Mr Themba Ncalo, refused to heed requests by the police to end a protest by about 200 union members at Transvaal House, where civil service pay talks were being held.

Illegal demonstration

Harrington said the seven had been charged with holding an illegal demonstration before being released on their own recognisances.

He said SAHPSWU protesters earlier in the day gathered in the same street where a rival union, the National Education, Health and Allied Workers' Union (Nehawu), had permission to stage a legal march.

"SAHPSWU did not have permission for its protest. Had we allowed the union to continue its protest in Van der Walt Street there would have been a clash between the

two groups," Harrington claimed.

Thousands of Nehawu members took part in yesterday morning's march to pressure the Public Service Commission to accede to the union's minimum wage demands.

Fruitless negotiations

Nehawu organiser Mr Zebulon Dlodlu said the march was called after 10 months of fruitless negotiations.

A memorandum detailing Nehawu's demands on minimum wages, a single public sector union, and restructuring of state institutions, was handed to the commission.

A reply was expected by the end of June, failing which Nehawu would consider further action, including strikes, Dlodlu said.

Nehawu is demanding a minimum wage of R1 200 for members — mostly general hospital assistants, clerks and radiographers — earning less than R60 000 a year.

It aims to obtain for those workers a minimum salary of R1 500 by 1997. The government has offered a minimum wage of R1 075. — Sapa.

23/5/95

250 soultan

stitutional matters

Organisers are arrested at demo

SEVEN South African Health and Public Service Workers Union members were arrested yesterday for organising an illegal demonstration in central Pretoria, police spokesman Captain Dave Harrington said.

The SAHPSWU leaders, including publicity secretary Mr Themba Ncalo, refused to heed requests by the police to end a protest by about 200 union members at Transvaal House, where civil service pay talks were being held.

Illegal demonstration

Harrington said the seven had been charged with holding an illegal demonstration before being released on their own recognisances.

He said SAHPSWU protesters earlier in the day gathered in the same street where a rival union, the National Education, Health and Allied Workers' Union (Nehawu), had permission to stage a legal march.

"SAHPSWU did not have permission for its protest. Had we allowed the union to continue its protest in Van der Walt Street there would have been a clash between the

two groups," Harrington claimed.

Thousands of Nehawu members took part in yesterday morning's march to pressure the Public Service Commission to accede to the union's minimum wage demands.

Fruitless negotiations

Nehawu organiser Mr Zebulun Dlodlu said the march was called after 10 months of fruitless negotiations.

A memorandum detailing Nehawu's demands on minimum wages, a single public sector union, and restructuring of state institutions, was handed to the commission.

A reply was expected by the end of June, failing which Nehawu would consider further action, including strikes, Dlodlu said.

Nehawu is demanding a minimum wage of R1 200 for members — mostly general hospital assistants, clerks and radiographers — earning less than R60 000 a year.

It aims to obtain for those workers a minimum salary of R1 500 by 1997. The government has offered a minimum wage of R1 075. — Sapa.

23/5/95

NEWS Nehawu hits out against unil

Union puts on pressure

■ **LUNCH-TIME DEMOS** 37 clinics

and hospitals targeted after talks fail

Sowetan 23/5/95

By Abdul Milazi
Labour Reporter

THE National Education, Health and Allied Workers Union yesterday began lunch-time demonstrations at Lifecare's 37 hospitals and clinics in protest against unilateral restructuring by the company.

Nehawu general secretary Mr Neal Tobejane said the union was also opposed to Lifecare Group's decision to suspend negotiations at the beginning of the year.

Business strategy

Tobejane said the reasons put forward by Lifecare for suspending the negotiations was that their business strategy had changed and clinics and special health services had been separated.

Tobejane said since Lifecare came into existence 41 years ago, no apparent effort had been made by management to improve conditions of service for black employees.

The decision to embark on lunch-time demonstrations was taken on

Thursday last week to force the company to resume negotiations and finalise all outstanding issues.

Tobejane said management's decision to suspend negotiations meant the transfer of workers' provident funds would not be possible this year, salary increases and parity between white and black workers would also not be achieved.

Negotiations

Lifecare spokesman Ms Helen Duigan, however, said management had not suspended negotiations, adding that a number of meetings were held with the union in January.

Duigan said further meetings were scheduled but did not take place because of illegal industrial action by Nehawu in the Eastern Cape in February.

She said the restructuring process did not threaten the security of employees, nor did it materially disadvantage them.

Existing divisions

Duigan said the process was based on a sound business strategy and was merely a streamlining of the existing divisions of the company to enable it to address the Government's new health-care policy.

(250) (250)

PENSION PAYOUTS: The Government's embattled pension fund has paid out an estimated R225-million since last year's election and the figure is expected to grow to more than R300-million. The payments have been necessary largely as a result of the Government's drive to encourage affirmative action, but they have raised concerns that the fund will not be in a position to afford its obligations.

