

PUBLIC SECTOR - TELECOM. - LABOUR

1993

dates for consideration for promotion to the 5 level 7 posts advertised

(2) Yes

Officials in the Department who were eligible to apply for the posts objected to the posts being advertised fearing that their seniority ranking would not be taken into consideration. Their fears were allayed at a subsequent meeting held with the Public Servants Union which represented the Department officials concerned

Mr M RAJAB. Mr Chairman, arising from the hon the Minister's reply, I would like to ask her why these posts, as referred to in this particular circular, were not advertised generally. Will there be any interviews of the applicants for the posts thus advertised in terms of that particular circular?

The MINISTER. Mr Chairman, the amendment to the Indians Education Act to which the hon member is now referring as regards the advertising of these posts externally has not yet come into effect

Mr M RAJAB. Mr Chairman, further arising from the hon the Minister's reply, we in this Chamber know that that particular amending Bill was passed by this House some time in March this year. Could I ask her why that particular section of the Act has not yet been gazetted?

The MINISTER. Mr Chairman, I am not aware why this is so, but it has not yet been promulgated

Mr M RAJAB. Mr Chairman, further arising from the hon the Minister's reply, I again afford her an opportunity to make a reply to my

previous question. I would just like to take the trouble to elaborate.

In terms of that particular Act—I think it was in the last section of the Act—the State President had to give notice by way of the *Gazette* of when the Act was to come into effect. In practice it is left to the Minister in charge of the Bill to advise the State President in this regard. My question is simply this: Why has the hon the State President not been advised so to gazette the requirements of that particular Act, taking into account the inordinate haste with which the hon the Minister rushed the Bill through this House?

The MINISTER. Mr Chairman, I have not as yet received a letter from the hon the State President asking me for a date

Mr M RAJAB. Mr Chairman, further arising out of the hon the Minister's reply, quite obviously she is unaware of the procedure. It is not for the hon the State President to ask whether the hon the Minister wishes that particular Act to take effect or not. The onus is on the hon the Minister. I should like to submit that, considering the inordinate haste with which she piloted the Bill through this House, the onus is on her immediately to ask the hon the State President to gazette the relevant requirements. I should like to ask her why this has not been done.

The MINISTER. Mr Chairman, it was not I who piloted the Bill with haste. That Bill came under discussion when I had just assumed the reins of office

Mr T L GOULDEN: It was part of your job!

The MINISTER. I did not push it through Parliament [Interjections] Hon members are wrongly attributing that haste to me.

HOUSE OF ASSEMBLY

QUESTIONS

Indicates translated version.

For written reply

General Affairs

Telkom pension funds: number/actuarial deficits

295 Mr B B GOODALL asked the Minister of Posts and Telecommunications:

- (1) (a) How many Telkom Pension funds were there as at the latest specified date for which information is available and (b) what are their names;
- (2) whether there are any actuarial deficits in respect of these pension funds, if so, (a) what are these deficits and (b) in respect of what date or dates is this information furnished;
- (3) in respect of each of these pension funds, when (a) was the last actuarial valuation done and (b) is it estimated that the fund concerned will be fully funded at the present rate of contributions?

The MINISTER OF POSTS AND TELECOMMUNICATIONS.

B681E

The Managing Director of Telkom SA Limited replied as follows to the hon member's question.

(1) (a) and (b) There is just one Telkom Pension Fund which was established on 1 October 1991 in accordance with the stipulations of the Post Office Amendment Act of 1991. The Fund exists in accordance with clauses 1.2 and 3.1 of three categories of membership, namely:

- (a) *A-member* An officer (permanent worker) who prior to 1 October 1992 exercises the option of entering into service of the employer or an employee who becomes an A-member, according to paragraph (1) (b) hereunder;
- (b) *B-member*: An employee (tempor-

ary worker) who prior to 1 October 1992 exercises the option of entering into the service of the employer, provided that an employee who is younger than 65 years and enters permanently into the service of the employer prior to 1 October 1992, shall have a nonrecurrent, irrevocable option to become an A-member of the Fund within 19 days of becoming a member;

(c) *C-member* New members with effect from 1 October 1991

At present no Provident Fund exists for Telkom employees but negotiations are in progress in this regard. It is anticipated that such a Fund would be available to those members who choose to belong to it

- (2) Yes, there is an actuarial deficit in respect of the Telkom Pension Fund.
 - (a) The accumulated deficit amount to R1 442 million and the funding level is 52,6%
 - (b) 31 March 1992

(3) (a) The latest actuarial valuation was done when the Fund was established on 1 October 1991. In accordance with clause 8.9 (2) the next valuation should be done not later than the third anniversary of the Fund, namely 1 October 1994

- (b) From a Pension Fund viewpoint, it would be more sound to consider the amortization of an accumulated deficit as a percentage of the salaries of members. This percentage of all members' salaries will amount to 7,0% over a 15 year period

In nominal terms, it means that the contributions will amount to R9,3 million per month over a 15 year period.

According to estimates, the Fund will thus be fully funded after 15 years

Provincial hospitals: theft of supplies/equipment
301. Mr M J ELLIS asked the Minister for National Health and Welfare:

- (1) Whether any instances of theft of sup-

(b) R26 012 136 has been granted for the establishment of 118 new clinics

Note

The management of sexually transmitted diseases is part and parcel of primary health care. It is therefore not possible to identify funds allocated specifically for sexually transmitted diseases

Expenditure: various categories of education

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

What (a) amount and (b) percentage of the education budget of his Department was spent on (i) pre-primary, (ii) primary, (iii) secondary and (iv) tertiary education during the 1991-92 financial year or the latest specified 12-month period for which figures are available? B702E

The MINISTER OF EDUCATION AND TRAINING

- (a) (i) R 592 447,43 (b) 0,02%
- (ii) R1 743 657 912,64 49,62%
- (iii) R1 041 124 901,43 29,63%
- (iv) R 364 317 253,37 10,36%

The above-mentioned amounts are for the 1991/92 financial year since the final amounts

for the 1992/93 financial year are not yet available

Post Office pension funds: actuarial deficit

312 Mr B B GOODALL asked the Minister of Posts and Telecommunications

- (1) Whether any pension funds of the Post Office show an actuarial deficit, if so, (a) which pension funds, (b) what are the deficits in each case and (c) in respect of what date is this information furnished,
- (2) when (a) were the last actuarial valuations of these funds undertaken and (b) is it estimated that the funds will be fully funded at the current rate of contributions? B711E

The MINISTER OF POSTS AND TELECOMMUNICATIONS

The Managing Director of SA Post Office Limited replied as follows to the hon member's question

- (1) Yes
- (a) Post Office Pension Fund
- (b) R595 million
- (c) 1 October 1991
- (2) (a) 1 October 1991
- (b) 30 September 2006

HOUSE OF REPRESENTATIVES

QUESTIONS

Indicates translated version

For written reply

Own Affairs

Visit to Atlantis by State President's wife: costs

24 Mr M A HENDRICKSE asked the Chairman of the Ministers' Council

Whether any Departments in the Administration House of Representatives were responsible for any costs incurred in respect of the visit by the wife of the State President to Atlantis on or about 10 March 1993, if so, (a) which Departments and (b) what was the cost incurred in each case in respect of (i) the printing and mailing of written invitations, (ii) the printing of pamphlets, (iii) the catering undertaken, (iv) the transportation of guests and (v) security arrangements? C80E

The CHAIRMAN OF THE MINISTERS' COUNCIL

- Yes
- (a) The Department of Education and Culture Administration House of Representatives
- (b) (i) R2 706,00
- (ii) None
- (iii) R1 166,66
- (iv) None
- (v) None

Building contracts awarded to company

25 Mr P C MCKENZIE asked the Chairman of the Ministers' Council

- (1) Whether any contracts for the execution of certain projects were awarded by the Administration House of Representatives to a certain company, the name of which has been furnished to his Office for the purpose of his reply, or its affiliates during the period 17 September 1984 up to and including 2 February 1992, if so, (a) what is the name or names of the company or affiliates concerned, (b) for which projects were such

contracts awarded and (c) what was the tender amount in respect of each of these projects,

- (2) whether any other persons and/or companies also submitted tenders in respect of the said projects, if so,
- (3) whether the company referred to in paragraph (1) submitted the lowest tenders of all persons and/or companies that submitted tenders; if not, (a) which companies submitted the lowest tenders in respect of each contract and (b) on what grounds was each contract awarded,
- (4) whether he will disclose whether any member of House of Representatives is or was a director of this company, if not, why not, if so, what are the names of these members? C87E

The CHAIRMAN OF THE MINISTERS' COUNCIL

- (1) Yes
- (a) (b) and (c)
- Bester Homes (Pty) Ltd—Strandfontein Primary School No 3—R1 350 000,00
- Bester Homes (Pty) Ltd—Mitchells Plain Secondary School No 9 hall and technical centre—R4 497 440,00
- Bester Homes (Pty) Ltd—Mitchells Plain Primary School No 52—R1 267 800,00
- Bester Homes (Pty) Ltd—Cloetsoeville Primary School No 3—R3 534 500,00
- Bester Homes (Pty) Ltd—Groendal Secondary School—R4 260 000,00
- Bester Homes (Pty) Ltd—Mitchells Plain Primary School No 17 and technical centre—R6 174 000,00
- Bester Homes (Pty) Ltd—Lentegeur Hospital—R2 168 000,00

- (2) Yes
- (3) No
- (a) George Wimpey SA (Pty) Ltd—Mitchells Plain Secondary School No 9
- (b) The lowest tender for this project was not in accordance with the specifications
- (4) As far as could be determined no member of the House of Representatives is or was a director of the company

Kruis/spesery	Botaniese naam
Peperment	<i>Mentha piperita</i> L
Peperwortel	<i>Cochlearia armoracia</i> L
Pietersielie	<i>Petroselinum carum</i>
	<i>Petroselinum crispum</i> (Hoffm)
Rissiepeper (brandrissie)	<i>Capsicum annuum</i> L
	<i>Capsicum baccatum</i> L
	<i>Capsicum frutescens</i> L en ander
Roosmaryn	<i>Rosmannus officinalis</i> L
Saffraan	<i>Crocus sativus</i> L
Salie	<i>Salvia officinalis</i> L
Salot	<i>Allium ascolonicum</i>
Selderysaad	<i>Apium graveolens</i> L
Sesam	<i>Sesamum indicum</i> L
Soetkruid (basiliekruid)	<i>Ocimum basilicum</i> L
Steentiemie (bonekruid)	<i>Satureja hortensis</i> L
	<i>Satureja montana</i>
Swartpeper .	<i>Piper nigrum</i> L
Tiemie ..	<i>Thymus vulgaris</i> L
Ui	<i>Allium cepa</i> L
Uiegras (grasui, snylowwe)	<i>Allium schoenoprasum</i> L
Vinkel	<i>Foeniculum vulgare</i> (Miller)
Wildemoederkruid	<i>Organum vulgare</i> L
Witpeper	<i>Piper nigrum</i> L
Wonderpeper	<i>Pimenta dioica</i>
	<i>Pimenta officinalis</i> (Berg)

AANHANGSEL B

MIKROBIOLOGIESE METODEDES

Mikro-organismes	Standaard toetsmetodes
<i>Bacillus cereus</i>	ISO-toetsmetode 7932 (1987)*.
Kiembare <i>Clostridium perfringens</i>	S A B S -metode 762
Kolvormige organismes	S A B S -metode 757
<i>Escherichia coli</i> *	S A B S -metode 758
Kiembare <i>Salmonella</i>	S A B S -metode 759
Totale plaattelling (totale aerobiese bakteriee)	S A B S -metode 756
<i>Staphylococcus aureus</i>	S A B S -metode 760
Gis- en skimmelteiling	Soos per totale plaattelling maar gebruik moutekstrak-agar

* Mikrobiologie— Algemene rigsgoer vir telling van *Bacillus cereus*/kolonietellingtegniek teen 30 °C

MINISTRY FOR PUBLIC ENTERPRISES

No. R. 81

270



22 January 1993

TRANSNET PENSION FUND RULES

I, Dawid Jacobus de Villiers, Minister for Public Enterprises, under section 5 (2) of the Transnet Pension Fund Act, 1990 (Act No 62 of 1990), hereby publish with the concurrence of the Minister of Finance as is required by that section, amendments to the Transnet Pension Fund Rules.

D. J. DE VILLIERS,

Minister for Public Enterprises.

MINISTERIE VIR OPENBARE ONDER-
NEMINGS

No. R. 81

22 Januarie 1993

TRANSNET-PENSIOENFONDSSTATUTE

Ek, Dawid Jacobus de Villiers, Minister vir Openbare Ondernemings, handelend kragtens artikel 5 (2) van die Transnet-Pensioenfondswet, 1990 (Wet No 62 van 1990), publiseer hierby, met die instemming van die Minister van Finansies soos deur daardie artikel vereis, wysigings in die Transnet-Pensioenfondsstature

D. J. DE VILLIERS,

Minister vir Openbare Ondernemings

AMENDMENT OF THE TRANSNET PENSION FUND RULES ORIGINALLY PUBLISHED IN GOVERNMENT GAZETTE No. 12772 OF 5 OCTOBER 1990

AMENDMENT OF RULE 1

Rule 1

Insert the following new subparagraph (4) after subparagraph (3) of Rule 1 with effect from 26 February 1992

"(4) If, in these Rules reference is made to a provision in the Consolidated Service Conditions which is or cannot be applicable to a member's case, such reference shall have reference to a provision in the service conditions which is applicable on a member and which, in the opinion of the Manager of the Fund, is relevant"

AMENDMENT OF RULE 12

Rule 12

Rule 12 (4) (g) Delete the word "and" after the word "Fund" with effect from 26 February 1992.

Rule 12 (4) (h). Insert a semi-colon as well as the word "and" after the word "Investment Committee" with effect from 26 February 1992

Rule 12 (4) (i). Insert the following new subparagraph after subparagraph (h): "to act as Chairman of the Executive Committee" with effect from 26 February 1992

AMENDMENT OF RULE 32 (12A)

Substitute Rule 32 (12A) by the following new Rule 32 (12A) with effect from 1 December 1991

REDUNDANCY

32. (12A) (a) If a member of the Fund in temporary or permanent employment is declared redundant and retires the following provisions shall apply:

(i) A member whose age is less than 50 years irrespective of service shall receive a single amount calculated in accordance with a formula as determined by the actuary.

(ii) A member who has contributed to the Fund for a period of 10 years or more and whose age is 50 years or more, and the total of the age and pensionable service is at least 75, shall be entitled to a pension benefit as follows:

(a) A single amount calculated in accordance with a formula as determined by the actuary; or

(b) an annuity and cash sum. The gratuity shall be calculated as a fraction of the member's last pensionable emoluments immediately preceding retirement. The numerator of the fraction shall be the period of membership of the Fund expressed in years, with each day of an incomplete year being reckoned as one three hundred and sixty-fifth of a year, and the denominator shall be 60, provided however such pension benefit shall be reduced by

WYSIGINGS IN DIE TRANSNET-PENSIOENFONDS-STATUTE OORSPRONKLIK GEPUBLISEER IN STAATSKOERANT No 12772 VAN 5 OKTOBER 1990

WYSIGING VAN STATUUT 1

Statuut 1

Voeg die volgende subparagraaf (4) in na subparagraaf (3) van Statuut 1 met inwerkingtreding van 26 Februarie 1992:

"(4) Indien daar in hierdie Statute na 'n bepaling van die Gekonsolideerde Diensvoorwaardes verwys word wat nie op 'n lid se geval van toepassing is of kan wees nie, word sodanige verwysing uitgelê as 'n verwysing na 'n bepaling in die diensvoorwaardes wat op 'n lid van toepassing is, wat na die oordeel van die Bestuurder van die Fonds, toepaslik is"

WYSIGING VAN STATUUT 12

Statuut 12

Statuut 12 (4) (g) Skrap die woord "en" na die woord "administreer" met inwerkingtreding van 26 Februarie 1992

Statuut 12 (4) (h) Voeg in 'n kommapunt en die woord "en" na die woord "voer" met inwerkingtreding van 26 Februarie 1992.

Statuut 12 (4) (i) Voeg in die volgende nuwe subparagraaf na subparagraaf (h): "op te tree as Voorster van die Uitvoerende Komitee" met inwerkingtreding van 26 Februarie 1992

WYSIGING VAN STATUUT 32 (12A)

Vervang Statuut 32 (12A) deur die volgende nuwe Statuut 32 (12A) met inwerkingtreding van 1 Desember 1991:

BOTALLIGHEID

32 (12A) (a) Indien 'n lid van die Fonds in tydelike of vaste diens botallig verklaar word en uit diens tree, geld die volgende bepalings

(i) 'n Lid wie se ouderdom minder as 50 jaar is, ongeag sy dienstermyn, ontvang 'n eenmalige bedrag bereken volgens 'n formule wat deur die aktuaris opgestel word

(ii) 'n Lid wat vir 'n tydperk van 10 jaar of meer tot die Fonds bygedra het, wie se ouderdom 50 jaar of hoer is en die som van sy ouderdom en pensioengewende diens ten minste 75 is, is op die volgende pensioenvoordeel geregtig.

(a) 'n Eenmalige bedrag bereken volgens 'n formule wat deur die Aktuaris opgestel word, of

(b) 'n jaargeld en kontantbedrag Die jaargeld word bereken as 'n breuk van die lid se laaste pensioengewende emolumente onmiddellik voor uitdienstreding Die teller van die breuk is die tydperk van lidmaatskap van die Fonds uitgedruk in jare, met elke dag van 'n onvoltooide jaar bereken as een driehonderd vyf-en-sestigste van 'n jaar, en die noemer is 60, met dien verstande egter dat sodanige pensioenvoordeel deur 0,3% verminder word vir elke

0,3% for each calendar month in the period between the employee's sixtieth birthday and the actual date of retirement in respect of ordinary personnel who contribute at 7,5% to the Fund. In respect of footplate staff who contribute at 8,5% to the Fund the denominator shall be reduced by 0,3% for each calendar month in the period between the employee's fifty-fifth birthday and the actual date of retirement. A cash sum which shall be calculated by multiplying the pension calculated in terms of subparagraph (a) by the factor of 4 in the case of ordinary personnel and 4,5 in the case of footplate staff.

(iii) A member whose age is 50 years or more but the total of his age and pensionable service is less than 75, shall receive the same benefit referred to in (i)

DEPARTMENT OF TRADE AND INDUSTRY

No. 75

22 January 1993

USURY ACT, 1968 (ACT No 73 OF 1968)

In accordance with the directions of the Minister of Finance and of Trade and Industry I, Hermanus Hendrikus Jacobus Steyn, Registrar for purposes of the Usury Act, 1968 (Act No. 73 of 1968), determine in terms of the provisions of sections 2 (1), (2) and (3) of the Usury Act, 1968 the annual finance charge rates contained in the Schedule

H. H. J. STEYN,
Registrar Usury Act

SCHEDULE

1. For the purposes of section 2 (1) of the Usury Act, 1968 (Act No 73 of 1968) (hereinafter in this notice referred to as the Act), the different percentages contemplated in that section shall be 29 per cent in respect of money lending transactions where the total amount of money does not exceed R6 000, and 26 per cent in respect of money lending transactions where the total amount of money exceeds R6 000

2. For the purposes of section 2 (2) of the Act, the different percentages contemplated in that section shall be 29 per cent in respect of credit transactions of money values of the principal debt not exceeding R6 000, and 26 per cent in respect of credit transactions of money values of the principal debt exceeding R6 000

3. For purposes of section 2 (3) of the Act, the different percentages contemplated in that section shall be 29 per cent in respect of leasing transactions of money values of the principal debt not exceeding R6 000, and 26 per cent in respect of leasing transactions of money values of the principal debt exceeding R6 000

4. For the purposes of section 3A (2) (a) of the Act, the other amount contemplated in that section shall be R250 000

5. For the purposes of section 15 (g) of the Act, the other amount contemplated in that section shall be R500 000.

6. Government Notice No R 3273 of 4 December 1992 is hereby repealed with effect from 22 January 1993

7. This notice shall come into operation on 22 January 1993

kalendermaand in die tydperk tussen die datum van die werknemer se sestigste verjaardag en die eintlike datum van uitdienstreding vir gewone personeel wat teen 7,5% bydra tot die Fonds. Vir voetplaatpersoneel wat teen 8,5% bydra tot die Fonds is die noemer 55 en word die pensioenvoordeel deur 0,3% verminder vir elke kalendermaand in die tydperk tussen die datum van die werknemer se vyf-en-vyftigste verjaardag en die eintlike datum van uitdienstreding. Die kontantsom word bereken deur die jaargeld met 'n faktor van 4 te vermenigvuldig in die geval van gewone personeel en 4,5 in die geval van voetplaatpersoneel

(iii) 'n Lid wie se ouderdom 50 jaar of hoer is maar die som van sy ouderdom en pensioengewende diens is minder as 75, word die voordeel waarin in (i) verwys word, toegestaan

DEPARTEMENT VAN HANDEL EN NYWERHEID

No. R. 75

22 Januarie 1993

WOEKERWET, 1968 (WET No 73 VAN 1968)

Ooreenkomstig die voorskrifte van die Minister van Finansies en van Handel en Nywerheid bepaal ek, Hermanus Hendrikus Jacobus Steyn, Registrateur vir doeleindes van die Woekerwet, 1968 (Wet No. 73 van 1968), kragtens die bepalings van artikel 2 (1), (2) en (3) van die Woekerwet, 1968, die finansieringskoste-koerse per jaar vervat in die Bylae.