STAN 24/5/95

200 officials take early retirement, 500 more expected

Civil servants cash in

(250) Star 24/5/95

CONCERNS over state of Government pension fund and loss of vital skills in public sector

BY BRENDAN TEMPLETON

The Government's embattled pension fund has paid out an estimated R225-million since last year's election to more than 1 200 top civil servants taking early retirement, The Star has learnt.

The figure is expected to grow to more than R300-million when about 500 more early retirements are processed by the departments concerned.

The payments have been made largely as a result of the Government's drive to encourage affirmative action, but they have raised concerns that the fund cannot afford the payouts.

Allegations of "systemic corruption" have rocked the fund this year with revelations that officials had guzzled millions of rands in tax-free gratuity payments dished out over and above pension payments and last-minute pay hikes to boost pension payouts.

Those taking advantage of the Government's early retirement scheme range in seniority from assistant directors to directors-general. Concerns have been expressed that they are taking with them vital skills and experience which will be difficult to replace.

Finance Minister Chris Liebenberg pointed out that anyone wanting to leave could do so with the approval of the relevant minister only. Ministers were unlikely to leave their departments depleted.

Acting chief director of pension administration Peet Maritz has said the early retirements would have a negative impact on the fund's actuarial funding level.

"Government is however, as sponsoring employer, responsible in terms of the constitution to honour its obligations towards retirees," he said.

Liebenberg told The Star yesterday that the exact figures on the amount being paid out were not yet available, making any calculations very difficult.

"While the figures may appear large, they are not that dramatic when you look at them in the context of the total liabilities of the pension fund."

These currently stood at R89,5-billion, so an increase of R200-million would only increase it to R89,7-billion, he added

He also said that the R200-million would not be taken out of the Budget in one swoop, and the money could be found by issuing paper, using cash and by the sale of assets, though it was likely to be a combination of all three.

Figures released to The Star showed that 440 senior civil servants took early retirement this year and 852 last year

Those retiring early in 1995 had done so under the offer made to them in terms of the Government's affirmative action scheme, while last year's retirees consisted mainly of officials who saw the writing

► To Page 3

(250) (300) From Page 1 Star 24/5/95 on the wall, a spokesman from the fund said.

Public Administration Minister Zola Skweyiya said the total of 1 292 did not contradict earlier information released by his office on early retirements under the affirmative action package. He said 1 106 senior civil servants had applied for the package and that 573 had been accepted.

His adviser, Dr Paseka Ncholo, said the difference between the figures was due to the fact that the smaller one did not include the police and education sectors.

The pension fund spokesman said departments were still processing applications for early retirements so the fund could not say how big the figure would eventually be.

Brantam Financial Services adviser Derek Sampson calculated that the 1 292 retirees would cost the fund about R225-million in cash payouts alone.

He calculated the figure using as an example a female deputy director with 30 years' experience who was earning R10 000 per month. Her one-third cash payout would be R180 000, and her monthly pension would be between R4 000 to R5 000 per month.

The 1 292 officials taking early retirement would effectively drain the fund's coffers of R225 515 000, if worked out on the same scale, Sampson calculated.

R225-m paid to 1 200 retiring (250) civil servants

The Argus Correspondent

ARG 24/5/95

JOHANNESBURG. — The government's embattled pension fund has paid out about R225 million since last year's elections to more than 1 200 top civil servants taking early retirement.

The figure is expected to grow to more than R300 million when about 500 more early retirements are processed by the departments concerned.

The payments have been made largely as a result of the government's affirmative action drive, but they have raised concern that the fund cannot afford the payouts.

Those taking advantage of the government's early retirement scheme range in seniority from assistant directors to directors-general. Concern has been expressed that they are taking with them vital skills and experience which will be difficult to replace.

But Finance Minister Chris Liebenberg pointed out that anyone wanting to leave could do so only with the approval of the relevant minister and they were unlikely to leave their own departments depleted.

Peet Maritz, acting chief director of pension administration, has said the early retirements will have a negative impact on the fund's actuarial funding level.

"But as sponsoring employer, the government is responsible in terms of the constitution to honour its obligations towards retirees," he said.

Rally, march will herald giant new union

ARG 24/5/95 (250)

COSATU'S bid to unite all public sector unions under one banner will be signalled today by a proposed rally on the Grand Parade and a march to the provincial buildings in Wale Street.

In the Western Cape the initiative would also mark Cosatu's intention to have public service decision-making powers removed from the National Party-controlled provincial government.

Unions expected to take part in today's action include the National Education Health and Allied Workers' Union (Nehawu), the Postal and Telecommunications Workers' Association (Potwa) the South African Municipal Workers' Union (Samwu),

IN line with the Congress of South African Trade Union's principle of a single union for a single industry, three major Cosatu affiliates — and probably a fourth — are poised to amalgamate to form a new giant, the Public Sector Union A report by Labour Reporter, ROGER FRIEDMAN

and the South African Democratic Teachers' Association (Sadtu)

Nehawu, Potwa and Samwu have already agreed to the formation of the new union, while Sadtu will decide its future at its annual congress in July.

A spokesman for Nehawu said yesterday the present unions would automatically fall away to

make way for the new one

The unions billed today's action as 'the first public display of unity of public sector workers in this province'

Together the four unions represent the interests of 350 000 workers across the nation

The new union provisionally called the Public Sector Union, will be born at a national launch

congress to be held in Gauteng from August 9 to 13

Merger committees have been established nationally and provincially in preparation for the merger

"We aim to send a clear message to management of municipalities, provincial administrations, universities, private hospitals, Telkom, the Post Office and the Education Department that workers have united around the battle-cry of 'An injury to one is an injury to all,'" the unions said in a joint statement yesterday

(Today) will be the start of our campaign for the transformation of the public sector from one of apartheid bureaucracy to an instrument that

serves all the people of our country They gave their joint support for Nehawu's demand that Provincial Public Service Bargaining Chambers be scrapped forthwith "as there is nothing to bargain for at provincial level" salaries and conditions of employment can only be negotiated at national level"

The unions called on their membership to use mass action "to ensure that all workplaces are democratised", and demanded that Western Cape Premier Hennis Kriel stop the "unilateral restructuring currently taking place" within the province's public service.

If Mr Kriel continued restructuring, he would leave the unions with no option but to throw them into disarray"

BACKGROUND TO THE NEWS

Tim Cohen

(250)

CAPE TOWN — The parliamentary finance committee yesterday slated government's financial management, describing it as "woefully inadequate and virtually absent" from the public sector.

In its report on the State Expenditure Department, the committee said that despite the critical importance of financial management, the auditor-general's reports and evidence before the committee indicated financial management was virtually absent. While all government departments were responsible for ensuring effective financial management, the State Expenditure Department's options and responsibilities should be resolved urgently. The committee commended the depart-

Finance committee slates government

BD 24/3/95
ment for its clear vision, concrete plans of action and a timetable for its plan.

But several aspects still needed consideration, it said, suggesting that expenditure on intelligence services within the responsibilities of the State Expenditure Department was undesirable.

Intelligence services' budget should be placed with the Office of the President where responsibility for those services lay, the report said. The lines of authority between State Expenditure and provincial executive members responsible for state expenditure required clarification.

Retiring civil servants dent pension fund

Sowetan Correspondent

THE Government's embattled pension fund has paid out an estimated R225 million since last year's elections to more than 1 200 top civil servants taking early retirement

The figure is expected to grow to more than R300 million when about 500 more early retirements are processed by the departments concerned

The payments have been made largely as

a result of the Government's drive to encourage affirmative action, but they have raised concerns that the fund cannot afford the payouts. Allegations of "systemic corruption" have rocked the fund this year with revelations that officials had guzzled millions of rands in tax-free gratuity payments dished out over and above pension payments and last-minute pay hikes to boost pension payouts.

Those taking advantage of the Government's early retirement scheme range in

seniority from assistant directors to directors-general. Concerns have been expressed that they are taking with them vital skills and experience which will be difficult to replace.

Negative impact

However, Finance Minister Chris Liebenberg pointed out that anyone wanting to leave could only do so with the approval of the relevant Minister, and they were unlikely to leave their own depart-

ments depleted

Peet Maritz, acting chief director of pension administration, has said the early retirements would have a negative impact on the fund's actuarial funding level

"Government is, however, as sponsoring employer, responsible in terms of the Constitution to honour its obligations towards retirees," he said

Figures have shown that 440 senior civil servants took early retirement this year and 852 last year.

250

Sowetan 24/5/95



State pension fund to be restructured

(250) (22)

Star 25/5/95

■ BY BRUCE CAMERON

Financial markets could face a major shakeup as the Government moves to reposition about R80-billion in assets managed by state pension funds.

Currently 90% of the money is tied up in Government stock invested through the Public Investment Commissioners.

The parliamentary public accounts committee was told yesterday that a change of investment policy was being discussed as part of the attempt to overcome the massive actuarial shortfall of more than R60-billion in the public service pension funds.

At the moment the Government pays 2,74% of the total wage bill towards funding of the retirement funds. It believes that by allowing a new investment strategy it can reduce its contribution to 2,5% of the wage bill.

Fanie Visser, deputy director general of the public service commission, said a task group was looking at the entire restructuring of the pension funds, including a change of investment strategy, with the funds being allowed to invest more in other assets, including the Johannesburg Stock Exchange, and in fixed investments such as property.

In an interview, Visser said

Government pension funds underperformed private sector funds by about 1% every year because they were limited in investment choice.

By making up the 1% the Government's obligation to reduce the actuarial shortfall could be reduced.

Visser said any changes would be gradual to avoid major disruptions to both the share market and the capital markets.

But investment strategists warned that no matter what the speed of the change in investment strategy, there would be an effect on the markets.

'Family silver'

Old Mutual assistant general manager in charge of investments, Isak Mostert, said the effect would be to push JSE prices.