H. H. J. STEYN,
Registrateur Woekerwet

BYLAE

1. Vir doeleindes van artikel 2 (1) van die Woekerwet, 1968 (Wet No. 73 van 1968) (hieronder in hierdie kennisgewing die Wet genoem), is die verskillende persentasies 29 persent ten opsigte van geldleningstransaksies van totale bedrae geld wat nie R6 000 oorskry nie, en 26 persent ten opsigte van geldleningstransaksies van totale bedrae geld wat R6 000 oorskry

2. Vir doeleindes van artikel 2 (2) van die Wet is die verskillende persentasies beoog in daardie artikel 29 persent ten opsigte van krediettransaksies van geldwaardes van die hoofskuld wat nie R6 000 oorskry nie, en 26 persent ten opsigte van krediettransaksies van geldwaardes van die hoofskuld wat R6 000 oorskry

3. Vir doeleindes van artikel 2 (3) van die Wet is die verskillende persentasies beoog in daardie artikel 29 persent ten opsigte van huurtransaksies van geldwaardes van die hoofskuld wat nie R6 000 oorskry nie, en 26 persent ten opsigte van huurtransaksies van geldwaardes van die hoofskuld wat R6 000 oorskry

4. Vir doeleindes van artikel 3A (2) (a) van die Wet is die ander bedrag beoog in daardie artikel R250 000

5. Vir doeleindes van artikel 15 (g) van die Wet is die ander bedrag beoog in daardie artikel R500 000

6. Goewermentskennisgewing No R 3273 van 4 Desember 1992 word hierby met ingang van 22 Januarie 1993 herroep

7. Hierdie kennisgewing tree in werking op 22 Januarie 1993

were open for (a) passenger and (b) goods traffic in (i) 1986 and (ii) 1992? B529E

The MINISTER FOR PUBLIC ENTERPRISES

The Managing Director of Transnet Limited has furnished the following reply to the hon member's question:

- (a) (i) 794
- (ii) 626 (470 Commuter Stations) (156 Spooner Stations)
- (b) (i) 677
- (ii) 320

Employment statistics

253 Mr L FUCHS ~~asked~~ *asked* the Minister of Home Affairs.

How many persons were employed in the (a) private, (b) public and (c) informal sector in South Africa during the latest specified period of 12 months for which statistics are available? B576E

The MINISTER OF HOME AFFAIRS

- (a)* 8 196 523
- (b)** 1 681 776
- (c) Not separately available

* The number of persons employed in the private sector (formal and informal sectors), as on 30 September 1992, is estimated on the basis of the mid-year estimates of the economically active population and the ratio of unemployed persons according to the 1991 Population Census after subtraction of the workers in the public sector

** The public sector comprises the executive institutions for general and own affairs, under which the Central government and Provincial administrations fall, the civil services of the Self-governing territories, local authorities, parastatal institutions, universities and technikon, agricultural marketing boards and public corporations. This information is as on 30 September 1992

Transnet: staff/profit/loss
258 Mr R V CARLISLE asked the Minister for Public Enterprises **270**
HOUSE OF ASSEMBLY

(a) How many staff were employed and (b) what (i) profit or (ii) loss was made by (aa) the South African Transport Services in the 1986-87 financial year and (bb) Transnet in the 1992-93 financial year? B604E

The MINISTER FOR PUBLIC ENTERPRISES

The Managing Director of Transnet Limited has furnished the following reply to the hon member's question

- (a) (aa) 221 730
- (bb) 140 693
- (b) (aa) (i) R160,7 million
- (ii) Not applicable
- (bb) (i) and (ii)

Financial results for the 1992-93 financial year are not yet available as the financial year of Transnet only ends on 31 March of each year

SAA: offices/services/share

259 Mr R V CARLISLE asked the Minister of Public Enterprises

- (1) Whether the South African Airways (SAA) have closed or intend closing their offices in (a) Vienna, (b) Copenhagen and (c) Chicago, if so, why;
 - (2) whether the SAA intend to discontinue or curtail their services to (a) Vienna and (b) Australia; if so, why;
 - (3) whether the SAA are negotiating with two airlines, the names of which have been furnished to the Minister's Department for the purpose of his reply, in regard to the purchase of a share in SAA, if so, what are the relevant details? B605E
- The MINISTER FOR PUBLIC ENTERPRISES
- The Managing Director of Transnet Limited has furnished the following reply to the hon member's question:
- (1) (a) No
 - (b) Yes — A general sales agent has been appointed which is more cost effective in that market

(c) Yes — A general sales agent has been appointed which is more cost effective in that market

(2) (a) Yes — A code share agreement has been entered into with Austrian Airlines who will operate the service. This will make the route a more economically viable proposition

(b) The Australian route is being evaluated at present to establish if it will develop into a viable route

(3) No

asked ~~asked~~ *asked*

The Australian route is being evaluated at present to establish if it will develop into a viable route

Own Affairs

White pupils writing/passing Std 10 in African language

39 Mr K M ANDREW asked the Minister of Education and Culture:

- (a) How many White pupils at Government schools (i) wrote and (ii) passed the Standard 10 examinations in an African language in 1992 and (b) what were the African languages written by these pupils in the said examinations? B519E

The MINISTER OF EDUCATION AND CULTURE:

- (a)* (i) 1 000,
- (ii) 992,
- (b) Xhosa, South-Sotho, Northern-Sotho, Zulu and Tswana

* It is not possible to determine from the statistics of the Senior Certificate examination how many of the candidates involved were white. The figures therefore indicate the total number of pupils. State-aided ordinary as well as private schools are included in the figures

Number of hostels/places for pupils

42 Mr R M BURROWS asked the Minister of Education and Culture:

- (1) How many (a) hostels and (b) places for pupils at such hostels are there in each province in respect of (i) secondary and (ii) primary schools falling under the control of his Department;

(2) how many vacant places are there at such hostels;

(3) in respect of what date is this information furnished? B523E

The MINISTER OF EDUCATION AND CULTURE

	(a)	(i)	(ii)	(i)	(ii)
Cape	241	64	24 728	4 423	
Natal	59	37	4 770	1 701	
OFS*	44	19	5 090	1 772	
Transvaal	147	50,	23 828	6 591,	

*There are also 68 combined hostels with 6 397 places of which 2 572 are vacant

	(i)	(ii)
Cape	6 341	1 334
Natal	1 180	783
OFS*	1 387	573
Transvaal	7 837	2 352

* See (1)

Old-age homes: standard of care/training of staff

46 Miss M SMUTS asked the Minister of Welfare

- (1) Whether, with reference to certain statements in respect of the care of the aged made by the then Deputy Minister of Health Services and Welfare in an appropriation committee on 12 May 1992, the strategy to improve the care of the aged in old-age homes has as yet been implemented; if not, why not, if so, under what circumstances?
- (2) whether the supervision of staff has been intensified, if not, why not, if so, to what extent;
- (3) whether the training of staff is being promoted, if not, why not, if so, in what manner;
- (4) whether inspections are carried out at more frequent intervals, if not, why not, if so, to what extent;

HOUSE OF ASSEMBLY

QUESTIONS

†Indicates translated version

For written reply

General Affairs

Early childhood education: expenditure

303 Mr R M BURROWS asked the Minister of National Education:

What percentage of the (a) overall budget and (b) education budget for 1993-94 has been allocated to early childhood education? B698E

THE MINISTER OF NATIONAL EDUCATION

In the allocation of funds to the respective departments of State responsible for education by the Minister of National Education, no provision is made specifically for pre-primary education. However, all the departments, including those of the Self-Governing Territories, provide for preprimary education in their budget.

Transnet pension funds: actuarial deficit

311 Mr B B GOODALL asked the Minister for Public Enterprises (270) (270) (270)

(1) Whether any pension funds of Transnet show an actuarial deficit, if so, (a) which pension funds, (b) what are the deficits in each case and (c) in respect of what date is this information furnished,

(2) when (a) were the last actuarial valuations of these funds undertaken and (b) is it estimated that the funds will be fully funded at the current rate of contributions? B710E

THE MINISTER FOR PUBLIC ENTERPRISES

The Managing Director of Transnet Limited has furnished the following reply to the hon member's question

- (1) Yes
- (a) Transnet Pension Fund

- (b) R10 472,4 million (270)
- (c) 31 March 1992
- (2) (a) 31 March 1992

(b) The current contribution rate contributes marginally towards the funding of the shortfall but is not sufficient to cover the discounting rate by which the shortfall increases. The balance of the deficit will be paid to the Pension Fund as lump sums out of profits of Transnet within ten years

Own Affairs

Model B/D schools: monetary allocations

58 Mr R M BURROWS asked the Minister of Education and Culture

(1) Whether any of the provincial executive departments of education make funds directly available to Government schools (Models B and D) in the form of monetary allocations, over and above salary payments to teachers, if so, (a) what policy is followed in this regard in each such province and (b) what sum is provided, per capita, for (i) primary and (ii) secondary schools,

(2) whether any changes were made to the above-mentioned policy in 1992, if so, what changes,

(3) whether he will make a statement on the matter? B669E

THE MINISTER OF EDUCATION AND CULTURE.

- (1) No,
- (a) and (b) fall away,
- (2) no,
- (3) no

Private schools: subsidies

62 Mr R M BURROWS asked the Minister of Education and Culture

(1) Whether any private schools in (a) the Transvaal, (b) Natal, (c) the Cape Province and (d) the Orange Free State (i) applied for and (ii) were granted a sub-

Transnet fund R10bn in red

THE Transnet Pension Fund is showing an actuarial deficit of R10,47 billion, but it would be wiped out within a decade, the corporation said yesterday.

This was in answer to a parliamentary question from DP MP Mr Brian Goodall.

The deficit would be paid into the pension fund as lump sums out of profits within 10 years, the corporation said.

Mr Goodall said in reaction that money which could have been used to cheapen or improve transport was now being used to meet past pension liabilities.

CT 11/5/93

JOB MARKET

Transnet plumps for black workers

Shiraz Business 23/5/93

TRANSNET'S employment strategy has been shaken up. The traditional 50-50 split of black-white employees has fallen to lower than 40% whites in the past 18 months.

The workforce is now made up of 62 000 whites and 78 000 blacks — a drop of 11.4% in white numbers.

Transnet envisages that possibly as few as 30% of employees will be white in years to come.

But it insists that whites have nothing to fear even though management board approval is necessary before they can be hired.

Assistant general manager, human resources, Vic van Vuuren says whites may be hired only if there are no blacks, coloureds or Indians inside or outside the organisation to fill the positions.

The intention is for Transnet's workforce to reflect the composition of SA's population by the year 2000 without a drop in standards.

Mr van Vuuren says, "We have not set quotas in our strategy, the foundation of which is the removal of all discriminatory practices. But if we wish to remain a viable enterprise, the retention of standards is essential."

He says there will be pressure on the various arms of the organisation to implement the strategy, introduced in 1991, which could result in irregularities in standards. But they should be picked up by monitoring committees and rectified.

"Selection, testing and promotion

WHITES in Transnet are wondering about their future after a sea change in employment policy. Report by **ROGER MAKINGS**

systems must be based on merit, but with more emphasis on potential than on experience or the immediate ability to do a job. Hence a shift in identifying black potential. Proportions of blacks are beginning to increase."

He says that grades and posts which may be low or high-growth areas by 2000 must be identified so that interventions regarding salary adjustments, bursaries and the introduction of group and individual incentive schemes can be made.

"We don't want a lot of time and money to be spent on training a black for a job which will become redundant in a couple of years."

Potential

In-house training has also gone through a 180-degree swing, the emphasis being placed on black advancement.

"About 5% of our labour cost bill goes on bursaries, skills and literacy training and study assistance which will in future be aimed at our black workforce and their school-going children who have been identified as having potential. Whites appear to be in a better position to look after their children's education than are our black staff," says Mr van Vuuren.

Neither are the children of staff

members expected to work for Transnet in the future — "we don't necessarily have jobs for all of them."

Also a priority is the development and training, among other races, of supervisors and managers. They are beginning to look inwards for existing black untapped potential whom they know to send on training courses. They do this in preference to continue employing outsiders they do not know.

Mr van Vuuren says that because Transnet was traditionally a family company, it employed generations of whites from the same family. Family and friends were given jobs by Transnet-employed relatives, which meant that the black-white ratio never changed.

The only way to counter this was to ban white employment — forcing managers to begin tapping internal potential. The only untapped source was the black workforce.

But what of conservative white trade-union opposition?

Mr van Vuuren says, "In the initial stages we had a huge backlash from our white unions which said this was an unfair labour practice. But we stuck to our guns and the policy is now entrenched — but probably not for all time."



VIC VAN VUUREN: Times are changing. Picture: HERBERT MABUZA

There is growing acceptance and more understanding by the unions of change than they are ever given credit for. White resistance on the shopfloor is breaking down, but is subject to some abuse by opportunistic politicians. Transnet seems to have convinced most whites that there is a place in the sun for them.

"They will not be victimised to make way for blacks. But they must also accept that Transnet is on the way to becoming a predominantly black organisation with white numbers dropping through natural attrition and voluntary retrenchment."

Are guilt and a desire to preserve the company the force behind Transnet's strategy?

"Obviously, yes. First, an untraded management forced on Transnet by a new government could do tremendous harm — if not sink the company. This has happened before in other African countries.

"Second, we do feel a need to correct the wrongs of the past. But we also realise that there is a declining white skills market. We will have to tap the black market if we are to keep the company afloat."

Transnet fund shows R10,47bn deficit

CAPE TOWN — The Transnet Pension Fund was currently showing an actuarial deficit of R10,47bn, but the shortfall would be wiped out within a decade, the corporation said yesterday. *Bloom 11/8/93*

In answer to a question asked in Parliament by DP MP Brian Goodall, the corporation said the last actuarial evaluation, made on March 31 this year, showed a substantial shortfall.

The current contribution rate contributed marginally towards the funding of the shortfall, but was not sufficient to cover the rate by which the shortfall was increasing.

The balance of the deficit would be paid into the pension fund as lump sums out of profits within 10 years.

270 **TIM COHEN** *270*

Goodall said in reaction the problem was that money which could have been used to cheapen or improve the transport infrastructure of SA was now being used to meet past pension liabilities.

"In a country struggling to become internationally competitive and to stimulate investment and savings, this is shortsighted."

He said the pension funds got into difficulty not because of a lack of money, but because of poor investment returns and ill-considered benefits grants. Benefits were improved without any actuarial studies to show

what the implications of those improvements were.

For example, the buy-back scheme was introduced which allowed members to "buy" past service and thereby improve their benefits dramatically. Transnet employees were also permitted to borrow from the fund for housing purposes at highly subsidised rates, which impacted on the fund's investment return.

A superior investment performance would allow the position to be corrected "It took 20 years for these pension funds to get into the mess they are in. We should not attempt to correct this in the short term at the expense of potential economic growth," he said.

'SA needs luxury buses for tourists'

Biday 29/6/93

HOPES that local manufacturers will build the latest luxury buses used in Europe have been temporarily stifled by a subdued inflow of tourists

This emerged at a local seminar for bus builders organised by Parts Incorporated, where its German-based supplier, Happich GmbH, a leading European bus and automotive fitment supply company, assessed the situation

Happich assistant export manager Uwe Woitha told delegates they had the ability and needed to manufacture Europe's superior models, despite unfavourable conditions

European buses are desirable in SA because of their advanced safety, comfort, road noise

level and fuel economy.

Moreover, the interior "service stations" for passengers were more sophisticated than those in aircraft, while the entertainment and catering facilities were the most advanced.

Expertise

While standards set abroad are particularly high, SA bus manufacturers possessed the technology and expertise to build luxury buses comparable with those produced by their overseas counterparts, he says

"Local bus builders are keen to produce luxury buses despite being faced with such obstacles as local content legislation"

Notwithstanding hindrances such as the depressed economy and a slow upturn in overseas visitors, Woitha says it is vital that local bus builders and operators have as their main goal the comfort of passengers

"It would seem that local tourists pay twice as much to fly rather than travel by bus largely because of perceptions that bus journeys are uncomfortable and tiring

"One has to ask whether such perceptions would remain if passengers knew they would be accommodated in spacious armchair-like seats in a noise-free bus with excellent entertainment and catering facilities," he says.

Sata repudiates Postel statement

Sowetan 22/6/93

(268) THE South African Telecommunications Association — representing 14 000 technicians — yesterday distanced itself from a statement by a white union which said it would not hand over facilities to an ANC government

On Sunday the Postel Union, which says it represents white post office, telecommunications and electrical workers, warned that many of the country's strategic companies were unable to function without its white technicians

It told President FW de Klerk in a statement "Do not tempt us to demonstrate our abilities. We will not accept the handing over of all our structures and the Afrikaner nation to a communist-influenced Mandela government"

But yesterday Sata general secretary Mr

(270) Dries Dreyer said his organisation was nonpolitical "and we cannot associate ourselves with statements by Postel"

He added the impression could have been given by the Postel statement that it represented all or most technicians within Telkom

Communications giant

Dreyer added Sata represented some 14 000 technicians within Telkom and charged Postel had only about 500 members within the communications giant

"Postel has no right to say or hint they represent all technicians I wish to reiterate that Sata is a non-political organisation and we cannot associate ourselves with the statement made by Postel at the weekend," he said — Sapa

Strike clause in spotlight

WILSON ZWANE

INTERPRETATION of one of the clauses of a recognition agreement between the Post and Telecommunications Workers' Union (Potwa) and Telkom will be in the spotlight when the two parties meet this week.

Potwa president Kgabisi Mosunkutu said last week

Telkom had threatened to withdraw the recognition agreement, ostensibly because the trade union had "abused the spirit" of one of its clauses. (268)

According to Mosunkutu, the clause in question stat-

ed that management could not take disciplinary action against workers for unprocedural strikes of less than 24 hours duration. (5)

He said workers had embarked on a number of short unprocedural strikes.

Mosunkutu said the union's regions began debates on the clause last Monday.

The union would meet Telkom this week "to finalise the interpretation of the clause", he said.

Telkom said in a statement problems being experienced regarding the implementation of the recognition agreement would be discussed at regional level. (5)

"If this proves successful, Telkom will review its decision to withdraw the recognition agreement on July 7," the company statement said. (7)

Telkom staff under attack

PRETORIA. — A Telkom employee has been killed and 19 others injured — five seriously — in townships in the past two months, Telkom acting managing director Mr Keith Prins said this week.

About 90 Telkom vehicles had been hijacked, damaged or destroyed.

New services to thousands of potential clients had been delayed.

Mr Prins said maintenance work could not be carried out in townships because of the danger to technicians who are threatened and attacked even when under police escort — Sapa

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Unions get set to strike hammer blow

Star 14/6/93

THE general secretaries of five Cosatu-aligned public sector unions are expected to finalise by the end of this month joint proposals for industrial action which they intend should culminate in a general strike from mid-July.

The five unions, representing at least 200 000 workers in education, health, municipal services, telecommunications and the Post Office, are attempting to force the Government to double its 5 percent wage offer, and revise its proposed Public Sector Labour Relations Bill by extending strike rights to public sector workers.

At a meeting in Johannesburg last week, the five unions assessed their individual states of readiness for industrial action, established a committee of the general secretaries to amalgamate the various proposals for action, and resolved that they would not permit the Government to side-track them into protracted negotiations with individual State departments.

Meanwhile, the participation of moderate staff associations in a decision by the Public Sector Caucus, representing all public sector workers paid by the State, to demand a meeting with the Government is interpreted by Cosatu-aligned representatives as a significant shift in public sector attitudes and an endorsement of the tougher stance adopted by the Cosatu unions.

The caucus, which includes union and staff association representatives from across the spectrum of opinion in the public sector, met earlier this month in the wake of the teachers' crisis.

It was initially critical of the South African Democratic Teachers' Union's independent action against the Government, which led to the round of crisis meetings that pre-empted the planned strike by 80 000 teachers. But the action was largely accepted as a vindication of the teachers' approach.

The five public sector unions' states of readiness for action are:

- The Post and Telecommunication Workers' Association has declared disputes with the Post Office and Telkom, but is in a 30-day cool-off period that prohibits it from balloting until

Labour Correspondent PAUL BELL reports on the readiness of Cosatu-aligned trade unions to wield their muscle.

early next month. Telkom has announced its intention to terminate the interim recognition agreement with Potwa.

The National Education, Health and Allied Workers' Union cannot ballot because it falls outside the Labour Relations Act, but will consult its members before taking a final decision at its central executive committee meeting on June 28.

Nehawu general secretary Phillip Dexter said the union leadership had been cautious about strike action after last year's debilitating strike, but pressure from the membership makes further strike action almost inevitable.

The South African Municipal Workers' Union is expected to complete balloting its 71 000 members next week on strike action. A final decision will be taken by its central committee. There are 165 000 municipal workers nationwide.

Sadtu has suspended its strike but will decide how to proceed at its congress starting on July 5. Already, significant points of difference with the education departments have emerged since talks resumed after the May strike crisis.

Rejected

The Department of Education and Training, for example, wants salary increases to be determined in the new National Education Forum, and the Department of National Education wants to focus increases on lower-paid teachers. Sadtu rejects both these positions.

And while the Department of National Education has agreed to stop further retrenchments and rationalisations, Sadtu wants those teachers who've already lost jobs to be reinstated.

Finally, the Union of Democratic University Staff Associations is said to be undecided over its relationship with Cosatu, and uncertain on the question of centralised bargaining. Its participation seemed last week to be in some doubt □

Six unions to report on talks with Govt

By Paul Bell
Labour Correspondent

Six Cosatu-aligned public sector unions which have announced their intention to strike if the Government does not accede to certain wage demands will meet today to discuss their negotiations with State departments

In the meantime, those which have declared disputes — among them the Post and Telecommunication Workers' Association — are apparently bound by a 30-day cooling-off period, which will delay action until after mid-July, says Potwa general secretary Mlungisi Hlongwane

Today's meeting will be attended by representatives of Potwa, the National Education, Health and Allied Workers' Union, the SA Mu-

nicipal Workers' Union, the Police and Prisons Civil Rights Union, the Union of Democratic University Staff Associations and the SA Democratic Teachers' Union.

Last month the unions threatened strike action if the Government did not lift its 5 percent ceiling on wage increases

This was the result, said Hlongwane, of a Supreme Court ruling against the National Union of Metalworkers which established a precedent in terms of the Labour Relations Act

Hlongwane said Potwa had been advised that it was now prohibited from balloting members on a strike until after July 2

The SA Post Office and Telkom have agreed to meet Potwa tomorrow for discussions

Split looms in postal union

Buss. Day 7/16/93

WILSON ZWANE

DISGRUNTLED members of the Cosatu-affiliated Post and Telecommunications Workers' Union (Potwa) aim to cripple the union, which they say is not responsive to their wishes.

A Potwa shop steward, who did not want to be named, said yesterday there had been unhappiness in the union's ranks ever since its executive committee affiliated to Cosatu in 1988 without workers' mandate.

The situation had deteriorated further in past weeks after the union's executive committee, and particularly Potwa president Kgabiso Mosunkutu, had displayed "unmistakable signs that it did not have the workers' interests at heart".

The shop steward alleged that Mosunkutu had "on several occasions" told Potwa's North Rand branch that he could not be expected to "devote his time to union affairs as he had other commitments" (1/1/93).

He said Mosunkutu's apparent disinclination to give union affairs priority had alienated him and the en-

tire executive committee from the North Rand branch.

The North Rand branch had been incensed, too, by the executive committee's failure to invite it to a recent national congress. He said the region, which rejected resolutions adopted at the congress, was planning a march on the union's headquarters.

He disclosed that massive defections were expected soon from Potwa. Plans were afoot to launch a rival trade union, which would be known as the Communications Workers' Union of SA (Cowusa).

The branch had decided to embark on a campaign which would be aimed at crippling the union (2/6/93).

He said the new union — unlike Potwa — would be non-aligned.

Mosunkutu said yesterday workers were free to defect if they wanted to. The breakaway group, he said, was mostly PAC-, Azapo- or Inkatha-affiliated.

Potwa declares salary dispute

PRETORIA.—The Post and Telecommunication Workers' Association (Potwa) yesterday formally declared a dispute with the Post Office after rejecting a 5,4% average salary increase (268). The Post Office said that management and Potwa now had a period of 14 days to "make further efforts to come to an agreement".

The Post Office added three of the Post Office's five recognised labour unions had accepted the increase — Sapa

Dispute over PO pay rise

PRETORIA. — The Post and Telecommunication Workers Association (Potwa) formally declared a dispute with the Post Office after rejecting a 5,4 percent average salary increase.

In a statement yesterday, the Post Office said management and Potwa now had 14 days to "make further efforts to come to an agreement"

The statement added that three of the Post Office's five

recognised labour unions had accepted the suggested 5,4 percent salary increase on May 18.

(268)
The unions that accepted were the Posts and Telecommunications Union, the Posts and Telecommunications Employees' Association and SA Postal Association.

The Post Office Employees' Association was still negotiating

ARG 3/5/93

Potwa members ballot over strike

Sawetan 2/10/93

By Ike Motsapi

■ THE DEMANDS Review pay rises,

drop unfair dismissals and revise plans:

MORE THAN 25 000 members of the Post and Telecommunications Workers Association began balloting for a national strike yesterday after wage negotiations with management collapsed

Mr Shakes Gonyane, Potwa's media officer, said the union declared a dispute with management after their demand for a salary increase of more than five percent was turned down

Dr David de Vilhiers, a spokesman for Telkom, said the company did not have enough money to offer bigger salary increases.

He said. "We told Potwa officials during salary talks that we can only offer increases of up to 5,8 percent across the board and also restructure wages of low earners"

A spokesman for the South African Post Offices, Mr Hennie van Staaden, declined to comment

Gonyane said Potwa rejected the Telkom offer and decided to go ahead with balloting for strike action to determine whether the union members approve of the intended action

He said "The last bid by Potwa leadership to avert a strike action in the post and telecommunications industry failed as bosses dug in their heels.

"The current situation in the industry comes after wage negotiations deadlocked

"The resolution to ballot emerged from Potwa's national working committee held on May 22," said Gonyane.

Potwa's demands are that.

● Telkom and Sapo adjust their final offer of 5,8 percent salary increase,

● Managements of both companies reopen salary negotiations and to also have an audience with Minister of Posts and Telecommunications Dr Piet Welgemoed,

● All unfair dismissals be reviewed and a moratorium on the application of the controversial disciplinary procedures be declared, and

● The introduction of cellular telephones be halted pending negotiations that will involve Potwa, the African National Congress, the Congress of South African Trade Unions and other shareholders.