At the same time interest rates would be likely to increase as the Government would not have the ready, cheaper money available from the pension funds to cover its deficit.

Mostert said this held a real threat to the Government commitment to reduce the deficit before borrowing as the interest bill, which was the single biggest item on the state Budget, would swell.

Visser told the parliamentary committee that the funds

would also be given the choice of administrators and would be allowed to use the private sector.

The parliamentary committee heard evidence of how viability of the pension funds was being further undermined by massive early retirements over the past three years, and what was termed by committee members as "abuse of the system".

Auditor-General Henri Kluever also spoke out strongly against the recent Government announcement that R1-billion, which had been budgeted to reduce the shortfall in pension funds, was to be hijacked to meet the demands from civil servants for additional pay hikes. Kluever said to use money allocated to an underfunded pension fund was financially unacceptable. It was "like selling the family silver to buy bread. We will keep on objecting".

Kluever said more than R6,2-billion had been paid out by the state pension funds since 1991 as almost 40 000 civil servants took early retirement. Almost half went as a result of reorganisation of the civil service while another retired early on medical grounds. This group automatically gained an additional five years of service to retirement benefits.

Nehawu rejects wage proposal from ~~govt~~ (250)

Mduduzi ka Harvey

BD 25/5/95

THE NATIONAL Education, Health and Allied Workers' Union (Nehawu) refused to sign a government wage agreement yesterday, which proposed to give a 22% wage increase to the lower ranks and a 4% increase to the upper echelons.

They said the increases maintained the existing public service wage gap.

Nehawu president Vusi Nhlapho said instead of solving the wage gap, the government proposal was advantageous to senior personnel earning above R126 000 an annum, who received a 20% increase in last year's round of negotiations, while those in the lower ranks, earning R900 a month received a 4,7% raise.

The government proposal made last week gives employees earning R900 a month a 22% increase, while those earning R126 000 an annum and above receive a 4% rise.

Nhlapho said the proposal maintained the same wage gap. Without fundamental reorganisation and re-

structuring of the bargaining chamber, the 10-month negotiations would prove disastrous for service delivery.

The union proposed an agreement to define the collective bargaining unit and this should entail the exclusion of management from it.

Nehawu said restructuring the bargaining council would pave the way for a public service forum to restructure the service.

A minimum wage of R1 100 should be instituted, backdated to April this year. From April 1 next year the minimum wage should be R1 350 and in 1997 it should be R1 500. The union also called for housing subsidy parity between men and women.

Sapa reports that Public Servants' Association general secretary Casper van Rensburg said industrial action was not a legal option for public servants dissatisfied with a 5% pay rise. The offer was enforceable because it was accepted by most employee organisations in the Public Service Bargaining Council.

Staff bid for more pay

60 25/8 1985
COMPUTER staff in the public service yesterday started "disruptive" industrial action to press for more pay, Public Servants' Association GM Casper van Bensburg said in Pretoria.

(250)
He warned the action would "be disruptive", noting that computer personnel could stop public service salary payments.

Unions bow to Govt

By Mzimasi Ngudle

AT LEAST 13 OF THE 19 public sector unions have agreed to the latest Government pay offer, a move likely to avert countrywide industrial unrest in the public service, *Sowetan* learnt yesterday.

The offer adjusts the first five salary notches to the annual minimum wage of R13 200 and envisages a three-year improvement plan that would phase in the monthly minimum wage of R1 500.

While Public Service Commission spokesman Ms Letitia van Zyl refused to disclose the exact number of unions that signed the agreement, *Sowetan* was

reliably informed that only a few opposed the agreement at the Public Service Bargaining Chamber on Tuesday.

They include the South African Health and Public Service Workers Union, the Health Workers Union, the Public Servants Association and the South African Medical Association — an association of medical practitioners.

Also, three other trade unions have agreed that salary increases be funded from the pension fund, but remained steadfast in their demands for guarantees to secure their pension benefits.

The South African Democratic Teachers Union, National Education, Health and Allied Workers Union and Hospital Personnel Trade Union of

South Africa have all agreed that employers' contributions to the pension fund be used to increase their wages.

However, the unions insisted that the move should not have adverse effects on their pensions.

Sadtu media officer Kate Skinner said the union has demanded written guarantees that teachers' pensions would not be eroded.

Released after talks

Skinner said the union has since revised its initial demand of an 18,4 percent increase but still rejected the Government's 5 percent offer.

Instead, the union has tabled new proposals, the details of which, she said,

would be released after talks at the Education Labour Relations Council on May 31. Broadly, Skinner said the union wanted increases to be implemented on a sliding scale, with lower and middle income earners getting more while high income earners get less.

Skinner said Sadtu demanded a wage freeze at the top end of the salary scale, a complete restructuring of the public service and the pension fund.

Hospersa secretary Mr Nic Kruger said his union agreed to the settlement on condition that it was a once-off exercise which would not affect teachers' pensions negatively. Hospersa has also demanded a guarantee that the pension money be made good in three years.