Telkom's (268) ARGT 29/5/93 workers

threaten to strike

JOHANNESBURG — A national strike by the Post and Telecommunications Workers' Association (Potwa) — involving sit-ins, marches and work stoppages — appears imminent after a deadlock in wage negotiations

Potwa media officer Mr Shakes Gonyane said in a statement yesterday that "bosses insist their mandates have been exhausted and they cannot review the 5,4 percent offered by Sapo and Telkom"

Mr Gonyane said strike action was likely to result in the already poor postal delivery and telecommunication services plummeting further

A resolution to ballot for strike action emerged after Potwa's national working committee meeting on May 22

Balloting will start from June 1 and industrial action will commence not later than mid-June

Potwa has rejected the government's five percent wage offer. Demands range from the reopening of salary negotiations to a halt on the introduction of cellular telephones pending negotiations involving Potwa, the Congress of South African Trade Unions, the African National Congress and other interested parties

Potwa also has called on the public to demand that white managers and supervisors, who failed to provide services, especially in black areas, resigned their positions "as they have no interest in providing effective services" — Sapa

Star 19/5/93
Postal workers' march today

The Witwatersrand region of the Post and Telecommunication Workers' Association is to march to the regional offices of the Post Office and Telkom in Johannesburg to present a memorandum of demands. The march will start at 9 am today in Wanderers Street, Johannesburg. Potwa is demanding a quick response to its wage demands and an immediate ban on cellular telephones. — Sapa.

(132) (234) (268)

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r
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(b) This information is not yet available in the required format

(2) (a)	(i)	(ii)	(iii)	(iv)	Total
Gazankulu	1 259	1 054	842	227	3 382
Kangwane	641	906	547	0	2 094
Kwandebele	287	322	603	0	1 212
Kwazulu	2 513	2 161	2 036	0	6 710
Lebowa	4 079	5 845	3 325	0	13 249
OwaOwa	846	642	426	0	1 914
Total	9 625	10 930	7 779	227	28 561

(b) This information is not yet available in the required format

Education budget: expenditure

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

What (a) amount and (b) percentage of the education budget of his Department was spent in (i) the Republic, (ii) the Orange Free State and (iii) Natal on (aa) pre-primary, (bb) primary, (cc) secondary and (dd) tertiary education during the 1991-92 financial year or the latest specified 12-month period for which information is available?

THE MINISTER OF EDUCATION AND TRAINING

(i)	(a)	(b)
(aa)	R592 447,00	0,02%
(bb)	R1 743 657 912,00	49,62%
(cc)	R1 041 124 901,00	29,63%
(dd)	R364 317 253,00	10,36%
(ii)	R47 673,00	0,002%
(bb)	R295 759 541,00	8,42%
(cc)	R130 730 717,00	3,72%
(dd)	Nil	Nil
(iii)	R26 750,00	0,001%
(bb)	R135 888 021,00	3,87%
(cc)	R55 542 673,00	1,58%
(dd)	Nil	Nil

The information is for the 1991/92 financial year

Self-governing territories: family housing units

347 Mr P G SOAL asked the Minister of National Housing

(1) (a) How many family-housing units were built in 1991 and 1992, respectively, in

HOUSE OF ASSEMBLY

HOUSE OF REPRESENTATIVES

QUESTIONS

†Indicates translated version

For written reply.

General Affairs.

Telkom employees: malpractices

11 Mr L T LANDERS asked the Minister of Posts and Telecommunications

- (1) Whether, during the latest specified period of 12 months for which information is available, any employees of Telkom were found guilty of (a) using subscribers' telephone lines without the permission of the subscribers concerned or Telkom, (b) defrauding, and/or embezzling funds belonging to, Telkom and (c) soliciting bribes from the public; if so (i) how many in each case, (ii) how many were found guilty (aa) by a court of law and (bb) following an internal investigation and (iii) what steps have been taken against each employee so found guilty,
- (2) whether any such employees have been dismissed from the service of Telkom, if not, why not; if so, (a) how many, and (b) when, in each case,
- (3) whether any of the employees so dismissed have since been re-employed by Telkom; if not, why not, if so, (a) how many and (b) on what grounds,
- (4) whether he will make a statement on the matter?

(1)	(a)	(b)	(c)
(i)	0	(ii) 0	(iii) 0
(ii)	(aa) 0	(bb) 0	(iii) None
(b)	Yes	(i) 24	(ii) (aa) 2
(iii)	(aa) 2	(bb) 18	* 4 resigned prior to the disciplinary hearing
(ii)	2 Serious written warnings	8 Final written warnings	2 Demoted in job title
(iii)	6 Dismissed	* 4 Resigned	1 Breach of contract
(c)	Yes	(i) 6	(ii) (aa) 0
(ii)	(aa) 0	(bb) 6	(iii) 6 Dismissed
(b)	Yes	(a) 12	(b) 1992-03-16 (1 employee)
(c)	Yes	(a) 1	(b) 1992-06-15 (1 employee)
(d)	Yes	(a) 1	(b) 1992-07-20 (2 employees)
(e)	Yes	(a) 1	(b) 1992-07-30 (3 employees)
(f)	Yes	(a) 1	(b) 1992-09-30 (2 employees)
(g)	Yes	(a) 1	(b) 1992-11-16 (1 employee)
(h)	Yes	(a) 1	(b) 1992-12-31 (1 employee)
(i)	Yes	(a) 1	(b) 1993-01-25 (1 employee)

The MINISTER OF POSTS AND TELECOMMUNICATIONS

The Managing Director of Telkom SA Limited replied as follows to the hon member's question.

(1) (a) No

(2) No

(3) No

(4) No

HOUSE OF REPRESENTATIVES

Sawetani 13/5/93

Postal strike possible (268)

THE Post and Telecommunication Workers Association yesterday said it was seeking an urgent meeting with the directors of Telkom to avert a possible national strike by its members.

Potwa president Mr Kgabisi Mosunkutu said at a news conference in Johannesburg that talks over wage demands between Potwa and managements of both Telkom and SA Post Office broke down after the two companies refused to accede to their demands.

He said Potwa, whose demands included a minimum increase of 14,3 percent, would now seek to hold the next round of wage negotiations with Telkom's and Sapo's board of directors to avoid the "looming chaos and disruption of services".

Union warns of postal disruptions

~~BY~~ MARIANNE MERTEN ²⁶⁸

THE Post and Telecommunication Workers' Association yesterday warned of "drastic disruptions" following the breakdown of wage talks with Telkom and the Post Office.

And the union was, by yesterday afternoon, still trying to verify information on wildcat strikes in the eastern Transvaal and eastern Cape involving about 2 000 people.

A Telkom spokesman said yesterday the Post Office workers' wildcat strike in Pretoria had been resolved by lunchtime. ^{BIDM 13/5/93}

The spokesman said management would meet Potwa representatives today to continue negotiations.

Potwa spokesman Sizwe Matzikiza said Potwa would not accept Telkom's 5,8% and the Post Office's 5% across-the-board increases, which some staff associations had accepted. Potwa is demanding 14,3%.

Union's resolutions

B.1029 10/5/93

THE Posts and Telecommunications Workers' Association resolved at its national conference last week to "mobilise its membership to support a landslide victory for the Patriotic Front led by the ANC" and "to boycott all taxes, including PAYE, traffic fines and other related issues" until a transitional executive committee was in power (268)

REPORTS Business Day Reporters,
Own Correspondent.

Health, Telkom staff protest govt cutbacks

CT 2/4/93 Staff Reporter (268) (86)

ABOUT 80 members of the SA Health and Social Services Organisation (SAHSSO) and dissatisfied Telkom employees protested peacefully outside Parliament yesterday against government plans for retrenchments, post-freezing and service cutbacks

In a memorandum to the health ministry, SAHSSO said the government's deliberate policy of restructuring would severely limit the options of future governments and would benefit minority interests.

154 sacked go to mediation

Labour Reporter (268)

A MEDIATOR will be appointed over the dismissal of 154 Telkom employees at the Philippi technical service centre last week. *APC 11/4/93*

A Telkom spokesman said the issue would be taken to arbitration if mediation failed.

This followed talks between Telkom, the Post Office Employees Association of South Africa and the Post and Telecommunications Workers Association yesterday.

● About 50 Potwa members demonstrated outside Telkom's Hout Street offices yesterday.

Telkom dispute probe

CT 11/4/92 268
TELKOM and two employees organisations
agreed yesterday to appoint independent medi-
ators to examine the dispute that arose after
Telkom dismissed 154 employees at the Philippi
Technical Service Centre last week

Reports by Staff Reporter, Own Correspondent, Sapa Reuter, AP and UPI



GRABBED . . . A protesting Telkom worker is arrested outside Telkom's offices in the city yesterday.

Picture: BENNY GOOL

CT 31/3/93 (268)

35 Telkom workers held in strike demo

Staff Reporter

THIRTY-FIVE Telkom workers were arrested after about 200 workers protested at Telkom's Hout Street offices yesterday to demand the reinstatement of 154 Telkom workers dismissed last week.

The workers were charged with illegal gathering, said Mr. Abraham Isaacs of the Post and Telecommunications Workers' Association (POTWA).

Mr. Isaacs said the protesters belonged to POTWA and the Postal Employees' Association, which were negotiating with Telkom over last week's "unfair dismissal" of the 154 Philippi-based workers.

A Telkom spokeswoman confirmed negotiations were in progress. However, she said, mediation procedures had previously been agreed, and by law workers should have resumed work and "awaited the outcome of mediation." They had not and were fired, she said.

Telkom fires

140 workers

SOUTH - 27/3 - 31/3/93.

By Justin Pearce

(268)

TELKOM fired about 140 workers on Wednesday after they staged on a one-day work stoppage.

The Posts and Telecommunications Workers Association (Potwa) claims management at the Philippi Technical Services Centre locked the gates of the premises with 450 workers inside.

Telkom spokesperson Ms Tia Hugo denied that workers had been locked in.

Potwa spokesperson Mr Pat Nhlapo said workers had decided on the stoppage in response to Telkom's failure to grant them a 14,5 percent wage increase.

"Management's offer was far short of our demands, especially considering the increase in VAT and transport costs," Nhlapo said.

Telkom spokesperson Mr John Smith said the corporation has been negotiating with its employees for several weeks.



POSTAL POWER: Whites-only union leaders T J Ferreira (left) and Ronnie Goodman outside POSTEL headquarters — Ronnie's garage. Photograph: MYKEL NICOLAU

Star 10/1/93
268

The men who could pull the plug on us all

PHIL MILLAN

TELECOMMUNICATIONS is the backbone of any modern, industrial society. Seize control of that and you have the entire country at your beck and call.

With threats of Boer mass action still ringing fresh in our ears, it was hardly surprising that when the voice of former mayor of Boksburg and notorious rightwinger T J Ferreira came booming over Radio 702 warning that POSTEL — the labour union reserved solely for white employees of Telkom — would "refuse to hand over facilities to a Nelson Mandela government", more than a few Telkom senior management heart rates were made to skip a few beats.

"Remember the Super 10 final blackout. We have both the ability and the will to do what is needed to ensure the freedom of our people," Ferreira warned.

The threat is explicit enough — give us what we want or we'll bring the country to its knees.

Growing daily

Not much is known about POSTEL, except that "T J" Ferreira, a failed CP parliamentary candidate for Hillbrow, is its chief secretary and that it is barely 18 months old.

POSTEL claims to have around 5 000 members — still a minnow in comparison to the likes of the Mine-worker's Union — but is "growing daily", according to union president Ronnie Goodman.

"Our power base is largely white technical staff within Telkom," he says. "There is no one to protect them from Telkom's aggressive programme of affirmative action. White workers are being fired left, right and centre and being replaced by blacks."

"But we are not terrorists," adds Ferreira. "Wanton destruction of equipment is not our policy, but we will operate within the law as much as we are allowed to. We are not COSATU. We don't go on the rampage every time we want to get our own way."

Goodman says "Telkom management knows they are in a very vulnerable position. They cannot run the system without us because that is what they trained us to do. They cannot lock us out, because without maintenance the entire telecommu-

nications system would be dead within days.

"We don't have to threaten to destroy equipment, all we have to do is withdraw our expertise."

Purely for the entertainment value, Goodman, a senior technician with Telkom, sketches what would really happen if POSTEL had terrorist aims at heart. "Can you imagine the havoc you could create just by disabling this exchange?" he asks, waving his hand loosely at Randburg's main truck exchange, a red dot on the map in their garage.

"This exchange controls all the data transfer from places like M-Net, all the major call re-routing for Rosebank and the North Rand. . . need I go on?"

By their own admission, Goodman and Ferreira admit that POSTEL's political programme is under-developed, and its structural relations within the manifold divisions of the right wing still immature.

"We all have our different beliefs, but POSTEL is not the puppet of any one political party," says Goodman.

"I myself am a Conservative Party supporter, and we are loosely aligned to the Afrikaner Volksfront, and we can mobilise our members into mass action in support of a broader national agenda like the demand for a white volk homeland if we have to — but it is an option we reserve the right to exercise."

"The jobs of white workers are being threatened at every level with Telkom. All we are looking for is parity with POTWA on issues like retrenchment, attrition and wage negotiations," says Goodman.

Working out of a garage in the Johannesburg suburb of Delarey, Ferreira and Goodman find themselves traversing a political road to Damascus. In the eternal wranglings between management and labour, the pair are finding out that the outcome more often has less to do with race than it has to do with the survival of the ruling classes.

"We consider the likes of POTWA and COSATU the devil, but it would not surprise me if we find agreement on certain issues," says Ferreira.

NOTICE 260 OF 1993

268

DEPARTMENT OF MANPOWER

LABOUR RELATIONS ACT, 1956

**APPLICATION FOR VARIATION OF SCOPE OF
REGISTRATION OF A TRADE UNION**

I, Gerhardus Coenraad Papenfus, Assistant Industrial Registrar, do hereby, in terms of section 4 (2) as applied by section 7 (5) of the Labour Relations Act, 1956, give notice that an application for the variation of its scope of registration has been received from the Post Office Employees' Association of South Africa. Particulars of the application are reflected in the sub-joined table

Any registered trade union which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower, Manpower Building, 215 Schoeman Street, Pretoria (postal address Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice

TABLE

Name of trade union Post Office Employees' Association of South Africa.

Date on which application was lodged 22 February 1993

Interests and area in respect of which application is made Employees employed in all undertakings, sections or trades undertaken by the SA Post Office Limited and Telkom SA Limited in the Republic of South Africa

Postal address of applicant P O Box 2620, Bellville, 7535

Office address of applicant Room J5, Fifth Floor, Belle Cape Building, Blankenberg Street, Bellville

Attention is drawn to the following requirements of sections 4 and 7 of the Act

- (a) The representativeness of any trade union which objects to the application shall in terms of section 4 (4) as applied by section 7 (5) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration
- (b) The procedure laid down in section 4 (2) must be followed in connection with any objection lodged

G. C. PAPENFUS,

Assistant Industrial Registrar

(26 March 1993)

NOTICE 261 OF 1993**CUSTOMS AND EXCISE TARIFF APPLICATIONS
LIST 11/93**

The following applications concerning the Customs and Excise Tariff have been received by the Board on Tariffs and Trade. Any objections to or comments on

KENNISGEWING 260 VAN 1993**DEPARTEMENT VAN MANNEKRAG**

WET OP ARBEIDSVERHOUDINGE, 1956

**AANSOEK OM VERANDERING VAN DIE REGIS-
TRASIEBESTEK VAN 'N VAKVERENIGING**

Ek, Gerhardus Coenraad Papenfus, Assistent-nywerheidsregistrator, maak ingevolge artikel 4 (2) soos toegepas by artikel 7 (5) van die Wet op Arbeidsverhoudinge, 1956, hierby bekend dat 'n aansoek om die verandering van sy registrasiebestek ontvang is van die Post Office Employees' Association of South Africa. Besonderhede van die aansoek word in onderstaande tabel verstrek

Enige geregistreeerde vakvereniging wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te dien, p a. die Departement van Mannekrag, Mannekraggebou, Schoemanstraat 215, Pretoria (posadres Privaat Sak X117, Pretoria, 0001).

TABEL

Naam van vakvereniging Post Office Employees' Association of South Africa

Datum waarop aansoek ingedien is 22 Februarie 1993

Belange en gebied ten opsigte waarvan aansoek gedoen word Werknemers in diens van alle ondernemings, afdelings of bedrywe soos onderneem word deur die SA Poskantoor Beperk en Telkom SA Beperk in die Republiek van Suid-Afrika

Posadres van applikant Posbus 2620, Bellville, 7535

Kantooradres van applikant Kamer J5, Vyfde Verdieping, Belle Cape-gebou, Blankenbergstraat, Bellville

Die aandag word gevestig op onderstaande vereistes van artikels 4 en 7 van die Wet.

- (a) Die mate waarin 'n beswaarmakende vakvereniging verteenwoordigend is, word ingevolge artikel 4 (4), soos toegepas by artikel 7 (5), bepaal volgens die feite soos hulle bestaan het op die datum waarop die aansoek ingedien is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voormelde datum volwaardige lede was, in aanmerking geneem
- (b) Die prosedure voorgeskryf by artikel 4 (2) moet gevolg word in verband met 'n beswaar wat ingedien word

G. C. PAPENFUS,

Assistentnywerheidsregistrator

(26 Maart 1993)

KENNISGEWING 261 VAN 1993**DOEANE- EN AKSYNSTARIEFAANSOEKE
LYS 11/93**

Onderstaande aansoeke betreffende die Doeane- en Aksynstarief is deur die Raad op Tariewe en Handel ontvang. Enige beswaar teen of kommentaar op hier-

NEWS IN BRIEF

Mayekiso joins picket

SANCO president Moses Mayekiso joined a UK anti-apartheid picket at FNB-owned Henry Ansbacher Merchant Bank in London yesterday.

The picket had been organised by the End Loans to SA group and was aimed at raising consciousness about "socially irresponsible" banking in SA, Sanco said.

Mayekiso will address the Local Authorities Against Apartheid conference in Sheffield today.

Tough anti-poaching law

BOPHUTHATSWANA this week amended its Nature Conservation Act and introduced tougher anti-poaching measures following official concern about an increase in regional poaching.

Water quotas loom

FREE State farmers would have their irrigation quotas halved on May 1 unless water reserves in the province's dams improved, Water Affairs Minister Japie van Wyk said yesterday.

The recent good rainfalls had not brought relief to Free State wheat farmers who have had almost total crop failure this year.

The rain had also not been sufficient to boost dam levels.

Van Wyk said farmers would still have time to complete harvesting because the intention was "to pull current crops through without restrictions".

Hippo evades capture

THE Dullstroom hippo, "Mighty Maas", trapped in an eastern Transvaal dam, has continued to frustrate TPA nature conservation efforts to capture it.

TPA nature and environmental department chief director Pieter Mulder said this week the hippo would not leave the dam while people moved around the area. He appealed to the public and media to avoid the dam.

REPORTS Business Day Reporters

Industrial action at lowest in five years

B/DAM 25/3/93
THE dramatic decrease in strike activity for the first quarter of 1993 — at its lowest in more than five years — is largely attributed to a reluctance by unions to initiate industrial action in light of the economic climate.

According to Andrew Levy & Associates' latest strike report only 65 000 man days were lost in the first three months of this year compared with 135 000 in 1992 and 180 000 in 1991. The report suggested, however, strike activity would increase in the second half of this year as wage rounds began in earnest.

The most likely sector to be affected by strikes was the public service, which was expected to oppose the 5% wage ceiling imposed by government.

To date the protracted dispute by the SA Democratic Teachers' Union over wages and retrenchment was alone responsible for more than half the man days lost.

(132) (152) (172)
ERICA JANKOWITZ

The main trigger factor this year was discipline and dismissal. This triggered 37,5% of strikes followed by grievances and wages (25% each) and retrenchment (12,5%).

"Given high levels of unemployment and continuing retrenchments affecting all sectors of the economy, unions are adopting a cautious approach and not resorting to strike action as readily as they have in the past," the report said.

Traditionally wages accounted for a far greater proportion of strike action from the second quarter of a year. This year was unlikely to be an exception given the economic constraints companies were facing.

Realistic opening demands, such as the one tabled by Numsa, also made settlement more difficult as unions showed their determination to stand their ground.

Postal workers in wildcat strike

ABOUT 2 000 SA Post Office and Telkom workers in Natal and Cape Town have embarked on wildcat strike action over a looming wage dispute.

Yesterday Posts and Telecommunications Workers' Association (Potwa) president Khabisi Mosunkutu said the action stemmed from a belief that wage talks were "shifting towards deadlock".

Management had offered increases of less than 5% whereas Potwa's demands ranged between 14% and 30%, he said.

Potwa officials had tried to intervene and were desperately trying to resolve the matter. However, if management adopted a "high-handed" attitude this would "simply escalate the situation", he added.

National strike action could not be ruled out unless management moved substan-

(152) (268)
ERICA JANKOWITZ

tially on the present offer. Talks are scheduled to resume next week, he said.

A Telkom spokesman said the Cape Town strike action had been limited to Post Office employees and details from Telkom Natal were sketchy.

Meanwhile, 155 Telkom workers based at the Phillipi Technical Services Centre were dismissed yesterday.

Telkom said their dismissals followed a series of work stoppages which did not concern wages. During the course of mediation yesterday workers refused to return to work and they were sacked.

Negotiations on the set of demands submitted in November would continue, Telkom said.

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Telecommunications promises jobs, growth

B10A4 23/3/93
THE deregulation of the telecommunication industry held significant advantages for economic growth and job creation, Grinaker Electronics group managing director Sybrand Grobbelaar said in Johannesburg yesterday

Grobbelaar said the appointment of an independent regulator would contribute to this process and welcomed the emphasis Minister of Posts and Telecommunications Piet Welgemoed was placing on the regu-

lator's role to ensure a level playing field for contenders for a cellular telephone licence

(268)
Grobbelaar said the procedure for granting licences had to be fair

"The fact that Telkom has already been assured of its licence as network operator enables it to proceed with detailed planning. In contrast, it will take some months for the second operator to be in the position which Telkom is now" — Sapa

No deal to write off debts

THE Transvaal Provincial Administration has dismissed reports claiming that it has agreed to write off the R900 million debt owed by the Greater Soweto councils

TPA's MEC for Local Government Mr Burger Lategan said no such agreement had been reached between the parties in the Central Witwatersrand Metropolitan Chamber

"Negotiations are currently concentrating on proposals for the ending of the boycott and the resumption of payments at satisfactory levels," he said

Telkom suspends services

TELKOM yesterday suspended its services in Soweto and withdrew its workers after two of their vehicles were hijacked by striking pupils

The decision to suspend telephone repairs and installations was taken after at least 12 Telkom vehicles were attacked since the trouble started two weeks ago

A Telkom spokesman said the suspension was indefinite and could last for as long as the pupils' strike continued

"The last thing we can afford is to see our men's lives endangered," a spokesman said

Meyer to address IFP

MINISTER of Constitutional Development Mr Roelf Meyer will explain the Government's view of the road ahead when he addresses the Inkatha Freedom Party central committee meeting on Sunday

Dr Tertius Delpont, Minister of Local Government, will also address the committee.

This follows a meeting between the Government and the IFP in Richards Bay last weekend

IFP chairman Dr Frank Mdlalose said at the time there were "certain things they put to us which we did not understand, so they will put them before the central committee".

Eskom owed R600 million

BLACK councils owe Eskom more than R600 million while rent and service charges boycotts have led to debts totalling R2 billion

Responding to a question in Parliament yesterday, Minister of Local Government Dr Tertius Delpont said 57 black local authorities had "fully or partially resumed" services despite outstanding rental and service charges

Nineteen of them, all in the Transvaal, still owed Eskom huge amounts of money, Delpont said

Soweto 25/2/93

Soweto 25/2/93

Top telecommunications post

ADVOCATE P J T (Ters) Oosthuizen has been appointed the independent regulator of SA's telecommunications industry from April 1.

He will be in charge of issuing SA's two new cellular phone licences in the next few months. The tender is expected to be issued by the month-end. He will be responsible for "levelling the playing fields" for the two operators so that Telkom will not have an "unfair advantage".

Telkom will have 50% of one licence, and Posts and Telecommunications Minister Piet Welgemoed will approve Telkom's partner or partners. These partners are believed to be UK-based Vodafone and a local financial institution.

Welgemoed's office says a great deal of progress has been made on developing an independent regulatory body, and Oosthuizen will see that this process is taken further with the necessary legislation.

Oosthuizen worked with Eskom investigating its privatisation and helped draft the legislation regarding the utility. He was also involved in setting the regulatory framework for SA's electricity industry.

MELANIE SERGEANT

He will be chairman of an advisory panel, which will help the regulator reach decisions on the cellular licences.

In an interview, Oosthuizen said he had been contracted to the state for three years and would establish a regulatory "system". Four or five experts in the telecommunications field could be appointed. They would not be political appointments.

"We will attempt to ensure that the regulatory system in place will be acceptable to any government."

Postmaster-general Robbie Raath has been asked to postpone his retirement and stay with the department.

The Posts and Telecommunications Department has been handling regulatory matters since the split of Telkom and the Post Office in October 1991. But sources believe new legislation should be tabled at Parliament's second sitting to make provision for a new telecommunications commission, as proposed in a report on the industry last year by consultants Coopers & Lybrand and accepted at Codesa II.

19/3/93

Telkom worker faces ²⁶⁸ pay-off ^{SI Times} hearing ^{3/1/93}

By GWEN GILL

A TELKOM employee caught indulging in his own branch of private enterprise last week will face a disciplinary hearing on Wednesday.

Les Dicks was nabbed after Sunday Times reporter James Brittain phoned to ask where he should pay his R304 bill, and was told by Mr Dicks that the account would be cleared if half the outstanding amount was paid to him in cash. Brittain went through with the transaction — which was photographed — before warning Telkom what had happened.

Telkom officials caught the Germiston man in a trap last Monday.

Charges

"We've traced five of the 13 subscribers who also paid Dicks half the outstanding amount on their accounts under the table," said a Telkom spokesman.

"These subscribers paid an estimated R7 495 to Dicks, and the total outstanding in unpaid bills was R16 567."

The subscribers could also face criminal charges.

nation

Dam levels down to 41 pc

The total amount of water in dams in the Vaal River system which serves the PWV has dropped to 41,5 percent, well down on the 52,5 percent at the same time last year. The Sterkfontein Dam which feeds the Vaal Dam is 76 percent full. No rain has fallen in the PWV this month, where the long-term average is a mere 6,5 mm, according to the Rand Water Board — Staff Reporter

Hijacker to appear in court

A 23-year-old man who hijacked a Royal Swazi Air passenger aircraft on Sunday will appear in the Kempton Park Magistrate's Court today. Police said no charges had been formulated as offences in terms of the Civil Aviation Act were still being investigated. The man was found to have false identity documents. — Sapa.

Guard beats off attackers

A gang of robbers fled empty-handed from a Vanderbijlpark scrap metals business after shooting at an employee, Bereng Mokwena (31), yesterday. Mokwena is recovering in hospital from a bullet wound. Police said five armed men approached Mokwena and began firing at him. The men fled when Mokwena returned fire — Vereeniging Bureau.

Suspect shot in buttocks

A suspected robber was wounded in the buttocks in a shootout with police yesterday, after he and another man tried to hold up a Fidelity Guards team outside the Nedbank in Stanley Street, Auckland Park — Staff Reporter.

Unions, post office agree

The Post Office reached a wage agreement yesterday with two trade unions which had rejected the company's pay offer in May. In a statement, the Post Office said the Post Office Employee Association of SA and the Post and Telecommunication Workers Association joined three other trade unions in accepting the company's wage offer — Sapa

Fire destroys 76 shacks

Hundreds of people were left destitute in Kuils River outside Cape Town yesterday after a raging fire destroyed 76 shacks. The fire started when a paraffin stove burst into flames. A strong wind swept the flames out of control and firemen could not save the homes — Sapa.

IFP, AV 'discuss threats'

Inkatha Freedom Party leader Mangosuthu Buthelezi met a delegation from the Afrikaner Volksfront in Ulundi yesterday to discuss threats to the Zulu and Afrikaner nations, according to a KwaZulu government official. They discussed multiparty negotiations and ways Zulus and Afrikaners could stand together to ensure their nations survived. — Sapa

Unrest restrictions lifted

Law and Order Minister Hennis Kriel yesterday lifted the unrest regulations for the magisterial districts of Estcourt, Winterton and Mooi River in Natal. The repeal appeared in a special Government Gazette and took effect immediately, SABC radio reported — Sapa.

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PUBLIC SECTOR - TELECOMMUNICATION - LABOUR

1994-1995

In touch and not afraid of challenges (268)

BY THABO LESHILO

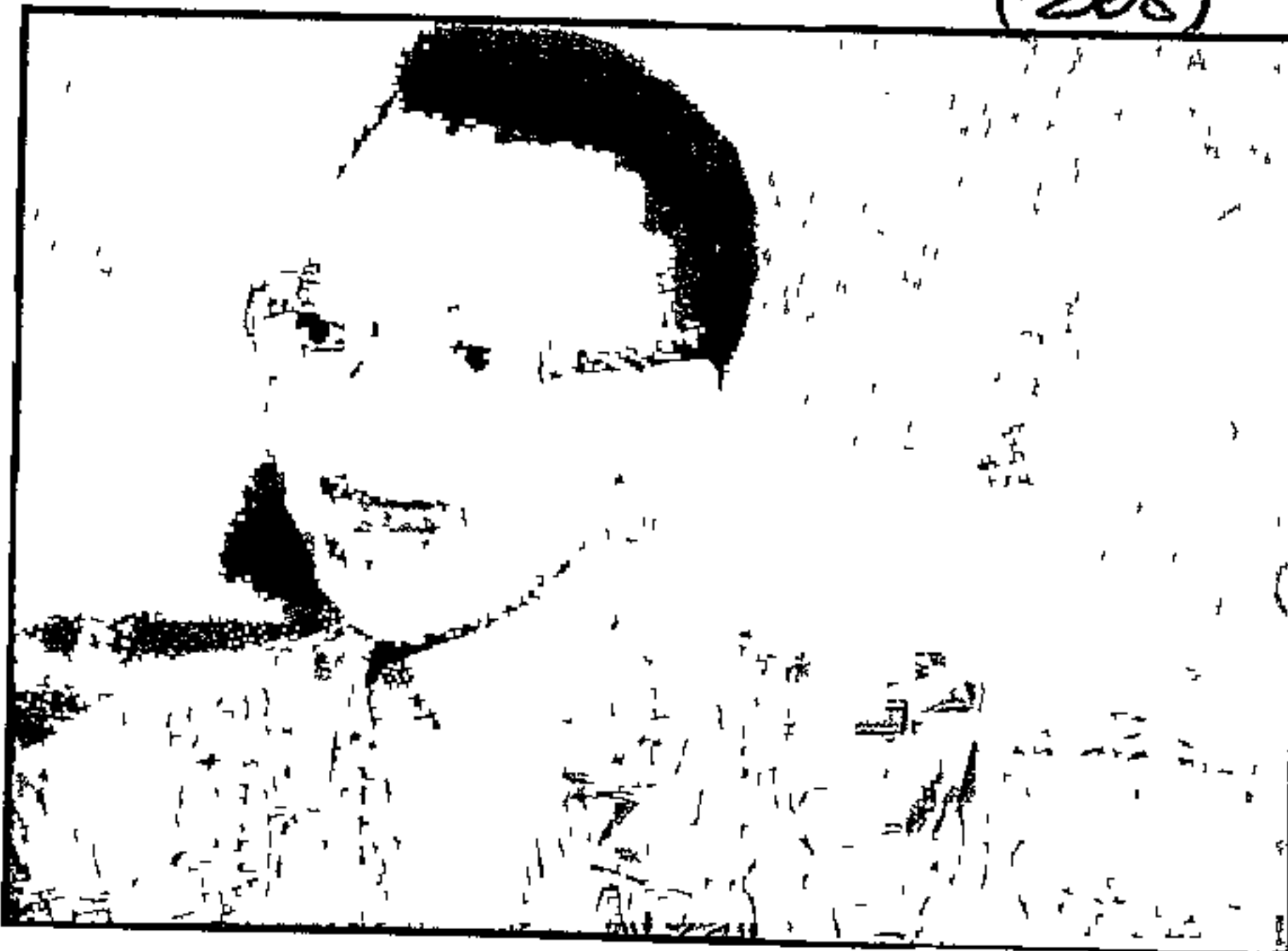
She not only has a consuming passion for her job, but she's in touch with it as well

Pinkie Moholi, appointed head of Telkom's In Touch unit last month, belongs to that rare breed of women who continue to change the face of corporate South Africa.

And she's matter-of-fact about it as well. "I wouldn't have come this far if I was scared of challenges," says Moholi, who's not in the least bit fazed by the fact that hers could be an affirmative action appointment

"Telkom has gone on record as saying it will pursue affirmative action policies to make sure it is well representative of the community

"If my appointment is because of affirmative action, that's a good thing It means



Pinkie Moholi . . . recently appointed head of Telkom's In Touch unit.

PICTURE GARY BERNARD

that black engineers of my experience now have the opportunity to participate in the development of telecommunication in South Africa "

Her responsibilities?

"To develop the market in that section of the population not well served by Telkom."

This includes occasional

► To Page 3

Not afraid of challenges

From Page 1

telephone users, informal settlements, those who cannot afford a telephone, and rural community requirements (268)

The challenge to Telkom, she says, is to close the glaring gap between South Africa and the developed world regarding availability of telephones

There are, she says, only 9,5 phones per 100 people in South Africa, compared with the world average of 18 phones per 100.

"It will please me if we can increase this to 12 per 100 people in the next five years "

An even more pressing task is to provide every polling station with a telephone.

Another of her priorities is to ensure that blacks in the small

business sector get a stake in the industry This, she says, can be done through owning the thousands of community telephone services Telkom intends putting up nationwide

She also wants to make the former parastatal more responsive to the needs of clients "We have to go out to our clients to discover their needs "

Moholi was previously an African Institute of Technology project director, a systems engineer and networks consultant at Siemens in Germany, and a Telkom design engineer

She holds an electronic engineering degree from the University of Cape Town and lives in Johannesburg with her husband and two daughters.

Workers march to Telkom and Post Office

ABOUT 2 000 Post and Telecommunications workers marched to the regional Telkom offices in Joubert Park and to the main post office in Jeppe Street yesterday to hand over a memorandum listing their union's demands. *B/Daw*

Post and Telecommunication Workers' Association (Potwa) spokesman Mavi Ponyane said the protest by workers was to press for an end to "unfair dismissals" and the reinstatement of 47 workers dismissed last June for an illegal go-slow at the Florida Telkom office *1512194*.
The Conciliatory Board compris-

JACQUIE GOLDING

ing Potwa representatives and Post Office and Telkom management will today discuss the possible reinstatement of the dismissed workers.

Other demands by Potwa members included an end to the "stalling" of negotiations on affirmative action and an "end to unilateral restructuring" by both companies.

"Unilateral restructuring by either one of these parties leads to massive retrenchments and adds to unemployment, which concerns workers,"

said Ponyane.

He added that if demands were not addressed by management, a national strike lay in store.

Post Office labour relations manager Jurie Botha said the memorandum would be "closely looked at".

Botha said he, however, did not appreciate the union wanting to press management into conceding to their demands.

A Telkom spokesman said they were not "perturbed" by the protest or by the threat of a national strike and that they would "attend" to the memorandum *(268)*

Sit-in by Telkom workers

By Russel Molefe

ABOUT 350 employees of Telkom in Brakpan staged a sit-in on Tuesday to demand the reinstatement of transport withdrawn by management (268)

A Telkom manager in Brakpan, Mr Koos Steyn, yesterday refused to comment on the matter.

Post and Telecommunication Workers Association spokesman Mr Mavi Panyane claimed the workers were provided with transport to and from work a week before the election — a ploy, he claimed, aimed at persuading them not to vote for black political parties.

Panyane said "This ploy became obvious when management immediately decided to withdraw transport on Monday because it became clear that a black organisation had won the elections

"The area is dominated by white rightwing extremists and their attitude has irritated the workers"

Two unions plan to merge

By Ike Motsapi
Labour Reporter

THE South African Railways and Harbour Workers' Union and the Transport and General Workers' Union are to merge next month

The two unions, which are affiliated to the Congress of South African Trade Unions, will be known as the National Transport Union from June 23. (268) (1457)

A draft constitution for the NTU is under discussion in every region where the unions are represented

Mr Bhekani Nkosi, media officer of Cosatu, pointed out that all details about the merger are being finalised by the federation

The union will bring together 59 543 out of 200 000 transport workers. It is estimated that Transnet alone employs about 124 000 workers and, already 100 000 belong to a union or staff association

Cosatu's National Labour and Economic Development Institute (Naledi) suggested to TGWU and SARHWU in December last year that growth lay in recruiting the other 51 000 workers in the private companies and also organising among the 24 000 non-union Transnet workers

It was also suggested that they should try to unite with other Transnet unions or take over their membership

It appears that the only remaining stumbling block is what to do with TGWU's 14 000 security guards and contract cleaners

Wage deal for Telkom

PRETORIA — Telkom, its unions and staff associations reached a wage agreement here yesterday, the company said

208 0710/5/94
Telkom said it signed the deal for an eight percent across-the-board hike with the SA Telecommunications Association, Post Office Employees' Association of SA, Postal and Telkom Association of SA, SA Post and Telecommunications Employees' Association, Post and Telecommunication Workers' Association and the SA Postal Association

The agreement included an adjustment of the minimum wage from R1 145 to R1 236 a month, backdated to April 1 — Sapa



ON CLOUD NINE: From left, Isaac Khumalo, Eric Manentsa, Charles Sali and Mpho Mamashela

Black pilots on SAA

By Vuyelwa Motlali

SOUTH AFRICAN AIRWAYS (SAA) recently added colour to its cockpit crew.

The predominantly white-staffed airline enlisted five black pilots in January.

The recruits, Mr Mpho Mamashela, Mr Isaac Khumalo, Mr Eric Manentsa, Mr Charles Sali and Mr Akash Poonce were all commercial pilots before joining SAA.

Poonce is the second Indian pilot

South 316-716194
to join the airline. The first, Mr Naseem Mohomed, joined in 1989.

"We had to give them further training as they were used to flying small planes," said Administration Manager of the Flight Training Centre, Mr Willy van der Watt.

He added that from next year, recruits would not need prior training in flying, they could apply straight from matric (268)

Selection for next year will start in November this year, he said

Post office takes 'action'

PRETORIA — The South African Post Office would fill 150 managerial positions with members of previously under-represented groups by the end of June, SAPO chief executive Mr Donald Masson said yesterday

He said in the process of incorporating the TBVC homelands, 18 new area managers would be appointed

The affirmative action drive and SAPO's new emphasis on providing a postal service to all South Africans would be sufficient to secure the country's re-admission to the Universal Postal Union, a fact-finding UPU mission has found (268)

Up to 500 000 new postal addresses will be provided each year (268) CT 11/6/94

The delegation would recommend South Africa be re-admitted to the UPU at its congress in Seoul, South Korea, later this year, delegation members said at a media conference in Pretoria

South Africa was expelled from the 187-member international postal body in 1979 in protest against its apartheid policies — Sapa

Parking fees not raised

Staff Reporter

(269) CT23/94

CITY centre parking fees will not be increased before a decision is made in August, Mr Peter Alston, the assistant city administrator, said yesterday after a special joint meeting of two City Council standing committees.

He said a workshop would be held next month in which the Cape Town Chamber of Commerce, city officials and city councillors would discuss a new parking policy to discourage meter-feeders. A combined meeting of the utilities and works committee and the town planning committee decided this.

Mr Alston said the Chamber of Commerce was opposed to parking fees more than doubling from R1 to R2 50, which they felt was excessive, and the council would not discourage motorists from using private vehicles until public transport was improved.

The new parking policy is designed to lure "short stay" shoppers to town and promote public transport.

A report from the city planner recommended that one-hour metered parking should increase to 50 cents for 12 minutes at R2 50 an hour to match the cost of covered parking garages.

The aim was for 90% of vehicles to comply with the one-hour limit, Mr Alston said.

In spite of strong reservations from the Chamber of Commerce about the increase, surveys have shown it would not deter businessmen and shoppers from the CBD if additional parking was created by discouraging meter-feeders.

Racial clashes at Telkom branch

■ BY BRENDAN TEMPLETON

Racial clashes have been reported at Telkom's Jeppe branch in Johannesburg, where some white managers work with guns on their hips and many black employees fear for their lives.

Conflict reached the point where a senior manager had to be called in from Pretoria on Thursday to resolve the tension.

A late-night agreement with the Post and Telecommunication Workers' Association (Potwa) resulted in firearms being banned from the workplace and the suspension of employees who were

Stur
BLACK workers in Jeppe say they can't work while fearing for their lives, and white staff carry guns

allegedly involved in the assaults

A full investigation was ordered, which began on Friday

Black workers, who did not want to be identified, said they found it impossible to work while fearing for their lives

Human resources senior manager Jaap Malan said he did not believe that there was widespread conflict at Telkom branches. The investiga-

117194
tion would have to be completed before he could comment further

Potwa regional organiser Mavi Panyane said tension began when the right-wing Mineworkers Union started organising white employees at the branch after affirmative action negotiations began late last year

Workers claimed many middle-order managers had joined the union and were openly racist in their treatment of black staff

(268)
Matters came to a head on Tuesday night after an argument about racial conflict at a canteen in the building which is run as a private business by one of the managers

White Telkom workers to stage Pretoria protest

JACQUIE GOLDING

ABOUT 500 Telkom workers affiliated to the all-white Mineworkers' Union (MWU) would protest against the company's affirmative action policy tomorrow, the union said yesterday.

The MWU, which had about 52 000 members countrywide and 4 000 members at Telkom, recently restructured to accommodate white workers in sectors outside the mining industry.

The union has expanded its membership to include the electrical, steel and chemical sectors.

MWU acting secretary-general Flip Buys said the protest would be peaceful. It was not intended to disrupt the Telkom operation.

"We will peacefully protest outside Telkom's head office in Pretoria," he said, adding that there was a possibility that the protests could snowball if the company failed to respond adequately to its grievances.

"We are not objecting to the principles motivating affirmative action but we are concerned about our members having no promotional prospects and the moratorium placed on white employment."

The MWU was also concerned about Telkom's distribution of circulars in English. Buys said Telkom had created the impression that Afrikaans-speaking employees were being disregarded.

Other grievances included the company's merit/grading system and its bargaining forums.

Officials held hostage over lack of water

CT 21/9/94

Own Correspondent (2678)

JOHANNESBURG — Troops have been sent to kwaNdebele to ensure emergency water supplies reach their destination after four water affairs officials were taken hostage earlier yesterday.

The decision to send in the SANDF was taken by Water Affairs and Forestry Minister Professor Kader Asmal after he learned that members of a kwaNdebele "local negotiating forum" had taken the officials hostage and were demanding talks over water supplies in the drought-stricken region.

The SANDF would be asked to lay on tankers in the region to supply water to "red areas" where there was no water left. It would also attempt to secure pipelines and the safety of officials.

Sapa reports that Prof Asmal had spoken to hostage Mr Helgaard Muller by phone yesterday afternoon. Mr Muller had told him there was no threat to life and everything was "congenial". However, they would not be released till Eastern Transvaal Public Works Minister Mr Ntimane Mathebula held talks with the negotiating forum.

Thousands of post boxes for squatter areas

268

ART 8/9/94

□ PO identifies suitable sites on Flats

JOHN YELD
Staff Reporter

SUITABLE areas have been identified for providing thousands of post boxes in informal settlements across the Cape Flats, but prolonged negotiations with community organisations are delaying the project, says the Post Office.

One of the priorities of the Post Office's "Client Charter" is giving each South African a postal address.

Western Cape regional general manager Leon Dippenaar said the Post Office had embarked on a major project to achieve this by installing address boxes in the form of transportable postbox lobbies in developing and under-developed areas.

During the past 10 months, some 420 000 of these postboxes had been installed at various places around the country, and the aim was to provide 500 000 annually in co-operation with local communities.

"But certain problems have been experienced in the Western Cape, including the allocation of suitable land," Mr Dippenaar said.

"In developed areas, developers are not keen to provide land and, if they do, it is at rather high prices.

"In underdeveloped areas, such as squatter camps, it is difficult to trace (land) owners and, when traced, problems are experienced determining whether they are the *de jure* or *de facto* owners."

The acquisition of land had also

been delayed because of prolonged negotiations with communities and organisations, and in obtaining approval from local authorities.

Mobile box lobbies were not suitable for the Western Cape because of the weather, Mr Dippenaar said.

Areas identified for the provision of permanent private postboxes included Lwandle and Nomzamo at the Strand (2 500 and 1 800 respectively), The Hague and Eindhoven at Delft (1 200 and 1 100), Crossroads (1 000) and Brown's Farm at Philippi (1 000).

More than 2 800 supermarkets, bookshops, pharmacies, filling stations, cafés and spaza shops throughout the country were already selling stamp booklets as part of the Post Office's drive to provide basic services within easy reach of clients, Mr Dippenaar said.

Another priority of the "Client Charter" was creating an infrastructure to suit the entire community.

"Over the next five years, we will be extending the number of outlets to some 3 000 — that's 1 000 more than at present.

"These will not be in the form of traditional post offices but by means of retail post offices within host businesses and inside shopping centres to facilitate one-stop shopping."

The first retail post office started operating in Pretoria last month.

"Post offices in general are to be repositioned in order to be accessible to all and to serve the entire community," Mr Dippenaar said.

Truckers 'backer' warns State of more blockades

Labour Reporter

THE shadowy organisation behind last month's paralysing truckers' blockades of freeways countrywide has lashed out at the government, employers and the Transport and General Workers Union, warning them to stick to agreements

Non-adherence would incur truckers' wrath, the Turning Wheel International Workers Movement has cautioned in a faxed statement

"The Turning Wheel Interna-

tional Workers Movement hereby warns the Motor Transport Owners Association (MTOA) and all other parties not to underestimate the anger of truckers and calls on everyone involved to act in good faith

"We will continue to support and assist truckers until their legitimate demands are met," the statement, carrying a Benoni address, said

The organisation accused Labour Minister Tito Mboweni of "evasive behaviour" for failing to respond "as promised in terms of the Mooi River Accord" to truckers' demands that overtime

268
ARLG 14/9/94
wages not be taxed

It condemned as a "typical Stalinist tactic" the "childish attempts" of Thulani Dlamini of the Transport and General Workers Union to "smear" the Turning Wheel as a revolutionary movement undermining the Reconstruction and Development Programme

Since signing the Mooi River agreement "it has become clear to us that efforts are being made to undermine the Accord and ignore the agreement made by the unions and Turning Wheel on August 26 in Lower Houghton

Drivers strike over salaries

268 Staff Reporter

DRIVERS at Grootte Schuur and Tygerberg hospitals and at the Pinelands Laundry Depot went on strike over salaries yesterday, blocking sections of the premises. The Ministry of Health and Social Services said discussions with workers had been successful.

Union man shot in strike

UMTATA — President Nelson Mandela has been asked to intervene in a strike at the Transkei Road Transport Corporation after a shop steward was shot dead yesterday

The Transkei Parastatal Workers' Union said it was "deeply worried" about the situation at the TRTC because repeated efforts had been made to seek the Eastern Cape legislature's intervention in the dispute.

CA 15/9/94
A union spokesman claimed the shop steward, Mr S Qashani, was shot by the corporation's security staff at a TRTC depot while trying to collect the corporation's managing director for a hearing into alleged corruption — Sapa

ANC man new

transport chief

THE man who managed the ANC's election campaign, Mr Ketso Gordpaign, has been appointed director-general of transport, Transport Minister Mr Mac Maharaj said yesterday.

He said Mr Gordhan, 33, would take over from Dr Coenraad Scheepers on January 1 and serve a five-year term. (298)

Mr Gordhan holds BA and MPHil degrees and worked in the ANC's department of economic policy from 1990 to 1992.

— Sapa CT 16/9/94

Truck drivers block key routes

Own Correspondent

(268)
CT 20/9/94
PORT ELIZABETH — Just over three weeks after their first wage protest, long-distance truck drivers began nationwide blockades of key highway routes on the stroke of midnight last night

This included the N2 at Motherwell outside Port Elizabeth and the N1 at Colesberg

More than 120 trucks began gathering at the Trucker's Inn on the Addo/Motherwell off-ramp at 8 45pm yesterday, before moving across onto the N2 to block all lanes

Police, including internal stability division members, negotiated with trucker representatives in the highway darkness, securing an agreement from the truckers to move their trucks aside to open a single lane for emergency and other traffic

Police said failure to comply would result in "strategic action", but no incidents were reported as truckers peacefully complied with the agreement

Call to stop retrenchments

PORT ELIZABETH — Thousands of posts and telecommunications workers marched through the city here yesterday to call for a moratorium on retrenchments and for "an end to racism" in companies like Telkom (268) (452) CT 22/9/94

The Post and Telecommunications Workers' Association criticised Posts and Telecommunications Minister Dr Pallo Jordan for failing to deliver on promises to increase workers' salaries — Sapa

Sit-ins by PO workers disrupt mail deliveries

(268)

APR 27/9/94

Labour Reporter

POSTAL deliveries to Western Cape townships have been paralysed by sit-ins at post offices and depots organised by the Posts and Telecommunication Workers Association (Potwa)

Services in other areas, including the Boland, have also been affected, post office spokesman Jurie Swart confirmed today

He said the post office had made "special arrangements" so that urgent deliveries could still be made.