(250) ~~250~~ *Sowetan* 25/5/95

Hc. 25/5/95 and the Nshawu have also agreed the annual minimum wage of R13 200 backdated to April 1.

Nshawu assistant general secretary Mr Fikile Majola said the union wanted a guarantee that pension benefits would not be affected.

"We agreed that the pension fund can be used to increase wages as long as it does not affect the benefits under the pension," he said.

Meanwhile the National Professional Teachers Organisation of South Africa has rejected both the 5 percent offer and disbursement of pension funds.

"We have put an alternative proposal and we will meet on May 31," Naptosa spokesman Mr Andrew Piper said.

Unions accept government's new wage offer

ARG 26/5/95 ~~215~~ (250)

The Argus Correspondent

JOHANNESBURG — At least 13 of the 19 public sector unions have agreed to the latest government pay offer, a move likely to avert country-wide industrial unrest in the public service

The offer adjusts the first five salary notches to the annual minimum wage of R13 200 and envisages a three-year improvement plan that would phase in a monthly minimum wage of R1 500

While Public Service Commission spokesman Letitia van Zyl refused to disclose the exact number of unions that signed the agreement, a reliable source said that only a few opposed the agreement at the Public Service Bargaining Chamber this week

They include the South African Health and Public Service Workers Union, the Health Workers Union, the Public Servants Association and the SA Medical Association

Three other unions have agreed that salary increases be funded from the pension fund, but remained steadfast in their demands for guarantees to secure their pension benefits.

The South African Democratic Teachers Union (Sadtu), National Education, Health and Allied Workers Union (Nehawu) and the Hospital Personnel Trade Union of South Africa (Hospersa) have all agreed that employers' contributions to the pension fund be used to increase their wages.

However, the unions insisted that the move should not have adverse effects on their pensions.

Sadtu media officer Kate Skinner said the union had demanded written guarantees that teachers' pensions would not be eroded.

Ms Skinner said the union

had revised its initial demand of an 18,4 percent increase but still rejected the government's five percent offer

Instead, the union had tabled new proposals, the details of which she said would be released after talks at the Education Labour Relations Council on May 31

She said the union wanted increases to be implemented on a sliding scale, with lower and middle income earners getting more and high income earners less

Ms Skinner said Sadtu demanded a wage freeze at the top end of the salary scale, a complete restructuring of the public service and the pension fund.

Hospersa secretary Nic Kruger said his union agreed to the settlement on condition that it was a once-off exercise which would not affect teachers' pensions negatively. Hospersa has also demanded a guarantee that the pension money be made good in three years

Hospersa and Nehawu have also agreed to the annual minimum wage of R13 200 being backdated to April 1

Nehawu assistant general secretary Fikile Majola said the union wanted a guarantee that pension benefits would not be affected

"We agreed that the pension fund can be used to increase wages as long as it does not affect the benefits under the pension," he said

Meanwhile, the National Professional Teachers Organisation of South Africa has rejected both the five percent offer and disbursement of pension funds.

"We have put an alternative proposal and are to meet on May 31," Naptosa spokesman Mr Andrew Piper said

Public servants take action

(#52) (250)

INDUSTRIAL action among membership groups of the Public Servants Association (PSA) such as the personnel involved in computerised information systems, could no longer be avoided because of the government's "indifferent and unsympathetic attitude" This warning came from Mr C Jansen van Rensburg, general manager of the PSA, who said these personnel would start with industrial action from yesterday.

ET 26/5/95

(250) Star 26/5/95
**Legal civil service
action out after deal**

■ **PRETORIA
CORRESPONDENT**

Legal industrial action by public service staff has been ruled out after at least 13 of the 19 public sector unions agreed to the latest Government pay offer.

The signatories represent most of the 350 000 union members and any protest at this stage would be illegal.

The offer adjusts the first five salary notches to the annual minimum wage of R13 200 and envisages a 3-year improvement plan that would phase in the monthly

minimum wage of R1 500.

Among those which did not agree to the wage proposals were the SA Health and Public Service Workers' Union, the Health Workers' Union, the Public Servants' Association and the SA Medical Association.

The SA Democratic Teachers' Union, the National Education, Health and Allied Workers' Union and the Hospital Personnel Trade Union of SA agreed that salary increases be funded from the pension fund, but insisted on guarantees that pensions would not be eroded.

Take a pay cut, says MP

Salaries of members of Parliament, ministers, MECs and members of provincial legislatures should be cut by at least 30% and the money redirected to education, ANC MP Ismail Mohamed said yesterday. The national education budget should increase by 40%, to be funded by the rationalisation of unproductive State institutions — Sapa.

250 120

SPON 27/5/95

Nehawu unhappy at slow narrowing of wage gap

ESTHER WAUGH
POLITICAL CORRESPONDENT

~~355~~ ~~135~~ (250)

Cape Town — The National Education, Health and Allied Workers' Union (Nehawu) executive committee will decide this week whether to ballot its members in the public service for a strike.