Matroosfontein depot shop steward Arthur Frans said the sit-ins had been organised as union members were unhappy with the post office's response to demands earlier this month

The demands included a visible programme of affirmative action, permanent employment for all temporary workers with three or more months' continu-

ous duty and the supply of telephone and fax facilities to union organisers

Mr Frans said the post office responded by suggesting a series of committees to look into each grievance

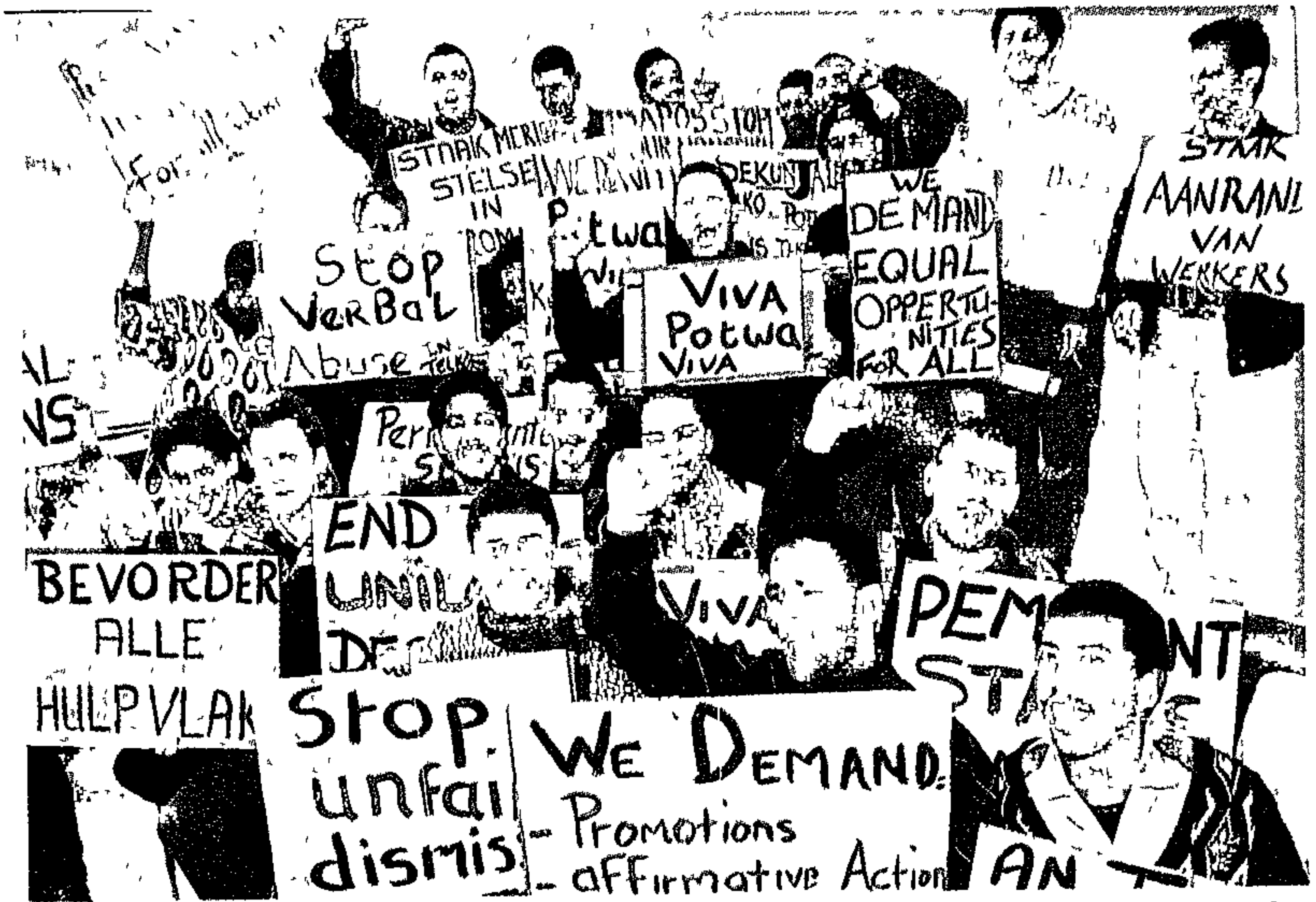
"This was not what the workers wanted to hear," he said

Potwa's deputy secretary for the Boland, Johan Meintjies, said post offices "from Velddrif to Calvinia" had been affected

Mr Swart said there would be no deliveries in Khayelitsha, Crossroads, Guguletu, Nyanga and Langa today

Affected depots included Brackenfell, Matroosfontein, Rondebosch, Gatesville, Goodwood and all those in the townships.

He said the post office was negotiating with Potwa and hoped normal functions would resume by tomorrow.



SIT-IN... Some 40 workers at the General Post Office in the city yesterday joined hundreds of post and telecommunications staff protesting throughout the country after management "failed to respond favourably" to workers' grievances. **Picture. ANNE LAING**

Sit-in disrupts postal services

(268) CT 28/9/94

Staff Reporter

POSTAL services in the Cape Peninsula were disrupted yesterday when hundreds of post office and telecommunications workers staged sit-ins at postal depots and Telkom service centres.

The action follows a march on August 24, when workers handed a list of grievances to management at the post office and a Telkom service centre in the city demanding that issues such as affirmative action, worker participation in decision-making and in the companies' reconstruction and devel-

opment programme be addressed. Workers gave management 21 days to respond to the grievances.

Post and Telecommunications Workers' Association spokesman Mr Nathan Bowers said yesterday management had not responded favourably in the given time and it had been decided on a national level that each region would stage some form of protest.

In the Western Cape it had been decided that protest would take the form of a sit-in, and workers would meet with post office management today.

Mr Bowers said a meeting with Post, Telecommunications and Broadcasting Minister Dr Pallo Jordan was scheduled this week in Johannesburg, and if he did not respond favourably "we are going to be faced with a national strike".

Human Resources manager for the post office Mr Jurie Swart said services had been affected mainly in the Peninsula's townships, where no mail was delivered.

A Telkom spokeswoman said about 120 workers had staged sit-ins in Mitchells Plain, Firgrove, Wellington and Bredasdorp.

Post offices hit by strikes

CAPE TOWN — Cape Peninsula postal services were disrupted yesterday when about 5 000 workers staged sit-ins at eight depots. *Biday 28/9/94*

Sapa reports the workers demanded that a moratorium be placed on the unilateral restructuring of postal services. A Post and Telecommunications Workers' Association (Potwa) spokesman said workers were also striking to back demands by colleagues in the former TBVC states for the same privileges as other workers.

The SA Post Office said postal services in the former TBVC states had been paralysed by strikes. Mail destined for these areas was being held at SA depots. *(268)*

JACQUIE GOLDING reports Potwa yesterday met Post and Telecommunications Minister Pallo Jordan to discuss salary parity and the finalisation of integration with TBVC states. Potwa spokesman Shakes Gonyane said union members wanted the contracting out of posts and telecommunication services halted. The union also wanted the TBVC bosses to recognise the union. *(152)*

Second day of mail delays

~~OT 29/9/94~~
MAIL services in parts of the Cape Peninsula were disrupted for a second day yesterday as workers continued their industrial action

Workers said management had not responded favourably to issues such as affirmative action and worker participation in decision-making (268)

● The Post and Telecommunications Workers' Association has agreed to end its eight-day strike in the former TBVC states, following an agreement that allows the association to be involved in integration into the SA Post Office and Telkom — Staff Reporter, Sapa

Postal strike *Star 29/9/94* is over

East London — The Post and Telecommunication Workers' Association has agreed to end its eight-day strike in the former TBVC states.

Potwa spokesman Letty Masoka said yesterday members were expected to return to work today after a satisfactory agreement had been reached with Posts, Telecommunications and Broadcasting Minister Dr Pallo Jordan on Tuesday.

The agreement allows Potwa to be involved in the integration of the former TBVC postal services into the South African Post Office and Telkom. Demands on pay parity and conditions of service would be addressed by Public Service and Administration Minister Dr Zola Skweyiya.

The strike began on September 20 and had resulted in a backlog of mail destined for the former homelands.

The Eastern Cape government will reportedly investigate the misuse of government vehicles by Potwa members during the strike. Transport MEC Mandisa Marasha called on strikers to return the vehicles.

Sapa

(2108) (23)

Mail services resume

MAIL services in all parts of the Peninsula resumed yesterday after two days of industrial action. Agreement has reportedly been reached on all grievances (268) CT 30/9/94

NEWS Lunchtime commotion in Du

Traffic disrupted

FIRST PHASE Potwa members

in protest against working conditions:

LUNCHTIME TRAFFIC IN central Durban was disrupted and telephone calls and postal deliveries in and around the city were affected yesterday when hundreds of workers took to the streets to protest against working conditions.

The workers, under the banner of the Post and Telecommunications Workers Association, were taking part in the first phase of protests against post office and Telkom management.

Potwa regional secretary Mr Mandla Sithole said the Durban contingent of Potwa's 2 000 members throughout the province would not return to their posts until Wednesday.

Potwa's complaints were

- That private contractors employed

by both former parastatals did not encourage fulltime employment,

- Affirmative action policies were not being carried out, and

- The Reconstruction and Development Programme was not being given due attention.

Yesterday Telkom and post office personnel managers were at the central post office.

This management team was there to accept a memorandum from workers.

Sithole warned there would be protests by members throughout the province (268) (40)

Although yesterday's action was confined to a march, the public should be aware of the likelihood of disruptions to services if a strike was called — Sapa

Court rejects miners' bid

^{CT 19/10/94}
DURBAN — An Industrial Court hearing yesterday rejected the National Union of Mineworkers' urgent application to declare a lock-out at Richards Bay Minerals on the kwaZulu/Natal North Coast unfair and illegal.

Postal workers protest

⁽²⁶⁸⁾
DURBAN — Lunchtime traffic here was disrupted and telephone calls and postal deliveries in and around the city were affected when hundreds of postal workers took to the streets to protest against working conditions.

^{CT 19/10/94}

Star 5/12/74

'Post services collapse'

Three major business organisations want to have urgent talk with the Minister of Posts, Dr. Pallo Jordan, on the "virtual collapse" of postal services in the former "independent homelands" of Transkei, Bophuthutswana, Venda and Ciskei, known as the TBVC states.

The South African Council of Business, the Afrikaanse Han-

delinstituut and the Steel and Engineering Industries' Federation called on SA Post Ltd to advise the public that it could not guarantee the delivery of post to these areas (268)

In a joint statement they said they had approached Dr Jordan for talks on "the very serious situation that has come about from the virtual collapse of the postal service in the TBVC states". — Sapa.

PETER FABRICIUS
The Argus Foreign Service

WASHINGTON — Minister of Posts, Telecommunications and Broadcasting Pallo Jordan has rejected American charges of "protectionist tendencies" in South African broadcasting.

Dr Jordan has been in Washington with a government and private-sector delegation concerned with broadcasting and telecommunications.

They were hosted by the United States Trade and Development Agency and met government officials and US telecommunication corporations to explore trade and investment opportunities and learn about new technology and regulation of broadcasting.

Dr Jordan said the mission was a great success and several American corporations were "actively considering" investing in the South African telecommunications industry, probably through joint ventures.

But, Dr Jordan said as he left, the Americans had expressed concerns about "protectionist tendencies" in SA broadcasting — referring to the demands of entertainers for a local-content requirement for broadcasters.

Dr Jordan said South Africa did not have to buy into US "dogmas" about protectionism.

In any case, the US itself practised "an extreme form of protectionism" in the entertainment industry.

Pallo Jordan

Whereas American artists like Whitney Houston entered and performed freely in South Africa, "you try to get Brenda Fassey into this country (the US) and see how many hurdles you have to jump over before you get a permit, never mind get her on to a stage."

Dr Jordan said that because of this kind of prior protection against foreign competitors, American artists had greater exposure in the US and did not need to be protected by local-content requirements on American radio stations.

"What the local artists are saying is that we need to be heard on SA radio. It's no good just playing stuff from outside. We're not going to develop local talent and promote local culture if we allow it to be swamped by cultural products from outside."

(268)

Broadcast

industry in

SA sparks

US interest

On the telecommunications side, Dr Jordan said there were still immense business opportunities in South Africa, some arising from the government's reassessment of privatisation and joint ventures.

Some telecommunication companies which the delegation met were "actively considering" investment in South Africa.

One American corporation with a global paging service already was looking "actively" at possible South African partners — especially from the black community — with whom they could enter into a joint venture.

The giant Bell Atlantic telecommunications company had expressed "some interest" in South Africa.

And Telkom was considering taking part in the fibre-optic cable, Africa One, which AT was laying around Africa.

NEWS

Affirmative action demanded **Postal workers strike for better job opportunities**

More than a thousand workers at the Jeppe Street Post Office in Johannesburg embarked on a strike yesterday demanding the implementation of affirmative action in the Post and Telecommunications Department

Post and Telecommunications Workers' Association (Potwa) collective bargaining spokesman Joe Molekeng said workers were complaining about lack of promotion opportunities for blacks, racism in the workplace and inadequate training.

"Post and Telecommunications have facilities for training and retraining their workforce, but these facilities are not made available to black workers and management is applying delaying tactics in putting into motion affirmative action," Molekeng said.

In a statement, Post Office spokesman Ben Rootman said management had set a goal that the staff component would reflect the demographics of the country by the year 2000.

"This policy was agreed upon by all the company's trade unions, and targets to reach this goal will be negotiated annually," Rootman said.

Star 1/2/95
He said the Post Office and 16 representatives of three unions had met on Monday to discuss affirmative action in the Witwatersrand region

Potwa's Witwatersrand branch spokesman Pat Baloyi said a meeting yesterday involving union officials and Post Office management to resolve the dispute had reached a stalemate, and that management was unbending on its affirmative action policy

He said that while 15 white workers had recently been promoted to management positions, no blacks were being promoted or trained.

"At least the same number of blacks must go through an accelerated management training programme and be appointed in that regard.

"This will avoid tokenism and also empower black workers," Baloyi said

"We have decided to suspend negotiations until we consult with our national executive committee"

Rootman said union members staged a sit-in on Monday night to press their demands. — Sapa.

268

Postal dispute winds down

(268) Star 2/2/95

Operations returned to normal at the Jeppe Street, Johannesburg, post office yesterday but a management-union dispute over salaries for 17 affirmative action "shadow managers" has not yet been resolved.

On Tuesday 145 postal workers stopped work after a breakdown in negotiations on Monday between the Post and Telecommunications Workers' Association (Potwa) and management.

Witwatersrand Post Office human resources

manager Coeme Stoman said he had obtained a mandate to appoint 17 "shadow managers", meant to understudy senior management, from a list of names.

People had returned to work when management agreed to the demand.

However, negotiations were continuing over salaries, with Potwa urging that the managers be paid full managerial salaries and the Post Office arguing for salaries at trainee level — Sapa

~~POST~~
~~workers~~
Sowetan
to strike

268

3/2/95
POST and telecommunications workers in North-West have resolved to embark on an indefinite programme of mass action from Monday.

The decision was taken at a meeting in Phokeng, near Rustenburg, on Wednesday.

Post and Telecommunication Workers Association members went on strike on Tuesday to protest against their delayed salary adjustment.

They ended their two-day strike yesterday.

Potwa spokesman Mr. Simon Sello said workers would stage sit-ins at all Telkom offices in the province. — Sapa

Telkom to help if strike hits world title fight

268  ERICA JANKOWITZ 

A STRIKE by Post and Telecommunications Workers' Association members in the Northwest, which closed all post offices and disrupted telecommunications services yesterday, may affect media coverage of the boxing world title fight scheduled for Saturday.

Sun International sources expressed concern that additional lines might not be installed in time to accommodate international media coverage of the flyweight title fight between SA's Baby Jake Matlala and Mexico's Alberto Jimenez. The fight will be held at Sun International's Carousel Hotel north of Pretoria.

Telkom spokesman Amanda Singleton said Telkom had no jurisdiction to operate in the former TBVC areas, but was on standby to step in should the strike continue until the weekend. There were existing international broadcast facilities in the area and Telkom would operate them on Saturday if necessary.

A Potwa spokesman said all post offices in the territory were closed. All administrative and technical telecommunications services had been disrupted.

Potwa's members are striking because of government's apparent reluctance to introduce pay parity in the former Bophuthatswana. The spokesman said workers in the region were paid about 45% less than their colleagues in other areas, including other former homelands.

A series of meetings had been held with Post and Telecommunications Minister Pallo Jordan, the SA Post Office and Telkom. These meetings were attended also by members of the Public Service Commission and various postmasters-general.

A spokesman in the Minister's office said the issue was "very complex" as post and telecommunications workers in the former independent states did not fall under SA legislation. Until this was resolved, no final decision on pay parity, job evaluation and other grievances could be taken, she said.



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(3) whether any attempt was made to obtain from the United States government copies of satellite pictures taken of the area in which the aircraft crashed at the time it went down, if not, why not, if so, with what result?

The MINISTER OF TRANSPORT

N194E

(1) Yes, all air traffic control centres en route were approached for transcript copies of all communications with SA 295 the Helderberg. This included the following centres: Taiwan, Hong Kong, Colombo, Cocos and finally Mauritius.

As these transcripts did not indicate any problems, other than that the flight proceeded routinely and normally, actual copies of the tapes involved were not requested as it would not have justified the expenditure involved.

Copies were however made of all communications with Mauritius air traffic control. This again indicated routine flight conditions up to the actual emergency declaration by Cap'n Uys.

(2) No specific advertisements were placed to request information because of the extensive media coverage both locally and abroad. With the first release announcing the commencement date of the public hearing, the public was again requested to submit any information or evidence to the Board of Inquiry.

Following the recent press coverage of the accident and the call for new evidence to be submitted has also not resulted in any such reports being received.

(3) Yes, requests for information and assistance were submitted through the South African Foreign Affairs Department to many Governments including the United States. Representatives of the United States Government i.e. the National Transportation Safety Board and the Federal Aviation Administration had in fact actively participated in the investigation. In respect of satellite pictures the response received was that there were no satellites monitoring the area at the time and consequently no pictures were in existence. The Department therefore was

obliged to spend large amounts of money in order to locate the debris field on the seabed.

Remuneration packages/staff establishment of management of SABC

124 Mr J A JORDAAN asked the Minister for Posts, Telecommunications and Broadcasting

Whether he will furnish particulars in respect of the (a) remuneration packages, inclusive of fringe benefits, and (b) staff establishment of the management of the South African Broadcasting Corporation, if not, why not, if so, what (i) are the relevant particulars in respect of the remuneration packages concerned and (ii) what was the number of persons employed in the various posts in the management as at the latest specified date for which information is available?

Hansard 29/3/95 N215E

The MINISTER FOR POSTS, TELECOMMUNICATIONS AND BROADCASTING

With regard to the remuneration packages of Management of the South African Broadcasting Corporation is regarded as highly confidential due to the competitive environment in which the Corporation finds itself. The competition is bound to increase in a re-regulated environment when Commercial broadcasting licences become available from the IBA. Furthermore, the SABC is a state-owned Corporation and it would be unwise to embark upon a competitive exercise amongst the various public enterprises since they all operate in different market segments.

SABC has nothing further to add to the above. The following information pertains to SABC Management (SENTECH excluded) as far as the staff establishment and the posts filled at present are concerned:

	Posts Available	Posts Filled
Top Management	7	5
Senior Management	44	31
Middle Management	248	209
Management	299	245
Total		

Remuneration packages/staff establishment of management of Telkom/Post Office

(218)

125 Mr J A JORDAAN asked the Minister for Posts, Telecommunications and Broadcasting

(ii) South African Post Office Limited

Whether he will furnish particulars in respect of the (a) remuneration packages, inclusive of fringe benefits, and (b) staff establishment of the management of (i) Telkom and (ii) the Post Office, if not, why not, if so, what (aa) are the relevant particulars in respect of the remuneration packages concerned and (bb) what was the number of persons employed in the various posts in the management as at the latest specified date for which information is available?

Hansard 29/3/95 N216E

The MINISTER FOR POSTS, TELECOMMUNICATIONS AND BROADCASTING

(i) Telkom SA Limited

(a) No

(aa) The remuneration packages in Telkom are regarded as highly confidential and are not comparable with other organisations without detailed analysis. It is important to handle it as such as a result of the competitive situation in which Telkom finds itself. Telkom is the only employer where the private sector and competitors can obtain the services of highly qualified telecommunication experts. It would therefore be very irresponsible to make available particulars of the remuneration packages of Telkom to the public.

(b) Yes

(bb) The staff establishment for management as on 28 February 1995 is as follows:

Job Title	Number
Managing Director	1
Chief Operations Executive	1
Senior General Manager	7
General Manager/Regional General Manager	35
Senior Manager	146
Manager (includes engineers, technologists, specialists, etc)	822
Total	1 012

The total staff establishment in Telkom is 58 968

(a) No

(aa) Although I am not unwilling to furnish the required information, the divulging of the remuneration packages in isolation will for the following reasons be detrimental to the SA Post Office Ltd

Remuneration packages of the top management of the SA Post Office, Telkom, SABC and the respective Public Enterprises are not comparable and without detailed analysis incorrect deductions will be made

Remuneration levels of the top management of the SA Post Office are lower than that of comparable posts in the private sector and divulging of the relevant information could lead to management members being coaxed away by the private sector

(b) Yes

(bb) The staff establishment for management as at 28 February 1995 is as follows:

Job Title	Number
Chairman and Chief Executive	1
Senior General Manager	4
General Manager and equal	18
Senior Manager and equal	56
Manager	167
Total	246

The total establishment in the SA Post Office is 25 926

(3) whether any attempt was made to obtain from the United States government copies of satellite pictures taken of the area in which the aircraft crashed at the time it went down, not, why not, if so, with what result?

0 N194E

The MINISTER OF TRANSPORT

(1) Yes, all air traffic control centres en route were approached for transcript copies of all communications with SA 295 the Helderberg. This included the following centres: Taiwan, Hong Kong, Colombo, Cocos and finally Mauritius.

As these transcripts did not indicate any problems, other than that the flight proceeded routinely and normally, actual copies of the tapes involved were not requested as it would not have justified the expenditure involved.

Copies were however made of all communications with Mauritius air traffic control. This again indicated routine flight conditions up to the actual emergency declaration by Captain Uys.

(2) No specific advertisements were placed to request information because of the extensive media coverage both locally and abroad. With the press release announcing the commencement date of the public hearing, the public, as again requested to submit any information or evidence to the Board of Inquiry.

Following the receipt of press coverage of the accident and the receipt of new evidence to be submitted has also not resulted in any such reports being received.

(3) Yes, requests for information and assistance were submitted through the South African Foreign Affairs Department to many Governments including the United States Representatives of the United States Government, the National Transportation Safety Board and the Federal Aviation Administration had in fact actively participated in the investigation. In respect of satellite pictures the response received was that there were no satellites monitoring the area at the time and consequently no pictures were in existence. The Department therefore was

obliged to spend large amounts of money in order to locate the debris field on the seabed.

Remuneration packages/staff establishment of management of SABC

124 Mr J A JORDAAN asked the Minister for Posts, Telecommunications and Broadcasting

Whether he will furnish particulars in respect of the (a) remuneration packages, inclusive of fringe benefits, and (b) staff establishment of the management of the South African Broadcasting Corporation, if not, why not, if so, what (i) are the relevant particulars in respect of the remuneration packages concerned and (ii) what was the number of persons employed in the various posts in the management as at the latest specified date for which information is available?

Hansard 29/3/95 N215E

The MINISTER FOR POSTS, TELECOMMUNICATIONS AND BROADCASTING

With regard to the remuneration packages of Management of the South African Broadcasting Corporation is regarded as highly confidential due to the competitive environment in which the Corporation finds itself. The competition is bound to increase in a re-regulated environment when Commercial broadcasting licences become available from the IBA. Furthermore, the SABC is a state-owned Corporation and it would be unwise to embark upon a competitive exercise amongst the various public enterprises since they all operate in different market segments.