And the Cosatu-affiliated union has given a clear indication that it intends to keep the Government of National Unity to its commitment to narrow the wage gap in the public sector.

The Cabinet last year announced a six-point belt-tightening strategy, including narrowing the wage gap, which saw President Nelson Mandela, ministers and deputy ministers taking salary cuts.

Nehawu, the Public Service Association and the Medical Association of South Africa (Masa) have not signed an agreement reached this week in the central chamber of the public service bargaining council. The agreement, signed with the other 16 public sector unions, included:

■ Increasing the five lowest salary scales to R13 200 per year, effective from April 1 this year.

■ Those earning between R24 630 and R107 019 will, from July 1, receive a 5% increase, those earning between R107 019 and R126 411 will receive 4% increases.

■ Chief directors, deputy directors-general and directors-general will not receive increases.

■ Urgent attention will be given to housing subsidies for married women and single civil servants

Nehawu president Vusi Nhlapho said yesterday his union had rejected the Government's wage offer. Attempts to narrow the wage gap should begin this year and be phased in over a three-year period.

Cosatu's Neil Coleman said South Africa's public sector wage gap of 25:1 was one of the highest in the world. The R266 000 salary, excluding perks, of directors-general should be "sharply cut" in line with the salary cuts taken last year by the Cabinet.

Feeling of mistrust

Public Service and Administration Minister Zola Skweyiya told Saturday Star: "There is a general feeling of mistrust about the Government's commitment to narrowing the wage gap, but I can give the assurance that the general policy of the Government is to narrow the gap."

Skweyiya said white collar workers such as doctors, state attorneys and state advocates were leaving the civil service and it was therefore necessary to increase their salaries.

TENTS BOOTS OVERALLS
-k. Pleda-

Local printers want SAA contract

Kevin O'Grady

ABOUT 8-million SAA boarding passes are printed in Denmark every year and local printers are angered that they have not been considered for a contract they say could easily be fulfilled at home.

SAA spokesman Anelda Duvenage confirmed that the airline printed the passes and about 2,5-million airline tickets overseas every year.

Printing Industries Federation of SA CE Chris Sykes said he understood Iata members were required to have tickets printed by the same German company for security reasons but there was "no reason" why the boarding passes contract could not be given to a local company.

"The material used in boarding passes is the kind made by Sappi. A number of SA companies could produce them. There is no excuse for them being printed outside the country," said Sykes.

"A much higher grade of paper, that is not made locally, is used for tickets but even that would be an extremely straightforward job," he said.

Duvenage said airline tickets were printed in Germany because they had security features that could not be matched by SA companies. The contract was put out to tender. She conceded passes could be manufactured locally and if "local printers could meet our expectations and specifications there is no reason why they should not be printed here".

Govt agrees to R1bn boost for public servants

Adrian Hadland

CAPE TOWN — Government agreed at the weekend to provide an additional R1bn to improve the conditions of service for public servants during the financial year.

The R1bn boost, which will be funded by reducing the state's contribution to government pension funds, was part of an agreement reached last week in the central chamber of the public service bargaining council. The increase was expected to be about R840m.

Acting Public Service Minister Sankie Mthembu-Nkondo said the agreement, which outlines a

three-year plan for improving the lot of public servants, had been reached after ten months of negotiations.

It provides for a minimum salary of R13 200 a year and seeks to narrow the wage gap between the top and bottom notches of the public service.

Top level public servants such as chief directors, directors general or the equivalent will not receive increases this year. A sliding scale of increases affects the middle tier.

State expenditure director-general Hannes Smit said a portion of the state's pension contribution aimed at overhauling the funds' actuarial shortfall would be used to generate the additional funds. This would amount to about R1bn for the 1995/96 financial year.

After investigating other alternatives, the pension route was considered the "only workable option", Mthembu-Nkondo said.

Government had initially

made R2,5bn available for improving conditions of service for public servants this year, but this had proven insufficient, even for the most urgent needs.

Mthembu-Nkondo stressed that government guaranteed fund members' present and future pension benefits would not be detrimentally affected.

Government was bound by a previous agreement with employee organisations to increase the funding level of the pension funds, she said.

It had also been agreed the funds should be restructured in negotiations with the chamber to enhance the return on investment.

She said the agreement should be seen as commitment by government and the chamber to the reconstruction and development programme. The plight of lower paid employees would continue to receive priority, while the needs of higher paid personnel would also be attended to.

ke
m-
he
ng
ey
lus

lse
al-
m-
ld
m-
nst
the
in

lso
to
lly
ng-
ith
ing
ler
er-
by

m-
all
ipi-
all
a
ate

lso
to
nic
ty,"
t of
try
ers
' in

Welcome to Fairyland

CANDIDLY CAMERON



BY BRUCE CAMERON

The government must act urgently to end the pensions' fiasco

Some 17 years ago a former chairman of Sanlam, Andreas Wassenaar, devoted a book to the parlous state of public service pension funds, warning of serious implications for the economy.