SABC has nothing further to add to the above. The following information pertains to SABC Management (SENTECH excluded) as far as the staff establishment and the posts filled at present are concerned.

	Posts Available	Posts Filled
Top Management	7	5
Senior Management	44	31
Middle Management	248	209
Management	299	245
Total		

Remuneration packages/staff establishment of management of Telkom/Post Office

125 Mr J A JORDAAN asked the Minister for Posts, Telecommunications and Broadcasting

Whether he will furnish particulars in respect of the (a) remuneration packages, inclusive of fringe benefits, and (b) staff establishment of the management of (i) Telkom and (ii) the Post Office, if not, why not, if so, what (aa) are the relevant particulars in respect of the remuneration packages concerned and (bb) what was the number of persons employed in the various posts in the management as at the latest specified date for which information is available?

Hansard 29/3/95 N216E

The MINISTER FOR POSTS, TELECOMMUNICATIONS AND BROADCASTING

(i) Telkom SA Limited

(a) No

(aa) The remuneration packages in Telkom are regarded as highly confidential and are not comparable with other organisations without detailed analysis. It is important to handle it as such as a result of the competitive situation in which Telkom finds itself where the private sector and competitors can obtain the services of highly qualified telecommunication experts. It would therefore be very irresponsible to make available particulars of the remuneration packages of Telkom to the public.

(b) Yes

(bb) The staff establishment for management as on 28 February 1995 is as follows:

Job Title	Number
Managing Director	1
Chief Operations Executive	1
Senior General Manager	7
General Manager/Regional	35
Senior Manager	146
Manager (includes engineers, technologists, specialists, etc)	822
Total	1 012

The total staff establishment in Telkom is 58 968

(ii) South African Post Office Limited

(a) No

(aa) Although I am not unwilling to furnish the required information, the divulging of the remuneration packages in isolation will for the following reasons be detrimental to the SA Post Office Ltd

Remuneration packages of the top management of the SA Post Office, Telkom, SABC and the respective Public Enterprises are not comparable and without detailed analysis incorrect deductions will be made

Remuneration levels of the top management of the SA Post Office are lower than that of comparable posts in the private sector and divulging of the relevant information could lead to management members being coaxed away by the private sector

(b) Yes

(bb) The staff establishment for management as at 28 February 1995 is as follows:

Job Title	Number
Chairman and Chief Executive	1
Senior General Manager	4
General Manager and equal	18
Senior Manager and equal	56
Manager	167
Total	246

The total establishment in the SA Post Office is 25 926

Union, Telkom clash over pay (268)

sowetan
THE Mineworkers Union has rejected Telkom's offer of a 9,5 percent salary increase. The union is demanding an increase of 17,5 percent 11/4/95

MWU secretary Mr Flip Buys said the union regarded the demand as realistic in the light of Telkom's excellent financial results the past fiscal year.

He said Telkom employees' annual increases over the past three years had been below the inflation rate.

"Employees are so impoverished that they can no longer maintain a decent standard of living," Buys said.

He said the union remained committed to further negotiations with Telkom and promised that further industrial action would be legal and orderly.

PO, Telkom union takes to streets

(268)
ROGER FRIEDMAN and
SABATA NGCAI
Staff Reporters ARG 12/4/95

MORE than 500 Post Office and Telkom workers took to the streets of Cape Town today to hand over a set of demands to management.

Among other demands, the Post and Telecommunications Workers Association (Potwa) called on Minister of Post and Telecommunications Pallo Jordan to state publicly that Telkom would not be privatised.

For the Post Office, the union is demanding a minimum wage of R1 500, a 15 percent wage increase for the rest of the workers, and a commitment from management that all levels of the company should "reflect the demographics of the society" within five years.

The company's services were still largely geared towards white areas and resources should be shifted, said the union.

Potwa is demanding a wage increase from Telkom of more than 27 percent for lowest-skilled workers and a 17,5 percent increase for technicians, electricians and other qualified personnel.

Star 12/4/95 26 (268)

Police swoop on PO pilfering syndicates

■ STAFF REPORTER

Police have widened their investigation into crime syndicates involving Post Office workers.

The syndicates are believed to have pilfered more than R15-million by intercepting post.

Last month, police in Cape Town swooped on a 28-member syndicate, including Post Office workers, believed to have intercepted and cashed more than R600 000 worth of cheques

When police arrested the gang, they confiscated more than 13 sacks of post from homes in Langa, Guguletu and Khayelitsha.

An SAPS spokesman yesterday said the investigation had widened, and that police now believed there were several gangs involved in stealing cheques from the post, using the same methods as the recently arrested syndicate.

The inquiry was being confined to the Cape area at this

stage, the spokesman added.

He appealed to people not to send cheques by post and to avoid posting them in letters bearing company logos, but preferably to transfer money directly into accounts.

Witwatersrand police spokesman Lieutenant-Colonel Eugene Opperman said there was no evidence that organised criminal gangs were targeting the postal service in Gauteng, although "isolated" incidents of mail theft might occur.

Cities see 60 13 14 195 pay marches

ERICA JANKOWITZ

THE Post and Telecommunications Workers' Association staged marches in several cities yesterday to demand a 15% wage increase from the SA Post Office and Telkom and a minimum wage of R1 500 a month. (268) (300)

Major centres — including Johannesburg, Durban and Cape Town — were targeted, said Potwa spokesman Shakes Gonyane

Wage talks had not yet deadlocked, however, and would continue next week after Potwa officials had obtained a fresh mandate from membership. "We're trying to avoid strikes," Gonyane said.

Post Office and Telkom spokesmen confirmed the marches, but said services were not disrupted.

Gonyane said Post Office management had offered the union 9,5-13,6% increases and Telkom had offered a 9,5-17,2% range.

The union had threatened "unprecedented mass action" should the companies pursue privatisation without consulting them.

It demanded also that they "base their operations on the RDP", he said

Post Office postal business GM Willie Joubert said more than R190m of this year's postal budget had been set aside to expand postal services to deprived communities.

Threatened industrial action would have an adverse effect on this goal and might disrupt postal services, Joubert said.

In addition, four of the five trade union parties belonging to the national negotiating council had accepted the wage offer, with only Potwa apparently displeased with the final Post Office offer

Deal announced

Union issues threat to mar rugby World Cup

(268)

BD 19/4/95

PRETORIA — The Post and Telecommunications Workers' Association yesterday threatened to disrupt the rugby World Cup if their pay demands were not met.

"If they don't give us better salaries there will be no rugby," union president Lefty Monyokolo said at a march of about 1 000 Potwa members in Pretoria. The march halted postal deliveries in the city except in the central area.

The SA Post Office said all available staff were being utilised to sort mail at depots and that the situation should return to normal today.

Traffic was disrupted when the protesters marched on Post Office and Telkom offices and handed a memorandum to management which dealt with demands regarding the reconstruction and development programme, building the economy, affirmative action and salaries.

Potwa demanded a 17,5% pay increase for operational staff and 27,23% for auxiliary personnel.

STEPHANE BOTHMA

Monyokolo accused the Post Office and Telkom of sabotaging the RDP by appointing more whites than blacks. Sapa reports he called for "an immediate end to the racist appointments and dismissals".

He said political freedom had not brought economic freedom to workers. Economic empowerment entailed giving people higher salaries and guaranteeing their jobs.

The union also demanded that the provision of services in black areas be prioritised.

Post Office senior manager postal business Willie Joubert said the Post Office was fully committed to the RDP and believed that communication was a basic right.

During the current salary negotiations, Joubert said, four of the five unions who were represented in the Post Office had accepted the negotiated salary increase.

"Potwa promised to report back by

March 31, but to date has not done so. Instead they preferred to unilaterally embark on protest action." Potwa — with only 6 031 members at the Post Office — did not represent the majority of employees.

He said Potwa had repeatedly been requested to join Post Office management and the other trade unions in working to improve postal services.

"Potwa's actions, however, continue to damage customer service, thereby confidence in the Post Office and in the final analysis, job opportunities for employees of the Post Office," Joubert said.

Cosatu assistant general secretary Zwelinzima Vavi spoke in support of Potwa's demands, saying "people's assets" such as Telkom, the Post Office and the SABC, should not be sold off to the private sector.

"To hell with privatisation through the back door. We want daily assurances from the government that these organisations will remain the property of the people," he said.

Nauri bull's

Postal union threatens to disrupt Rugby World Cup

(268)

ET 19/4/95

PRETORIA: Post and telecommunications workers yesterday threatened to disrupt the coming Rugby World Cup tournament if their pay demands were not met.

"If they don't give us better salaries there will be no rugby," Post and Telecommunication Workers' Association (Potwa) president Mr Lefty Monyokolo told about 500 union members who marched on the offices of Telkom and the South African Post Office here to highlight their demands.

Police cordoned off streets in front of the two buildings while the protesters held meetings to voice their grievances and to hand memorandums to the management of Telkom and the Post Office.

Potwa, claiming to represent 26 000

workers, demanded a 17,5% pay rise for operational staff and an increase of 27,23% for auxiliary personnel.

Mr Monyokolo accused Telkom and the Post Office of appointing more white than black workers.

He said political freedom had not brought economic freedom to workers. Economic empowerment entailed giving people higher salaries and guaranteeing their jobs.

Mr Monyokolo also threatened "unprecedented mass action" if the two organisations were privatised.

Cosatu supported Potwa's demands yesterday, saying "people's assets" such as Telkom, the Post Office and the SABC should not be sold to the private sector — Sapa

'Pay more - or no rugby'

star 19/4/95 (268)
Post and telecommunications workers threatened yesterday to disrupt the Rugby World Cup if their pay demands were not met

"If they don't give us better salaries there will be no rugby," Post and Telecommunication Workers' Association (Potwa) president Lefty Monyokolo told about 500 union members who marched on the Pretoria offices of Telkom and the Post Office.

Potwa is demanding a 17,5% pay rise for operational staff and

27,23% for auxiliary personnel.

The Post Office said four of its five unions had already accepted a negotiated pay rise. Potwa had promised to report back on its position on March 31 but had failed to do so

Monyokolo accused Telkom and the Post Office of appointing more white than black workers.

There should be "an immediate end to the racist appointments and dismissals". — Sapa.

Pretoria postal workers
return to work CT 20/4/95
(268) (268)

PRETORIA: Fragile wage talks between striking postal workers and the Post Office are back on track following the disruption of mail deliveries here this week.

Both the Post Office and the Post and Telecommunications Workers' Association yesterday announced workers had returned to work

Sapa, Own Correspondent

Postal pay dispute

THE Post Office yesterday declared a dispute with the Post and Telecommunication Workers' Association over salaries.

Post Office senior general manager (human resources) Japs Jacobs said in a statement the dispute had been declared because POTWA had "reneged on agreements struck during salary negotiations".

POTWA had agreed to accept a minimum wage of R1 400 a month and was to report back on a 10% salary increase offer, but had in the interim embarked on illegal protest action, he said. — Sapa.

(268) stan 22/4/95

Union blocks RDP initiative

(268) Star 25/4/95

BY BOBBY BROWN

Telkom's door-to-door directory delivery service, which subcontracted 140 minibus taxis, failed to get off the ground yesterday when members of the Post and Telecommunication Workers' Association (Potwa) prevented drivers from entering Telkom's Horison customer service centre in Roodepoort.

Telkom, together with the Help Foundation, initiated the project as part of its RDP and customer service plans, intending to hand-deliver telephone directories to 25 000 businesses on the West Rand.

Members of Potwa blockaded the entrance to the warehouse and, according to a Telkom warehouse employee, threatened taxi drivers who were queueing outside the building.

The taxi drivers and their assistants were forced to leave the premises while Telkom officials held discussions with Potwa.

Telkom and Potwa are currently in dispute over wages.

Union foils Telkom plan for directory delivery

(268)

ARG 25/4/85

The Argus Correspondent

JOHANNESBURG — Telkom's door-to-door directory delivery service, which subcontracted 140 minibus taxis, failed to get off the ground when members of the Post and Telecommunications Workers Association (Potwa) prevented drivers from entering Telkom's Horizon customer service centre in Roodepoort

Telkom and the Help Foundation, initiated the project as part of its RDP and customer service plans and intended to hand-deliver telephone directories to 25 000 businesses on the West Rand

Members of Potwa blockaded the entrance to the warehouse yesterday

According to a Telkom ware-

house worker, they threatened taxi drivers queueing outside.

The drivers and their assistants were forced to leave the premises while Telkom officials had discussions with Potwa

Potwa and Telkom are in dispute over wage negotiations

Potwa spokesman Shakes Gonyene said members were dissatisfied with Telkom employing subcontractors while the union was still negotiating the re-employment of workers dismissed during a labour dispute in 1987

"Telkom dismissed about 650 workers countrywide during strike action in 1987. These workers should be given first option to do this work and not sub-contractors," he said

Martin Pieterse, executive

governor of the Help Foundation, a company which initiates training and contract work for taxi drivers and disadvantaged blacks, said he could not understand why Potwa took the action they did

"We have organised this project with Telkom twice before, in Pretoria and Port Elizabeth, and it was completed successfully without incident"

Mr Pieterse said he aimed merely to help taxi drivers earn extra money and had not realised the dispute between Telkom and Potwa would disrupt the project

Telkom's project manager, Baart van der Walt, was in a meeting with Potwa officials and could not be reached for comment

BD 9/5/95 (2/8)

Pay increase

SA Post Office staff would receive a 10% pay rise and a minimum wage of R1 450 a month from the end of this month, effective from April 1, the Post Office said yesterday

(268)
**PO staff get
10% increase**

Star 9/15/95
South African Post Office staff would receive a pay rise of 10% and a minimum wage of R1 450 a month, the Post Office said yesterday

Senior general manager of human resources Japs Jacobs said the raise and the improved minimum wage were effective from April 1

Post Office trade unions had agreed to the salary improvements and the dispute with the Post and Telecommunications Workers' Association had been settled — Sapa

R70 000 donation to miners' disaster fund ~~CT(BR)19/5/95~~ CT(BR)19/5/95

Sanlam has donated R 20 000 to the Vaal Reefs Disaster Fund to assist relatives of the victims. Chairman Marinus Daling said the company shared the nation's sense of shock and bereavement and its heart went out to the families of the victims of the tragedy.

And Syfrets will donate R50 000 to the Vaal Reefs Disaster Relief Trust set up by the National Union of Mineworkers, its chief executive, Christopher Beatty, announced.

Charter Consolidated listing: Charter Consolidated said it would issue and list 318 998 new shares on the London and Johannesburg stock exchanges on May 26, it said in a statement. The company said it would pay a cash dividend totalling £7 million.

Portuguese trade mission: A Portuguese trade mission led by Secretary of State Louis Palha will host a promotional tour aimed at sharing commercial opportunities with South African businessmen at the Sandton Sun Hotel on Monday and Tuesday.

Namibia gas reserves: Gas reserves in the Kudu offshore field 200km west of Luderitz on Namibia's coast have been confirmed as being at least 5 trillion cubic feet, Shell Exploration Namibia spokesman Ger Kegger said. He said Namibia was on the verge of commercial exploitation of the reserves and the development is expected to exceed N\$4 billion.

Telkom wage agreement: Telkom said the Post Office and Telecommunications Workers Association had signed a wage agreement for an 11,1 percent annual across-the-board wage increase, backdated to April 1. The minimum wage of R1 236 a month would be raised to R1 500, it said.

(268)
CT(BR)19/5/95

E Cape debt scrapped

BISHO: The Eastern Cape's R9,9 billion share of a R15bn homeland debt will be entirely written off, provincial finance minister Prof Shepherd Mayatula said yesterday.

Prof Mayatula said a national forum of premiers and national ministers had agreed in principle to an amendment of the constitution to allow the debt to be absorbed by the central government.

The constitution stipulates that provinces are liable for all asset-related debts inherited from Transkei-Bophuthatswana-Venda-Ciskei administrations. It was estimated recently this would run to more than R1bn in the Eastern Cape — Sapa (2638) CT 25/5/95

Mhlaba pay (2636) reports 'wrong'

PORT ELIZABETH: Reports that Premier Mr Raymond Mhlaba's salary was R500 000 salary a year were inaccurate, the Eastern Cape government said CT26/5/95

He earned a salary of R392 000 and allowances of R137 000. But his pay was cut by 10% for the President's "belt-tightening plan"

POSTAL WORKERS STRIKE: The
Randburg post office district came to a
standstill yesterday when 230 postal
workers went on strike because an (268)
agreement by management for certain
members of staff to attend postal and
administrative training courses had (150)
been broken. There were no postal
deliveries yesterday. *SKW 30/5/95*

Taxi body probes scheme's demise

Theo Rawana

THE SA Black Taxi Association (Sabta) would appoint an independent commission of inquiry into the collapse of the Sabta Foundation, a finance scheme whose fall cost members more than R10m, Sabta said at the weekend.

Announcing a reconstruction and development programme for the organisation, treasurer Enos Makena pointed after the collapse was made known in 1993, was "internal, and you cannot investigate yourself".

Makena said Sabta management would appoint the commission.

"The findings of this inquiry must be followed by prosecutions; there's no point in just telling people they did wrong and letting it go at that," Makena said.

The collapse of the scheme left many Sabta members holding worthless debenture certificates and the overall tarnished image of the organisation caused sponsors to shy away from Sabta. "This hap-

pened because we had outsiders running the organisation."

Makena said the Sabta executive had appointed a review committee which would prepare a blueprint for the reconstruction and development of the entire taxi industry. The review committee would work with wide-ranging terms of reference.

"This blueprint will have to deal with various issues, such as legislation, violence, safety, subsidies, skills, fare structures, interrelationships between associations and the drivers' union and the Sabta Foundation," Makena said.

He said one other issue the committee would look into was Sabta's relationship with its mother body, the Foundation for African Business and Consumer Services. "We benefit nothing from being affiliated to Fabcos," he said.

Common belief in business circles has always been that Sabta, a founder member of Fabcos, shouldered the financial burden presented by the 12 other affiliate organisations, most of whom were said to be loss-making ventures.



Deputy Defence Minister Ronnie Kasrils on Friday received Amosco's annual financial report from chairman John Moolman. The corporation's net income dropped 87% off the previous year. Picture: GARTH LUMLEY

Post workers face long wait

Stephané Bothma

THE integration of 8000 employees of the former TBVC areas into the state-owned public companies Telkom and SA Post Office was expected to be completed only by March 31 next year, Post, Telecommunications and Broadcasting Minister Pallo Jordan said yesterday.

He said the integration process was being monitored by a strategic management committee which he was chairing.

The committee comprises representatives of the departments of S. expenditure, posts and telecommunications, Telkom, the Post Office and the public service commission, as well as union officials.

"The process is expected to be lengthy and complicated," Jordan said.

The salaries of the staffers from the outgoing departments had been brought up to the level of their counterparts in Telkom and the Post Office at a cost to the state of R32m.

LABOUR BRIEFS

Posts integration going 'smoothly'

THE integration of 6 000 posts and telecommunications workers of the former TBVC states into Telkom and the SA Post Office was proceeding with "a great deal of commitment" from all involved, Posts, Telecommunications and Broadcasting Minister Dr Pallo Jordan said yesterday.

Dr Jordan, who heads the Strategic Management Committee overseeing the integration process, said the process was "a unique exercise in the bringing together of sectors and organisations not exactly noted for their track record of an harmonious working relationship".

But, he said, the work of the Strategic Management Committee, which includes representatives of the departments of state expenditure, posts and telecommunications, Telkom, the Post Office, the trade union Potwama and the Public Service Commission, was proceeding smoothly.

Dr Jordan committed himself to redressing old imbalances and improving services to areas that had previously been disadvantaged by "unequal funding practices", and to streamlining the integration process.

ET 5/6/95 (268)

BRITIS

Union threat to slow post

(268) CT 13/6/95

JOHANNESBURG Unionised postal workers warned yesterday that their planned strike would seriously slow down the delivery of postal items.

Mr Shakes Gonyane of the 30 000-strong Post and Telecommunications Workers' Association (Potwa) said letters and other items that normally took two days to reach their destination could take weeks or months if they decided to strike as a result of management's refusal to heed workers' demands.

Union threat over Post Office uniform fee

Star 13/6/95 (268)

BY JUSTICE MALALA
LABOUR REPORTER

The Post and Telecommunication Workers' Association yesterday threatened to embark on various forms of industrial action to force the Post Office to scrap a fee for work clothes.

Potwa spokesman Shakes Gonyane said the 30 000-strong union was considering a go-slow from next week to force the Post Office to scrap a proposed minimum R70 a month fee to be paid

by employees for the work uniform over the next six months

The industrial action would affect delivery of letters and parcels countrywide. Telecommunications workers belonging to Potwa, but who are not affected by the new corporate wardrobe rules, would also embark on sympathy action with postal workers, Gonyane said.

"This would mean that services like repairs and maintenance of telephones would be slowed down in the case of a go-

slow, or affected if any other form of action is taken in the future"

The new uniform was mooted three years ago to improve the Post Office's image and all unions except Potwa, which failed to attend meetings, were involved in the process, Post Office spokesman Ben Rootman said in a statement yesterday.

After its introduction last year, agreement was reached with other unions that employees would be subsidised for

65% of the cost of the new uniform. The workers would have to pay an amount ranging between R70 and R90 per month over six months as part of their contribution.

Gonyane said Potwa had suspended all negotiations with the Post Office. Regional leaders would be meeting at the weekend to come up with a programme of action and the go-slows could start as early as next Tuesday.

BRIEFLY

Man shot dead for ignoring order

Elias Kubhai (32) was shot dead by a man who accosted him and two friends while they were sitting around a fire at a firm in Maraisburg yesterday. The gunman opened fire when they refused to lie on the ground, police said. — Sapa

Funds for primary health care clinics

Three non-municipal clinics serving communities in and around Sandton have been given R145 000 by the metropolitan council to continue providing basic and primary health care to thousands of residents. They treat patients at a cost of about R6,33 each — City Reporter.

Postal strike delays mail in Transkei

The SA Post Office has asked people not to send mail to Transkei because of a postal workers' strike in the former homeland. Transkei's Post and Telecommunications Department has requested that post be withheld pending the outcome of the strike. — Staff Reporter

Heyns murder: bail

'Out with lily-white structures'

Demarcation wrangle sizzles in legislature

BY JO-ANNE COLLINGE

The ANC's attempt to get the Gauteng legislature to throw its weight behind the cabinet's demarcation plan for Greater Johannesburg provoked such acrimonious debate yesterday that two MPLs were ordered out of the House by the Speaker.

When the final vote on the issue was taken, the ANC and PAC backed the cabinet plan to create four primary municipalities within Greater Johannesburg. The NP, DP and FF voted against it, while the IFP and ACDP were no longer represented in the House.

NP leader Olaus van Zyl noted that Local Government MEC Dan Mofokeng had said it was not too late for parties to negotiate on the plan. He urged local representatives to find a solution before an Electoral Court was compelled to impose one.

Several ANC speakers said any delay to the November 1 local elections should be avoided

by all means. But these occasional notes of reconciliation and reason were lost in loud, bitter exchanges.

Early in the debate, NP whip Derek Christophers was ordered out of the House by the Speaker for refusing to withdraw accusations that MPL Ignatius Jacobs was "a liar and a coward".

Later, the ANC's Nomvula Mofokeng was ejected for failing to heed the Speaker's warning that interjections should not drown out the debate.

The ANC's support for the cabinet plan was based mainly on the fact that it allowed for thorough racial integration. The seven-substructure plan in operation for the "pre-interim" phase of local government reform leaves Soweto out on its own and falls to twin Randburg with any township area.

In a speech before her ejection, Mofokeng put it plainly. "The ANC wanted 'no retention of lily-white structures anywhere in our province'."

Joan Fuhbs, also of the ANC, said her opponents were concerned that they would no longer remain isolated from Soweto.

NP and DP MPLs denied these charges and accused the ANC of autocratic behaviour.

Julie Killian of the NP declared: "Whatever the power-drunk ANC majority pushes through today will be of no consequence and will not make the real issues disappear."

Ian Davidson (DP) said the restructuring process of municipal administrations would have to start all over again if the boundaries were redrawn and the ANC was attempting to "achieve by dictate what they were not able to achieve by negotiation".

The PAC's Ikhosian X conceded that certain procedural "oddities" had occurred, but argued that the cabinet's plan fulfilled all the fundamental principles for creating nonracial local government. Therefore, it had to be supported.

2168) Star 16/6/95

White Telkom staff may strike over merit system

(268) STW 21/7/95
 BY JUSTICE MALALA
 LABOUR REPORTER

Witwatersrand communication services may be severely disrupted next month if about 6 000 white Telkom workers in key positions vote to embark on a strike over affirmative action.

Spokesman for the whites-only Mineworkers' Union (MWU) A C van Wyk said yesterday the union would be conducting a strike ballot among its members in this region on July 31, after negotiations about Telkom's merit system deadlocked.

"Telkom's view is that the MWU is not acting in good faith as they are still negotiating with Telkom at national level and have already indicated that they support the company's affirmative action policy," it said.

Van Wyk said Telkom had un-

ilaterally scrapped a long-standing merit system and was now advertising posts which were being filled by affirmative action appointees only.

"They are appointing people without qualifications and experience at the expense of our members. We consider this to be unfair as our members have the experience but are being ignored," he said.

Telkom said the advertising of posts was only an interim arrangement until a new merit system in line with affirmative action policies had been found through negotiations with the unions.

Van Wyk said the union had key technical members in Telkom divisions which were responsible for television, radio, satellite and telegraph services.

Telkom unions threaten to take industrial action

By ANDY DUFFY

STAFF WRITER

The largest union within Telkom has threatened industrial action unless the operator rethinks plans to spin off its non-core businesses

The Post and Telecom Workers' Association (Potwa) — representing 30 percent of Telkom's 58 000 employees — said yesterday that

Telkom had failed to negotiate an agreement on its plans to set up separate business units

Telkom was acting unilaterally in pushing ahead with the restructuring, and was also falling short of Potwa's demand that black empowerment be promoted

Telkom already faces industrial action by its workforce's second largest union, the South African

Telecommunications Association (Sata), over the same restructuring

The unions — together representing nearly 30 000 Telkom employees — said they will meet Telkom officials on Thursday to try to hammer out a compromise

"The company continues to go ahead unilaterally," said Vo Tyrbhika, Potwa's general secretary. "We'll be forced to tell our

members that the situation isn't what we had expected. We may be forced to go out on action."

Telkom is planning to have off support functions, such as security, transport and construction, as part of a programme to focus on core operations under way since May

Its plans — affecting 14 000 staff — will step up a gear next Tuesday when several support operations

will be regrouped. Potwa said Telkom was already employing private security firms, without union clearance

Telkom said it had agreements from the unions on five of the seven restructuring stages. It denied the shake-up was part of a privatisation drive. "Telkom has thus far operated within agreed parameters and will continue to implement

steps as agreed upon from time to time between the relevant stakeholders," said Johan Adler, the senior general manager.

Dries Dreyer, the Sata general secretary, dismissed Telkom's claims, saying that only two stages had been agreed upon. Sata did not favour industrial action, he said, "but if our members want it, we may well have to embark on it."

(268) CT(OFR) 25/7/95

Unions back down on Telkom action

CT(BR)28/4/95 (268)

BY ANDY DUFFY

STAFF WRITER

Telkom has averted the threat of industrial action, securing union agreement for all but the final stages of its plans to spin off its non-core activities

Telkom would push ahead with its privatisation plans, following an emergency meeting with its six trade unions earlier this week

The South African Telecommunications Association, which led union opposition to the proposals, said Telkom had undertaken to negotiate the critical final stages of the restructuring which would see the non-core activities formed into separate companies

Independent consultants, including communications experts, would advise on the restructuring, which would affect about 14 000 of

its 58 000 employees, Telkom said.

But it claimed there had been no change in its stance, and that it did not know why the unions had backed down

"There's no need for industrial action," a spokesman said

"Telkom now needs to focus on transforming its core business and to deliver on its RDP obligations"

Potwa was unavailable for comment yesterday

PO staff threaten strike

(268) STAV 7/8/95

■ BY PRISCILLA SINGH

Workers at the Jeppe Street mail-processing office are threatening to strike after being told they would have to reapply for their jobs at the Post Office's Ormonde, Johannesburg, centre

The new centre, which has the latest mail-sorting equipment, will process all categories of mail on the same premises

Staff said they had previously been promised they would not have to reapply for their current positions

One employee said workers

were given forms on Friday to reapply for their jobs, and these needed to be handed in no later than August 14

"One of the managers announced last week we would not have to reapply for our jobs. There are about 1 500 workers here at Jeppe Street and we were told that only about 1 000 will be working at Ormonde"

Other divisions moving to Ormonde are the customs office in Loveday Street, the non-standard letters division in Doornfontein, the insured parcels division in Harrison Street and the mail transfer office in Boksburg

Phones go dead in Venda dispute

(268) Sowetan 7/8/95

By Khathu Mamathu

TELECOMMUNICATION services in the former homeland of Venda have ground to a halt following a strike by 560 members of the Post and Telecommunication Workers Association (Potwa), which enters its second week today.

Potwa branch chairman Mr Joseph Silinda said yesterday that the workers had vowed to continue with their sit-in until their demands had been met.

Silinda said the workers resorted to protest action after the Government failed to meet the June 2 deadline to integrate the former TBVC telecommunications services into Telkom and South African Postal Services (Sapos).

He said telecommunications workers in Venda were also unhappy that they

Pensioners are hardest hit as post offices remain closed in ex-homeland

did not get an annual pay increase while their counterparts at Telkom received a 11 percent increase.

Sapos employees were given a 10.5 percent increase.

Silinda said they were also demanding pay parity and that temporary workers, who earned a paltry R 40 a month, be permanently employed.

He also accused the Government of failing to grant housing subsidies to workers who had applied for such assistance.

He said protest action could only be suspended if workers were given a writ-

ten undertaking from the Minister of Post and Telecommunications Dr Pallo Jordan that they would get their money by the end of August.

The Ministry could not be reached for comment at the weekend.

Meanwhile all post offices in the former homeland have been closed since last Tuesday.

Manual telephones have not been working since last week as telephone exchange offices had been shut down.

Among the hardest hit by the strike are pensioners who get their monthly grant at the post offices.

(150) (268)
Postal workers stop work

CT 11/8/95

~~267~~

JOHANNESBURG: A two-hour illegal work stoppage by about 300 postal service workers yesterday temporarily disrupted mail sorting and counter services at the Johannesburg central post office in Jeppe Street.

It was assumed the protest was related to a plan to move the Jeppe Street mail centre to Witspos in Ormonde, south of Johannesburg, where it would operate around-the-clock to streamline the service

Sapa-Reuter

Postal workers picket over jobs

Star 11/8/95

(268)

BY JUSTICE MALALA

The two-hour work stoppage by Johannesburg postal workers yesterday which led to the delay in the sorting and delivery of thousands of postage articles could be repeated on Monday.

Speaking after a picket and two-hour work stoppage by about 500 sorters and delivery personnel which paralysed the Witspos and Jeppe post office sorting centres in Johannesburg city centre yesterday, spokesmen for the workers said the action would be reassessed and taken forward on Monday.

This could include another picket and a longer work stoppage, they said.

Post Office spokesman Filip Eckssteen said the backlog would be made up by today.

Jeppe post office and Witspos form the biggest postage sorting centre in the southern hemisphere.

More than 2,4-million pieces of mail are sorted at the centres every day, Eckssteen said. The workers, members of the

Post and Telecommunications Workers' Association and Postal, fear that they will lose their jobs after the post office requested about 1 500 of them to reapply for their jobs last week.

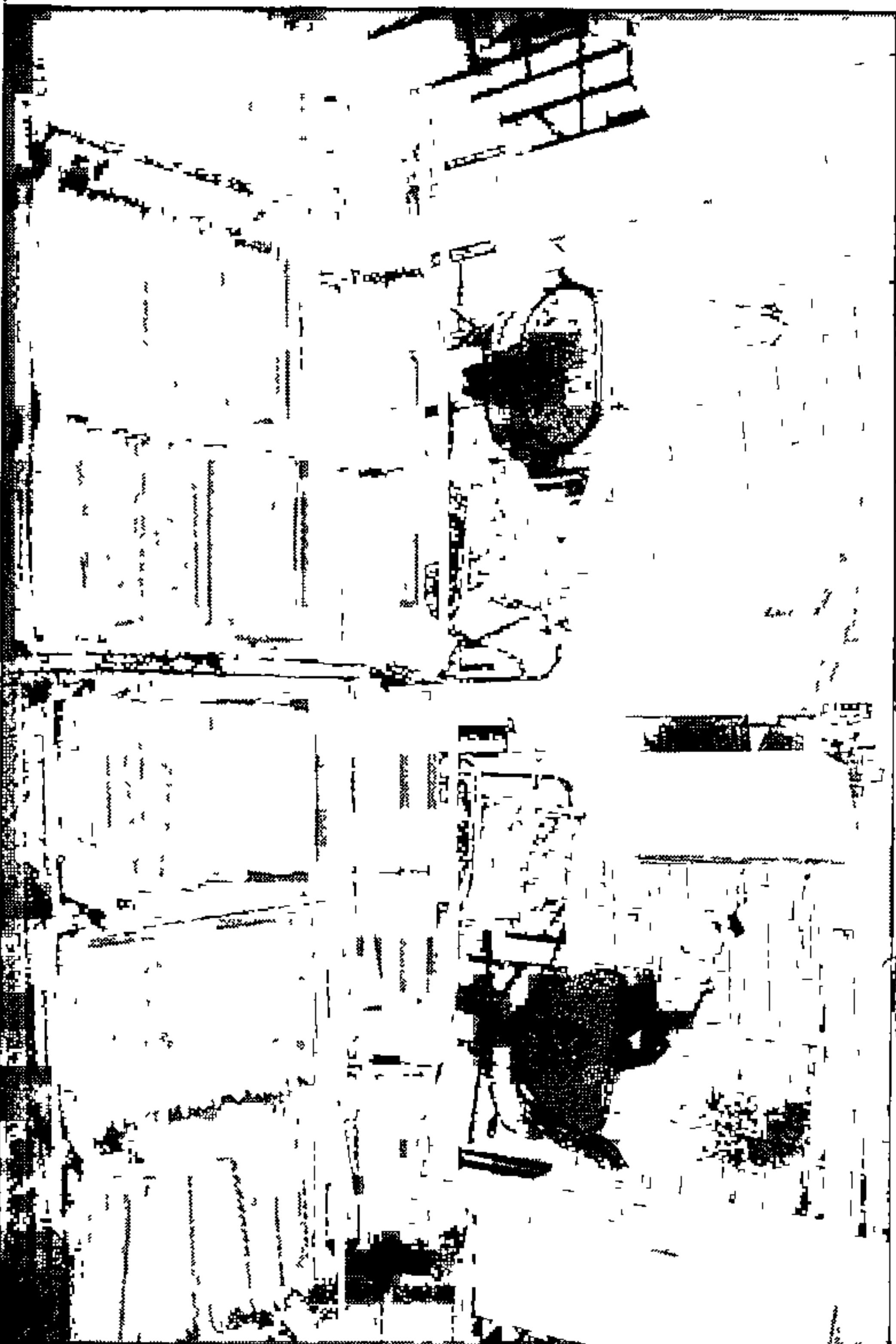
Potwa spokesman Mavi Parwane said about 1 000 jobs were going to be lost if a cost-cutting measure went ahead.

"The Post Office says it is losing about R10-million every month and they therefore need to cut this cost by retrenching our members.

"We believe there are other ways of cutting costs and retrenchment is the most unacceptable and painful of all of them. The unions should be involved in all these processes," he said.

Eckssteen said consultations had taken place with the five representative unions in the organisation about the cost-cutting measures.

"Their strike is unlawful and we have handed the union representatives letters asking them to explain what this action means. As far as we are aware, consultations on the matter had been concluded," he said.



Back at work . . . workers at Jeppe post office resume their duties after a stoppage over planned job cuts.

PICTURE MYKEL NICOLAOU

Union threatens Telkom (2b8) (212)

CT 14/8/95

MEMBERS of the Post Office
Employees' Association of SA
(Peasa) have threatened industrial
action if Telkom goes ahead with
the privatisation of non-core func-
tions as part of its restructuring

Peasa believed the privatisation
of non-core functions such as
transport and security will lead to
retrenchments, a spokesman said

(268) *2014/15/18/95*

**Jobs scare in
post service**

[Faint, illegible text, possibly a list or table]

Postal workers picket during stoppage

■ BY JUSTICE MALALA

About 400 Johannesburg postal workers embarked on a second three-hour work stoppage yesterday to air fears that they may soon lose their jobs.

SA Post Office spokesman Flip Eksteen said that, although postal services were back to normal by the end of the weekend following a two-hour stoppage on Thursday, more delays would probably be experienced due to

yesterday's action

He said the Jeppe Street post office was affected by the stoppage and expected to make up the backlog today

The picketing and work stoppage by members of the Post and Telecommunications Workers' Association (Potwa) and the Postal union comes after workers were notified three weeks ago that they should reapply for their jobs

This followed the decision to

move the mail centre run from the Jeppe Street office to the new mail centre at Ormonde

Potwa Gauteng spokesman Gallant Roberts said the association did not have problems with the move to Ormonde "What we object to is the manner in which this is used as a strategy to re-trench our members. We feel that the packages being offered to people are unfair and that there are other ways to make sure no one is retrenched"

(268) (15/8/95) 4/10/15/8/95

Postal workers in protest

(268) (722)
ABOUT 451 members of the Post and Telecommunications Workers' Association and the Post Office Employees Association of SA embarked on a two-hour mass sit-down at a number of Telkom premises to protest against the privatisation of non-core functions. — Staff Reporter

CT 30/8/95

Strikes/postal delays/closure of post offices*

*23 Dr P J WELGEMOED asked the Minister for Posts, Telecommunications and Broadcasting †

- (1) Whether he and/or the directorate and management of the Post Office have a contingency plan to solve the question of continuous strikes that lead to serious postal delays, if not, what is being planned to solve this problem, if so, (a) what is the plan and (b) when is the handling of post expected to return to normal,
- (2) whether any post offices have been closed during the period of striking, if so, (a) how many and (b) what has been done to render services to persons who have been inconvenienced due to these closures?

N1164E
The MINISTER FOR POSTS, TELECOMMUNICATIONS AND BROADCASTING

The Chief Executive of the South African Post Office Limited has informed me as follows:

- (1) Yes
 - (a) The contingency plan is a comprehensive document which does not lend itself to oral reply
 - (b) 11 September 1995
- (2) Yes
 - (a) 46
 - (b) Clients were not unduly inconvenienced as no post office was closed for a period of more than one day. Where necessary, clients were referred to other post offices for service

National Public Works Programme Task Team: expenditure/functions

*24 Mrs E J CHAIT asked the Minister of Public Works

- (a) What amount was spent in respect of the National Public Works Programme Task Team from the date of its inception to the date on which the head of the task team became Director-General, (b) what amount of money is allocated per month for the Task Team and (c) how long will it take for the Task Team to fulfil its functions?

N1165E

The MINISTER OF PUBLIC WORKS

- (a) R731 672 for the period 1 September 1994 to 30 April 1995
- (b) R97 166 per month
- (c) The Task Team was appointed to put in place the policy and institutional mechanisms for the implementation of the NPWP. The NPWP is now in the process of being incorporated into the Department of Public Works. The Task Team will therefore only exist until December 1995. The work of implementing the NPWP, however, will continue, but championed by the whole Department of Public Works

*25 Mr K M ANDREW—Labour [Question standing over]

State Tender Board: guidelines re affirmative action

*26 Mr K M ANDREW asked the Minister of Finance

- (1) Whether the State Tender Board has published any guidelines relating to affirmative action provisions in the awarding of State contracts, if so, what are the relevant details, if not,
- (2) whether this matter is currently being investigated, if not, why not, if so, what are the relevant details?

N1167E
The MINISTER OF FINANCE

- (1) No
- (2) Yes, affirmative action regarding the award of State contracts falls within the assignment of a Task Team consisting of public and private sector expertise, reviewing the entire procurement process. It is envisaged that the Task Team will deliver its report by the end of December 1995

TMC voter registration forms: alleged fraud

*27 Mr D H M GIBSON asked the Minister for Provincial Affairs and Constitutional Development

- (1) Whether charges have been laid against any persons in connection with alleged fraud in respect of payments for the processing of voter registration forms by the Johannesburg Transitional Metropolitan Council (TMC), if so, (a) what charges and (b) what amount of money was involved,
- (2) whether any other persons are under investigation for fraud in payments for the processing of voter registration forms by the Johannesburg TMC, if so, how many?

N1168E
The MINISTER FOR PROVINCIAL AFFAIRS AND CONSTITUTIONAL DEVELOPMENT

- (1) Yes
 - (a) Fraud
 - (b) The amount of money involved is not yet known as the case is still under investigation and therefore *vide* *indice*
- (2) No

Printing works owned by Post Office

*28 Mr J A JORDAAN asked the Minister for Posts, Telecommunications and Broadcasting

- (1) Whether the Post Office owns any printing works, if not, what is the position in this regard, if so, (a) where are they situated and (b) what is their combined annual (i) running cost and (ii) income,
- (2) whether any consideration has been given to privatising these printing works, if not, why not, if so, what are the relevant details?

N1169E
The MINISTER FOR POSTS, TELECOMMUNICATIONS AND BROADCASTING

The Chief Executive of the South African Post Office has informed me as follows:

- (1) The Post Office has only one printing works
 - (a) Pretoria
 - (b) (i) Running cost for 1994/95 amounts to R3,127 million
 - (ii) Income for 1994/95 amounts to R2,091 million
- (2) Yes
 - Upon request of the Post Office management the National Productivity Institute conducted a feasibility study of the Printing Works which showed that some adjustments were required to make it a more efficient and economical operation
 - With this in mind and considering that the Printing Works does not constitute core business of the Post Office, a strategic business decision was made during 1994 to consider the sale of the Printing Works
 - The Post Office appointed Standard Merchant Bank as its agent and followed a select tender process during which some 10 major players in the printing environment were asked to indicate whether they would be interested in purchasing the Printing Works
 - After a process of elimination based on either unacceptably low indicative offers or clear indications of non-interest, only two parties, namely Ince Printers and a joint venture between Perskor and Thebe Investments, remained in the running to make an offer to purchase the Printing Works
 - As it transpired, their offers were also unacceptably low and it was consequently decided not to sell the Printing Works, but rather rationalise its activities and make it a more commercially viable proposition
 - This exercise has been going on since April 1995 and has resulted in a reduction of the required manpower by some 45%

New postal code system

*29 Mr J A JORDAAN asked the Minister for Posts, Telecommunications and Broadcasting

Whether any consideration is being given to introducing a new postal code system, if not, why not, if so, why?

N1170E
The MINISTER FOR POSTS, TELECOMMUNICATIONS AND BROADCASTING

- (1) Yes
 - The Chief Executive of the South African Post Office Limited has informed me as follows
 - (ii) The existing postal code system was introduced in South Africa during October 1973 and was primarily designed to support the mechanised sorting of postal articles. It is solely an outward code which routes mail from one office to another only



ON THE MARCH: Hundreds of striking Post Office and Telkom workers take to the streets in protests against plans to sell off part of Telkom's operations to private companies.

ARG 20/9/95

(268)

Cape postal service 'back to normal'

Staff Reporter

POSTAL services in the Western Cape should be back to normal today after widespread disruption from industrial action.

But a spokesman for one of the unions involved said yesterday more action would come if the post office did not accede to workers' demands.

Yesterday's action was a combined venture by the Postal and Telecommunications Workers' Association (Potwa) and the smaller Post Office Employees' Association of South Africa (Peasa). The unions are in the process of merging.

According to the post office, it was forced to close 21 branches yesterday — most in township

areas — while dozens of other branches were affected.

Action took the form of memorandums handed in at Capemail in Goodwood and at Telkom headquarters in Cape Town.

General secretary of Peasa, Andrew Arendse, said workers were dissatisfied with the "workplace re-engineering" underway at Telkom and the post office.

"They are moving people from one place to another and attempting to downsize the companies... retrenchments will be the consequence," he said.

Other worker demands included a "visible" affirmative action policy and the integration of workers from the former "homelands".

"This is the beginning of rolling mass action," Mr Arendse said.

A post office spokesman said yesterday: "Operational procedures will be back to normal tomorrow."

Among depots affected were Rondebosch, Salt River, Brackenfell, Bellville, Plumstead, Lansdowne, Goodwood, Parow, Langa and Guguletu.

Post offices which closed included Crawford, Crossroads, Gatesville, Grassy Park, Guguletu, Khayelitsha, Langa, Mitchell's Plain, Nyanga, Strandfontein and Westridge.

The Zweeketamba (Somerset West), Nieuveland (George) and Diazville (Vredendal) post offices were also affected.

Post disrupted (268)

ILLEGAL industrial action by
about 670 post office
employees in the Western
Cape resulted in 21 post
offices in the region being
closed yesterday and no mail
being delivered in most areas
on the Cape Peninsula.

BD 20/9/95

Postal services
ET 21/9/95,
now normal

27 (068)
POSTAL services have returned to normal and the backlog of post at Capemail will be sorted out with extra shifts, the SA Post Office said yesterday. ~~AS~~
The industrial action ended when agreement was reached between the post office and the unions over the rationalisation of services — Staff Reporter

Telkom's 'hive-off' plans raise ire of unions and staff

(268) (268) BD 2/10/95

Melanie Sergeant

TELKOM's bid to hive off its R1bn-a-year "non-core" activities, which cover transport, restaurants, workshops, security services and construction, has raised the ire of unions and staff.

The move coincides with plans for Telkom to sell off 20% of its equity.

Outsourcing consultant Joe Manchu said at the weekend there was "widespread uncertainty and a large amount of disinformation around", which was not conducive to convincing unions and staff that the move was in the best interests of making Telkom a world-class, competitive telecommunications company.

Telkom senior GM Jannie Zaaiman, in charge of management services, said outsourcing had become common practice among telecommunications operators worldwide.

There are 14 000 people employed in the targeted five businesses, out of a total workforce of 56 000 at Telkom.

Zaaiman said the outsourced businesses would have contractual arrangements to supply Telkom with goods or services for a specific period, but would be open to offer their excess capabilities to the open market.

Although "preferred contractors" to Telkom, the businesses would be subject to service level agreements.

Telkom and the unions have already agreed on the initial stages of reconstruction, namely identifying support functions, regrouping these functions, and creating divisions.

Zaaiman said the businesses could be owned by former Telkom employees, or merged with existing companies. Forming subsidiaries was "totally unfeasible". He believed there was substantial opportunity for black empowerment in the new move.

Telkom hopes that once concrete proposals are on the table, the unions will accept the outsourcing option as it would avoid closing down operations, with inevitable retrenchments.

Telkom strike may continue

9/11/95
JOHANNESBURG: The outcome of a meeting with Telkom management yesterday would determine whether a strike by 200 white union members would continue today, Mineworkers' Union spokesman Mr Ferdi Hartzenberg said (268) (12)

The union — representing about 5 500 white Telkom workers — said on Monday its Witwatersrand members would disrupt Telkom services in the region yesterday in protest against the company's affirmative action policies. It said Telkom intended applying affirmative action to 6 649 posts in the next four years.

Racist poster sparks strike

Mduduzi ka Harvey

(268)

30/11/10/95
WHITE Telkom employees yesterday threatened further strike action unless the company ensured that racist posters reading "Kill the farmer, kill the Boer" were removed from company premises and the merit system of promotion implemented.

The Mineworkers' Union, which represents 5 500 Telkom workers, embarked on a "grasshopper" strike action countrywide yesterday. They also met Telkom officials to highlight worker grievances.

Union spokesman AC van Wyk said if Telkom did not remove the racist posters, the union would remove them.

Van Wyk said thousands of white employees felt ignored by the company, which had trained them but had instead employed black unqualified people as part of Telkom's affirmative action programme.

White workers were against Telkom's unilateral scrapping of the merit system.

Telkom spokesman Gert Schoeman said Telkom officials would accompany union members to remove the racist posters today.

NEWS IN BRIEF

Watchdog for small business

KWAZULU-Natal had established a provincial small business council affiliated to the national body as a watchdog for small, medium- and micro-sized enterprise interests, economic affairs and tourism MFC Jacob Zuma said yesterday.

Opening a provincial workshop on small enterprise, Zuma said the new structure would form a critical link between small business and government, developing institutions within the province's small and informal business sector, while stimulating the creation of occupational and professional sectoral associations.