The book was entitled *En route to Fairyland — The Fantasy of the Government Pension Fund*.

We now seem to have arrived in fairyland.

The government would do well to take a deep breath, stop taking ad hoc decisions and take a proper look at what it intends to do about pensions — both public and private.

At the moment it is a fiasco that threatens to undermine the basis of the government's economic policy — namely the commitment to curtail government overspending.

Instead of a reasoned and transparent approach we are seeing creative bookkeeping, muddled thinking and crisis management.

The issues are:

□ The government intention to withhold its contribution this year to funding the R66 billion actuarial shortfall of the already thoroughly abused public servant pension funds. This move was described as totally unacceptable by none less than the auditor general, Henri Kluever, last week.

□ The government's plans to increase its tax take of lump sum payments to the private sector. This is forcing thousands, including a number of senior and key people in business, to take early retirement.

On top of this, lurking in the wings, the government has its beady eye on some of the R360 billion in the private sector pension pot. It is still considering changing the principle, at least in part, of

deferring tax on pension contributions until retirement.

□ Lack of government action in getting rid of the extraordinary benefits of the public service pension funds and the abuses of the funds, and

□ Deciding what to do about the burgeoning social pensions paid to the rapidly increasing section of the public who go into old age with minimal resources.

All the issues are interlinked, placing stress on the exchequer to a greater or lesser degree.

Liebenberg's apparent insistence on pushing ahead with the increased taxation of private sector lump sums is strange, particularly as the consequences appear to far outweigh the benefits.

It is also strange that he should tackle the private sector when the far greater abuse of the pension system is taking place in the public sector.

Our public servants receive their lump sum gratuities tax free and have early retirement benefits at which people in the private sector can only marvel. Kluever, at a hearing of the parliamentary finance committee last week, suggested civil servants' early retirement benefits were being abused at enormous cost to taxpayers.

Validity

Public servants who have been retrenched or retire early for health reasons are given an additional five years service for pensionable purposes. The additional five-year package should be re-examined.

Kluever limited his questions to the validity of the number of peo-

ple who were retiring for health reasons, because of a significant jump in numbers over the past three years.

And members of parliament wanted to know why so many people were promoted in their last year before retirement, giving them additional pension benefits.

Lukas Stoop, head of the Public Service Commission, who increasingly appears to be playing a very narrow role, would not accept unaudited figures and suggested civil servants were under considerable stress with the new government forcing the early retirements for health reasons.

Instead of looking to the private sector for extra cash, Liebenberg should be concentrating on the real problem — getting the public service pension fund back to internationally accepted standards of benefits and funding.

It is well known that the private sector is providing the savings base that will allow for the economic expansion of the country. It is equally well known the state is undermining these savings by,

OF (BR) 30/5/95

(250)



year after year, borrowing from this pool to make up for its own overspending.

In his Budget, Liebenberg made great play of promising to reduce government overspending to 5,8 percent of GDP.

State debt

But how so, Mr Liebenberg, when you take R1 billion earmarked for the pension funds to meet the demands for wage increases from the civil service? You were going to use that money to gradually make good the actuarial shortfall!

This is not spare cash, as the government has a solemn commitment to make up the shortfall by set amounts every three years. This means next year, or the year after, R1 billion will have to be found.

The question must be asked whether the government is using the pension funds to hide a good slice of the state debt.

In other words, the state is considerably more in debt than the approximate R250 billion recorded.

It is now well over the R300 billion mark if the actuarial shortfall is included. One can only wonder by how much that actuarial shortfall is increasing given all the early retirements.

Instead of, or at least simultaneously with, increasing the tax on lump sum gratuities to the private sector, Liebenberg should have started taking action on the issue of making civil servants pay tax on their gratuities.

At a minimum, he should have introduced a grandfather clause or given notice of a phased in progressive scale of taxation.

By pushing ahead with increasing the taxation of lump sums in the private sector Liebenberg's job of introducing taxation on public sector lump sums will become even more difficult.

The best bet for Liebenberg is to withdraw his proposal to tax the lump sums.

He should investigate the whole issue of pensions, including social pensions, properly and urgently, before he finds that the only fairies are wicked.

MY TURN

Rusty Evans, director general of Foreign Affairs, responds to criticism levelled at his department by the press

No secrecy in how we select our staff

CT(BR) 31/5/95 (250) (2044)

Articles on the policy approaches of the Department of Foreign Affairs appearing in Argus newspapers are to be welcomed and are symptomatic of renewed interest in South Africa's foreign relations. Great strides have been taken in re-prioritising the development and execution of foreign policy, following the great political changes

One of the first goals has been to create a more representative foreign service. This has occurred in a remarkably short time and could not have been achieved without the full co-operation of all concerned.

The department is not ashamed or secretive about its selection and appointment procedures. The process has been conducted by interacting committees representing all stakeholders. The old department, the ANC's former Department of International Affairs and the former TBVC representatives, are being rapidly moulded into the diplomatic team the new South Africa needs.