Post in hands of business

BUSINESS had the ability to remove more than 40% of the problems experienced by the postal service, the Johannesburg Chamber of Commerce and Industry said yesterday.

While business was justified in its criticism of postal delays, it should be aware that the solution of much of the problems lay in its own hands. Two-fifths of postal workers' time was taken up by correcting postal codes and sorting items which could not be read by automatic handling equipment.

Telkom workers end strike

STRIKING Telkom employees returned to work in Johannesburg by midday yesterday following disputes over the company's affirmative action policy and "political" posters at depots, Telkom spokesman Gert Schoeman said.

De Beers strike continues

THE strike at all De Beers mines continued yesterday amid the occupation of offices at a number of mines and several marches, De Beers said yesterday. The company, which will meet National Union of Mineworkers representatives today in a further attempt to resolve the strike, said the dispute, involving a cut in annual leave, affected 600 out of a total union membership of 4 700, who were being compensated for the loss of leave.

Call to end farm evictions

MPUMALANGA premier Matthews Phosa yesterday called for an immediate end to the eviction of farm labourers and tenants, saying racial tension was building in the province's rural areas. Farmers were writing eviction notices "as if they are magistrates, and then are moving whole families far away from their farms to prevent them from returning" the premier said.

REPORTS Business Day Reporters, Sapa, Reuters

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Telecommunications reforms must not affect jobs, minister warns

By BRONWYN WILKINSON

The demands of providing both a strong telecommunications service for an advanced economy and expanding the service to previously deprived communities were the major challenges in the restructuring of the communications sector, Posts, Telecommunications and Broadcasting Minister Pallo Jordan said in Brussels yesterday.

Jordan said in a speech prepared for an address to Clube Bruxelles that the restructuring of the industry had to be approached cautiously so as not to exacerbate existing social problems such as unemployment.

"The question of whether the monopoly of our publicly owned telecoms operator should be protected, while changes in the telecoms environment are implemented, has to be located within the framework of the huge developmental problems facing our country.

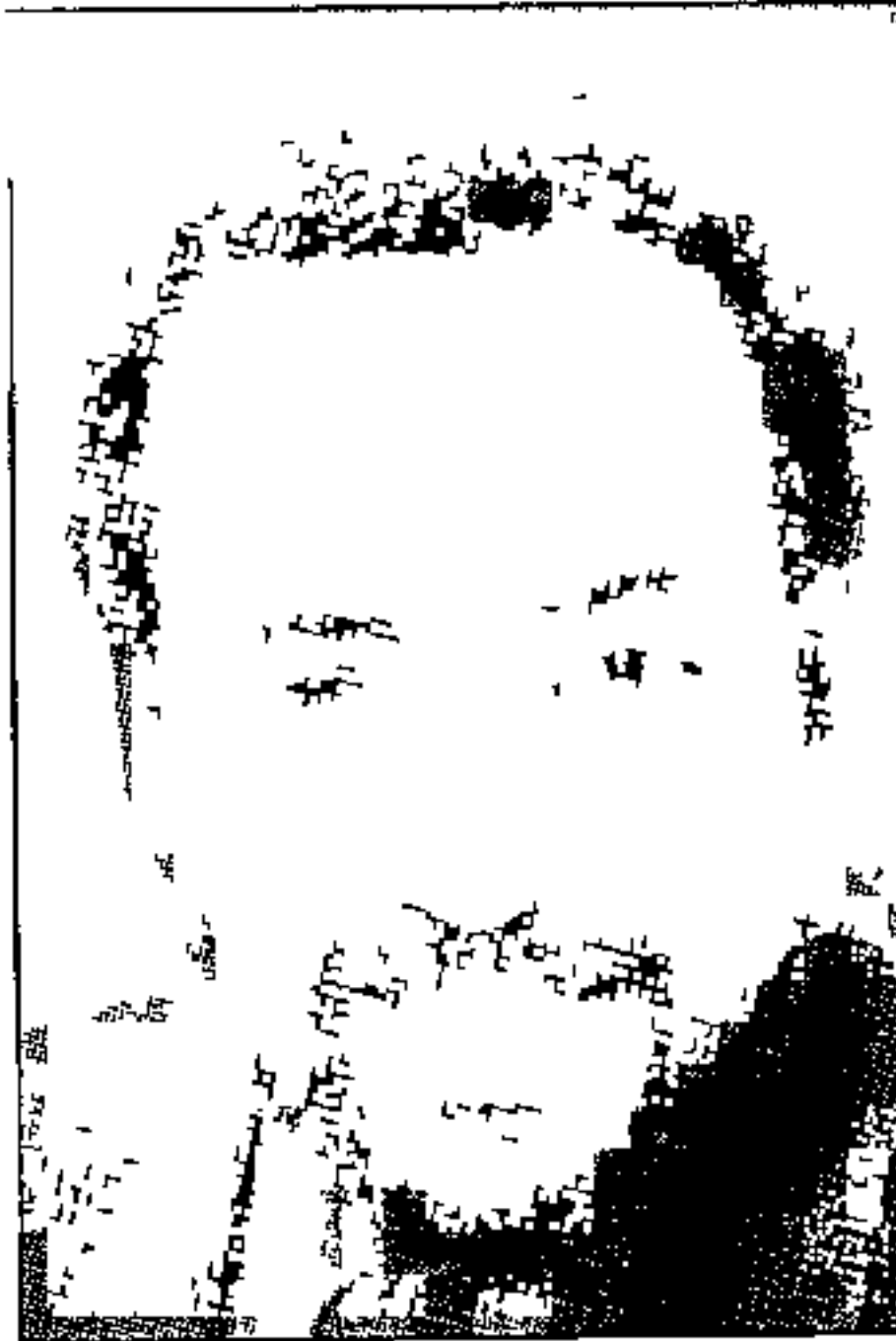
"We have however to be sensitive to the possible exacerbation of existing social problems, such as unemployment, which invariably must accompany restructuring."

"He said the contradiction of South Africa as part Third

(268) (268) Star 21/10/95
World, part advanced industrial society, was sharply profiled in the telecommunications sector

The telephone penetration rate was about 25 per 100 people in the white community and as little as 0,1 per 100 in the black rural areas

One of the challenges facing his ministry was "to extend information and telecommunications systems as a basic right to most of the population while we ensure our business sector has access to the kinds of advanced information services indispens-



JORDAN: Has a two-pronged plan of action

able for a modern economy"

All this had to be achieved on a democratic basis, with the consent of the public and stakeholders. The restructuring and repositioning of Telkom and other parastatals would be a vital aspect of future policy thrust in the sector.

The ministry was involved in the process of policy formation and consultation which would lead to the development of a telecommunications framework "that will encompass the best possible tools and mechanisms required to achieve our major goals in telecommunications".

"South Africa also has a fairly developed telecommunications infrastructure which, if properly restructured and regulated, and provided fair rules of competition can be developed, will be able to redress the wrongs of apartheid and help build a dynamic economy for all South Africans," he added.

Jordan said the restructuring of Telkom and other parastatals operating telecommunications networks would be a vital aspect of future policy in this sector.

The minister noted that South Africa was busy planning the restructuring of its telecommunications industry

Strike threat over Telkom restructuring

Mungo Soggot

90 2/11/95
THE dispute over Telkom's restructuring plans intensified this week after the group's largest union threatened its top management with strike action

It emerged yesterday that the Post and Telecommunications Workers Association (Potwa) — which represents roughly 17 000 Telkom staff — has already told its members to prepare themselves for action

Potwa is also planning to meet Public Enterprises Minister Stella Sigcau tomorrow to repeat its calls

(268) 27 (268) 27
for the restructuring to be kept in line with government's overall policy on parastatal shake-ups

Potwa president Ramateu Monyokolo said Potwa and the other Telkom unions had told chairman Dikgang Moseneke and MD Brian Clark at a meeting last week that the parastatal had failed to consult the unions fully on its transformation plans, in which operations employing 14 000 staff would be spun off

Clark was unavailable yesterday, Moseneke was overseas and Telkom's communications department was unable to comment

Avoid heavy job cuts, says Jordan

Mungo Soggot **BD 3/11/95 (268)**

POST and Telecommunications Minister Pallo Jordan has told Telkom to avoid heavy job losses in its restructuring programme

Jordan said yesterday he backed Telkom's drive to focus on its core business, which affected 14 000 employees, but the move to shed non-core operations should not "contribute to SA's unemployed"

"Telkom's restructuring has to be done as sensitively as possible"

He also told Telkom chairman Dikgang Moseneke, in a meeting attended by Telkom's unions earlier this week, that any restructuring had to carry the support of the unions

"The unions have to be on board for the process to work . . . I am satisfied that this will happen."

However, he was vague about how Telkom should reconcile shedding non-core functions with protecting jobs, apart from training employees for its core telecommunications business

It emerged yesterday that Telkom's largest union, the Post and Telecommunications Workers' Association (Potwa), had told members to prepare for strike action over the reshaping

Potwa president Lefty Monyokolo said the union was sceptical of Telkom's commitment to include unions in its plans. The unions also

Continued on Page 2

Telkom **(268) BD 3/11/95**

Continued from Page 1

questioned the legitimacy of Telkom's restructuring.

Union representatives would meet Public Enterprises Minister Stella Sigcau today to express these concerns.

"The problem is some of the people leading the transformation process

have said they do not care about government policy."

Monyokolo said Jordan's intervention in the dispute had encouraged Moseneke to adopt a more conciliatory attitude to the matter.

Moseneke had even mooted the possibility of guaranteeing jobs for five years. Moseneke and MD Brian Clark were unavailable yesterday, and Telkom's communications department was unable to comment.

Workers Slow Speed Services

By JEFFERSON LENGANE

SERVICES AT Speed Services Couriers in Jet Park have been slowed down by employees who are refusing to work compulsory overtime and have challenged management's "right to compel" them to do so.

Speed Services is a division of the South African Post Office Ltd.

The 22 delivery workers have been refusing to work compulsory overtime since last September, claiming that there is still an amount of R168 000 due to them collectively for overtime worked since May 1993.

An addendum to a notice of last September informing "workers involved in work stoppage", that a "final written warning would be issued" confirms the considerable slow-down in services.

The notice, signed by Speed Services chairman Donald Masson states, "Normally an amount of 237 phone collections are performed in the Gauteng area per day yesterday (27 September) 41 were done."

The employees contention is that nowhere in the recognition agreement entered into on their behalf be-

tween Post and Telecommunications Workers Union (POTWA) and management is compulsory overtime - or any overtime - recognised.

The workers told City Press that they were supposed to be working 44 hours per week, but since May 1993 they had been working 49 hours. "Our line manager Erich Kopke constantly refused to pay us for the extra five hours, terming them "informal hours."

"This was rectified by the intervention of POTWA at the beginning of November 1994. It was agreed that we were supposed to work 42 hours per week. Kopke paid us the amounts of the two extra hours (difference between the 44 and 42 hours) from November to date.

"However, despite Kopke's acknowledgement that amounts outstanding from the extra five hours to that 22 of us amounts to R168 000, he still refuses to pay up and now requires us to work compulsory overtime."

Replying to City Press inquiries Kopke said, "As much I would like to help, findings are not yet finalised and it is not permissible to discuss the case as it is a sub judge."

City Press is in possession of a letter addressed to two black worker representatives, dated September 27, written by a white driver alleging that white workers had wanted to be part of the negotiations in the overtime issue, but Kopke prevented them from doing so, stating that it was too late.

The unedited version of the letter signed by "Nick" states: "After our discussion this morning I and Stanley have spoken to Erich and explained to him that we wanted to be present at the meetings with Lucky and Andrew (the two black representatives).

"Erich has informed us that at this moment at time it was to be late to attend a coming up meeting. Therefore, official document has to be laid down but he has insisted us that the next up coming meeting we will be attended."

"So me and Stanley felt we won't be attending the up coming meeting and therefore we aren't prepared. Please Lucky and Andrew we don't want to take over the negotiate, we want to work together and be like one team. And we all want to be happy at our work place. We will talk to the white drivers if we must go on."

268 (151) 08/12/11/195

The workers further alleged that Kopke had received their proposals on affirmative action and agreed to the proposals in principle, but had not followed up the proposal since September.

"There is no black supervisor and no blacks in line management at Speed Services," claimed the workers. In a bid to end the impasse, management and the workers held a meeting last Monday. The meeting deadlocked and management "promised" the workers that they would look into the matter presented and give their verdict on Friday.

But the workers claim that when they demanded the verdict on Friday they were told to "go and deliver" and would be given the verdict on their return.

"We refused to go for deliveries before the verdict was delivered. Management only reported late that the verdict would now be given on Monday (tomorrow) at 8 am," the workers said.

The workers have promised to report for work tomorrow but vowed that no deliveries will be made until the verdict had been given.

DOWN

Agreement on disciplinary hearing clears postal backlog

By JUSTICE MALALA

A backlog of thousands of letters and parcels at the Pietersburg post office last week, following a strike by nearly 100 workers, was cleared at the weekend and consumers can expect their Christmas mail to arrive on time.

The two-day strike, which started after Post and Telecommunication Workers' Association (Potwa) members at the post of-

fice protested over the continued employment of two white workers who had allegedly assaulted a black man and called him a kaffir, ended on Friday afternoon.

SA Post Office spokesman Juliana Nel said yesterday that workers at Thohoyandou, Giyani and Acornhoek who went on strike in sympathy with their Pietersburg colleagues had also returned to work. Potwa and management had agreed to refer the matter to a

disciplinary hearing for the two men on Thursday, Nel said.

Mail processing at the post office was back to normal after workers put in time over the weekend to clear the backlog. The union had undertaken not to strike again until the hearing.

The union's regional deputy chairman Chokes Manale said yesterday the union's next move would be determined by the outcome of Thursday's hearing.

Star 12/12/95

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(268)

Postal workers back at work

(268) Source: 13/12/95

By Khathu Mamaila

ABOUT 60 Post and Telecommunication Workers Association members at Superbia, Pietersburg, who downed tools last week demanding the dismissal of two white officials who assaulted and called an employee a kaffir, have resumed duty.

Potwa provincial secretary Mr Moss Mosehana said yesterday the workers resumed duty after management suspended the two officials on Friday.

Mosehana said although the two had not been fired as demanded by the union, the matter had been referred to the Telkom general manager in Pretoria.

Potwa had threatened to call all

telecommunication workers in the province to pledge solidarity with the workers who had staged a sit-in at Superbia.

He said the mass action was suspended pending the decision of the general manager.

Two white men were found guilty of assaulting and insulting Mr Jan Mashiana during a party on November 24. The two were only given warnings for their action.

The management's decision triggered an industrial action as workers demanded their immediate dismissal.

Meanwhile another black employee who was working night shift at Giyani post office was allegedly assaulted by a white official last week.

Church reinstated suspects

(268) CT 15/12/95

THREE staff members of the Western Cape Provincial Council of Churches, suspended on full pay because of possible financial irregularities, had been reinstated in November, it was reported yesterday.

The WCPCC said in Cape Town the officials had been suspended for a month in October and November because of the possible irregularities.

The WCPCC said yesterday that although investigations were continuing with its full co-opera-

tion and assistance, the irregularities related to monies paid to staff for work done on specific projects outside normal working hours during 1993-1995.

At a meeting on Tuesday, Cape Town church leaders and representatives of the SACC agreed the investigation of possible financial irregularities should be completed as soon as possible.

It was also agreed that present evidence indicated there had been "immoral augmentation of salaries" — Sapa

No messy sex for SA soldiers

IT'S official. Bad language, heavy drinking and sex in messes is not allowed in the SANDF and — just to be sure — these and other military misdemeanours have now been "formalised" in an SANDF Code of Personal Conduct (CoPC).

The recently released code covers a wide range of standard military values, such as patriotism, dis-

cipline and loyalty, and includes newer guidelines on race and gender discrimination.

One section stresses the "maintenance of high moral standards", and warns against adultery, indiscreet relationships with subordinates, and "sexual activities among single members of the mess" — Staff Reporter

Telkom workers threaten to strike

(268) CT 15/12/95

SPECIAL CORRESPONDENT

PRETORIA· Telkom workers, unhappy about plans to privatise the telecommunications giant, are threatening to go on strike over the Christmas period.

About 500 Post and Telecommunication Workers Association (Potwa) members stormed into the Telkom headquarters building here yesterday. About 150 workers staged a sit-in at managing director Mr Brian Clark's office, demanding his immediate resignation.

Police were called in to defuse the situation.

Mr Makgoba Mothaki, Potwa's regional secretary in the Northern Transvaal, said hundreds of workers, mainly from Pretoria branches, had stopped work in protest at plans to restructure Telkom.

The work stoppages could lead to a national strike if a moratorium

was not placed on Telkom's restructuring until government and labour committees finished negotiations, he said.

Deputy President Thabo Mbeki announced this week that the government was planning to privatise a number of state-owned companies, including Telkom.

Retrenchments

"Privatisation of any company comes with retrenchments. We want to avoid retrenchments," Mr Mothaki said.

A spokesman for Telkom said there was some restructuring taking place but denied that workers were not informed about the process.

He said Telkom was faced with stiff competition from international companies wanting a slice of business in South Africa.

50 Potwa members

stage a sit-in (268)

Sowetan 15/12/95

ABOUT 50 Post and Telecommunication Workers Association members yesterday afternoon occupied the offices of Telkom chief executive Mr Brian Clarke, demanding an end to plans to privatise the parastatal.

Potwa regional secretary Mr Makgoba Motlhake said they were also demanding Clarke's resignation.

"Brian Clarke is not interested in workers' rights," he said. He said demonstrators would continue their action until Telkom management agreed to stop privatisation.

"If management gives me a positive response now, everything will go on as normal." Telkom management refused to comment.

Motlhake said the Government had agreed to set up joint committees with labour to negotiate privatisation.

"We demand that retrenchment and transformation as part of Telkom's privatisation plans be suspended until the joint committees have negotiated and made a decision.

'Suspend retrenchments'

"We are also awaiting the outcome of a Congress of SA Trade Unions meeting today after which we will discuss the way forward in our programme of action to fight against privatisation and the selling of state assets."

In a statement released in Pretoria Telkom said no disciplinary measures would be taken against the protesters, provided their protests were in their off-duty hours.

"Should protest action, however, occur during working hours the rule of no work, no pay will apply."

Motlhake said employees were prepared to sleep at Telkom head office "to defend their jobs" - Sapa

Composition of government's communications policy body

Tim Cohen

THE composition of a government task group on communications yesterday came under fire from former government communicators, some of whom helped initiate the process which resulted in the group's formation.

Former constitutional assembly spokesman Enoch Sithole expressed his disappointment at Deputy President Thabo Mbeki's choice of people to serve on the committee. Mbeki on Tuesday announced the

names of the 10 members of the task group which will examine government's communications policy, the relationship between government and the media, and ownership and control of the media.

Mbeki's spokesman Ricky Naidoo defended the committee, saying it was selected in terms of the mandate provided by a conference held in Armiton earlier this year.

A short list of 120 names was submitted to Mbeki's office by a preparatory committee, and the final 10 were

selected on the basis of their skills. The race and gender composition of the committee was taken into account.

Speaking in his personal capacity, Sithole, who served on the preparatory committee before joining the SABC recently, said it was strange that the committee did not include a representative from the advertising industry, considering that government spent about R100m a year on advertising.

There was also no one on the committee who could truly be said to represent government's communicators

Task group

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Naidoo said while the point was taken that representatives from some sectors were not included, this would not preclude the group from canvassing their opinions.

A body which included representatives from all sectors would end up being unwieldy.

TML MD Roy Paulson said if the group was going to embark on a thorough investigation of the media, then it deserved full support, but the opposite would be true if it ended up being "another Press-bashing exercise".

The composition of the group did "seem to be rather flawed". No representative of the electronic media was included, which seemed to suggest that when government talked about the media, it was referring to the print media

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Sithole said he felt the task group ought also to have included a representative of media owners since an investigation of the ownership of the SA media was included in the task group's terms of reference.

The Armiton conference had resolved that the group should consist of "eminent persons" actively involved in communications, but some of the people on the committee did not meet these criteria.

He said some members of the preparatory committee were in favour

of SABC radio head Govan Reddy, former Rand Daily Mail editor Alastair Sparks and Rhodes University journalism department head Guy Berger being part of the task team.

Sithole, whose views drew support from other government communicators, criticised the fact that the task team was announced only this week despite the conference's call for recommendations to be complete in time to make budgetary adjustments possible.

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Two of the print media representatives had been actively involved in the business about a decade ago, whereas former Star editor Richard Steyn, who had recently been involved, was apparently overlooked, he said.

The following people will constitute the task group: divisional manager of the development information service of the centre for policy and information Stephen Mncube, Interface consultancy productions director Mandla Langa, Sowetan political editor Mathata Tsendu, national community media forum president Tshepo Rantho, attorney David Dison, IBA co-chairman Sebitso Mokone Matabane, Freedom of Expression Institute chairman Raymond Louw, political consultant Prof Willem de Klerk (subject to confirmation), national peace accord trust national communications co-ordinator Val Pauquet and Commonwealth representative Steve Godfrey.

Comment: Page 6

CRITICISED

Telkom bears brunt of stoppages to protest against privatisation

Renee Grawitzky and Mungo Soggot

A TWO-hour work stoppage against government's privatisation plans was mainly carried out by Post and Telecommunications Workers' Association (Potwa) members yesterday. Some Cosatu leaders described the stoppage as a "symbolic action" since the main industry had already shut down production for the year. Potwa said members countrywide participated in stoppages, marches, blockades of entrances and occupa-

tions of offices, including Telkom CE Brian Clarke's office in Pretoria. Telkom confirmed that disruptions had been experienced countrywide. In some cases Potwa's protest action exceeded the two-hour call. A number of mainly white unions at Telkom have called for action to be taken against Potwa members who occupied the regional office in Randburg on Monday. Meanwhile, privatisation experts who had submitted tenders to advise government criticised the public enterprises department yesterday for its

"bungled" handling of the tender process. They complained that the department's decision to extend the deadline by five weeks had not been advertised — instead it had emerged in the press. They also criticised the department for failing to inform them that they could reclaim their tenders and resubmit them by the January 19 deadline. "It has been difficult enough dealing with the vague terms of the tender. We are not upset that work has been delayed, but are angry about the handling of the process," said an applicant.

Marking the start of a programme of mass action, Cosatu yesterday demanded labour representation on the restructuring and privatisation, which were steering government's decisions. Potwa called on Telkom to suspend "non-transparent and non-inclusive restructuring". It continued to reject Telkom's privatisation which was "informed by free marketeers who had better means to lobby the government on this competition course." The union disapproved of the Cabinet's approach

Telkom

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ence any disruptions to operations. On Monday public enterprises department parliamentary services director Douglas McClure said the department had agreed to extend the deadline for privatisation tenders by five weeks — from December 11 to January 19. The new deadline would fall one day after labour and government were expected to announce details of their pact on privatisation.

McClure said the department was not obliged to inform the applicants of these developments. But it would now be advertising in the media. It was wrong to interpret the postponement as a concession to union demands that government slow down its privatisation drive. Instead, it was part of an effort to "promote consensus between labour, government and business on the issue". It had been a "gesture of good faith" to labour while government and labour worked out a privatisation pact.

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and called on members to defend themselves against capitalist "manoeuvres that have crept in our ranks". Cosatu did not indicate the extent of the action, except to claim that "workers who were present at their workplaces embarked on a two-hour work stoppage. The unions were left to decide on what time was most effective to launch strike action. SAA spokesman Martin Sebesho said the organisation did not expect

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Telkom mass action will be repeated

Kevin O'Grady

BD 22/12/95 (268) (451)

MASS action similar to that which paralysed post offices and Telkom on Tuesday would be repeated by members of the Post and Telecommunications Workers' Association (Potwa) over the next few weeks, president Ramateu Monyokolo said yesterday

Almost all aspects of Telkom and the SA Post Office's work, including mail processing and the installation and repair of telephones, were likely to be affected

by the strikes, he said. The organisations' administrative functions would be unaffected

The work stoppages were in opposition to government's proposals to privatise state assets and to Telkom's unilateral plans for restructuring, a move which was expected to result in massive job losses, Monyokolo said

Government, recently announced its intention to seek private sector partners in SAA and Telkom, and planned to sell some "non-strategic" assets outright