The department employs and appoints on the basis of equal opportunity and merit. The appointment of the embassy minister at Bonn has been questioned, but this case provides an illustration of the misconceptions about the calibre and expertise that the new department can now boast. The department considered several excellent candidates from its ranks and appointed Zolile Magugu.

Our primary selection criteria for this senior position was insight

and experience of the sort required to strengthen political and economic ties with the world's third largest industrial economy.

He is a fluent German speaker and, having lived in that country for more than eight years, can hardly be a stranger to German culture.

Apart from academic training in Germany, Magugu has studied diplomacy and international relations at Oxford and in Belgium, France and Norway. His experience at the Organisation for African Unity and his senior position as former ANC representative in Egypt and the Netherlands attest to his leadership qualities.

Priorities

Concerns have been expressed about the department's role in promoting South Africa's economic interests abroad and the geographical basis of our priorities — that we devote too many of our resources to Europe, North America and the other industrial countries.

We are only too conscious of the importance of our economic relations. South Africa exchanges the equivalent of almost two-thirds of its GNP with the outside world. About half of the exchanges (trade, investment, technology transfer, etc) take place with Europe and these vital interests require a commensurate diplomatic presence.

The political and diplomatic foundation is largely in place. Now we endeavour to convert opportu-

nities into tangible benefits.

This should not be seen as detracting from other equally important priorities. We are placing increasing emphasis on:

- Southern African states and the SADC;
- Africa and the OAE;
- multilateral diplomacy (United Nations, etc);
- Asia and the Far East; and
- securing a new relationship with the European Union.

It needs to be understood that our priorities are interdependent, indeed, indivisible. The Berlin summit last year allowed us, for the first time, to deal with the EU as the southern African region.

Market access in terms of Lomé and other agreements shows how multilateral diplomacy in our region is inseparable from our bilateral and multilateral diplomatic efforts in Europe.

Space does not permit a complete inventory of all the actions taken to promote the economic well-being of the region. In prioritising the department's activities, almost all of our diplomats are devoting the lion's share of their time and energy to promoting investment, the goals of the RDP and trade and market access.

The department is far from indifferent to the new government, as has been stated, and it is fortunately not the perception of either the president or the government.

Indeed, we are proud we have succeeded in maintaining our political professionalism.

(251)

Warning against intelligence cutbacks

STAR 31/5/98
Cape Town — The wholesale demobilisation of intelligence staff inherited from white-ruled South Africa could fuel instability in the country, Deputy Minister of Intelligence Services Joe Nhlanhla told Parliament yesterday.

Defending a R283-million intelligence budget during debate on the State Expenditure portfolio, Nhlanhla said retraining and redeployment should be alternatives to retrenchment.

"While committing ourselves to a rationalisation effort, let me hasten to say that any serious attempt by the Government of National Unity to create employment . . . must also give serious attention to the maintenance of employment.

"The wholesale demobilisation of trained personnel from the security services, including those from the intelligence services, in an environment of heightened instability can lead to the proliferation of private armies and security agencies.

"The intelligence agencies, mindful of the wastage that results from pay-out packages, favours the route of retraining and redeployment as a means of rationalisation," he said.

Nhlanhla said the National Intelligence Agency and the Secret Service, made up of nine apartheid-era intelligence communities, acknowledged the priority of the Reconstruction and Development Programme.

But, said the deputy minister, it was vital also to maintain security and to keep South Africa abreast of economic and technological developments abroad.

"Without security, peace, relative stability and the creation of an environment conducive to growth and investment, our developmental goals will remain but a wishful dream."

Government focus on civil service salaries

By Ismail Lagardien
Political Correspondent

THE Government plans to eliminate bad labour practices in the civil service.

Among the first steps will be to reinstate overtime pay for policemen and women and to improve their salaries, Minister for Safety and Security Mr Sydney Mufamadi said.

Called in help

Mufamadi confirmed in an exclusive interview with *Sowetan* that his department had called in the help of the police unions

Asked if he was going to increase police salaries Mufamadi said:

"Yes, we are. Negotiations are under

way

"I am given to understand that an agreement has been reached (with the public service commission).

"We as a department involve the police unions in looking at the budget allocated to the police to identify areas where we can make internal savings to ensure, for example, that they get paid for overtime

"Overtime was stopped by the previous government. We want to re-instate it and we involved the unions to see where internal savings could be made."

Budget is constrained

The present budget is constrained by the fact that it was prepared by the former Government before the election, hence the process of seeking areas in which to

make internal savings

Late last week acting Minister for the Public Service and Administration Ms Sanki Mthembi Nkondo announced that an agreement had been signed that would reduce the wage gap between blue and white collar public servants

Terms of the deal

In terms of the deal directors-general, chief directors and deputy directors would not get a salary increase

But those administrators earning less than R126 411, but more than the minimum wage, would enjoy a scaled down increase of no more than five per cent.

Another measure is the setting aside of R31 million for improving overtime pay in the civil service

● See also page 11.

Sowetan
31/5/95

(250)