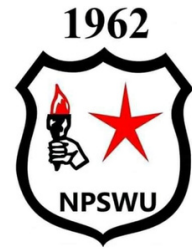


NPSWU MEMBER NEWSLETTER

WWW.NPSWU.ORG



#Issue 001 of 2024



Top News

President attends BRICS: Our President Mphela represented the NPSWU & NACTU in Russia

Old Mutual and iFUSION join the NPSWU as partners

Featured articles and updates coming up...

As we approach the new month, we are thrilled to announce that our members will now have exclusive newsletters sent to them to keep you updated about the work NPSWU is doing.

Our hardworking team nationwide is dedicated to ensuring that you are valued as our member.



New Partnerships Formed

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We are affiliated to PSI (Public Service International)



We are under the federation which is NACTU (National Council of Trade Unions)



Welcome to our 1st NPSWU Member Newsletter!

Welcome message from our President Cde. Pat Mphela

Amandla! !!!!Viva NPSWU Viva!!!!Long live the undying, relentless and uncompromising spirit of the workers long live!!!igama lamakhosikazi malibongwe!!Phantsi nge Gender Based Violence Phantsi!!!!

Revolutionary greetings to you all and It is with great humility and respect that I address you. We, as the NPSWU, are happy to lead this Organisation through your undying and relentless support

We are aware that we are facing hard economic times and that is why for the first time in decades, the workers are withdrawing from their Pensions because the Employer is incapable of giving them a decent increment. We also request that workers should be prudent on how to utilise their money from the two pot withdrawals

I also promise you that NPSWU, as the vanguard of the working class, is determined and willing to protect and defend your rights but also to collectively bargain and negotiate with the Employer for the improvement in Living Conditions. Your undeterred loyalty and allegiance to NPSWU is appreciated and we promise to provide you with quality leadership. Lets collectively walk this path together and build this workers organisation

**AMANDLA!! MATLA!!VIVA NPSWU VIVA!! QINA
MSEBENZI!!!HALALALA NPSWU HALALA!!! SIYANGQOBA BASEBENZI
SIYANGQOBA!!!SIYABANGENA BASEBENZI
SESEKILE!!SIYABANGENA!! PHAMBILI NGO MZABALAZO WA
BASEBENZI PHAMBILI!!**



Welcome onboard Mathabo!



I'm excited to join the NPSWU team as your new Labour Relations Officer. With a background in law and experience in labour relations and dispute resolution, I'm here to support you in workplace disputes and navigating labour laws.

My goal is to ensure fair treatment and keep communication open between union members and management. I look forward to working together to foster stronger job protections and improve working conditions for everyone.

Welcome onboard Gaza and Vuyisile



Please welcome our two comrades who'll be based in Limpopo and FreeState as Liason Officers. We look forward to the hard work they are going to do to serve you!

- Our company is committed to giving opportunities to the youth and we have 10 DUT students who'll be embarking on a Work Intergrated Program (WIL) for the next 12 months. We wish them the very best of luck!



Welcome onboard, Ayabonga!



I'm thrilled to join the team as your new PR and Communications Officer. With background and experience in public relations and communications my goal is to keep you informed about our organization's news and updates.

I bring with me a fresh perspective and modern strategies to implement in transforming our union and ultimately set it apart from the rest. I look forward to exploring ways to enhance our communication.

Two-Pot Retirement System

What does the Introduction of the two-pot retirement system mean for workers?

NPSWU on the implementation of the two-pot retirement system

The National Public Service Workers Union (NPSWU) strongly expresses its dissatisfaction with the implementation of the two-pot retirement system. Specifically, we object to the limitation of cash withdrawals to R30,000, which severely impacts our members' financial security.

Does two-pot actually benefit workers?

Concerns and potential drawbacks:

1. Taxation:

The new system imposes excessive taxation on retirement funds, reducing the actual amount workers receive.

2. Limited Access:

Capping cash withdrawals at R30,000 restricts workers' ability to use their hard-earned savings.

3. Financial Hardship:

This limitation causes undue financial strain on members, particularly those relying on retirement funds for essential expenses.

Successful cases won by NPSWU

Examples of cases we have successfully won by fighting for your rights as abasebenzi the workers:

Paarl Provincial Hospital Institution in the Western Cape

Our member in the Western Cape province approached us to assist when they were charged with being dishonest and defrauding the employer with overtime in their workplace.

The Consulation case took place in January earlier this year. Representations and arguments were made.

NPSWU was successful as our member was found not guilty on the 4th of March.

The case was ruled in our favour as our member's overtime was paid out successfully.

Communication Centre Institution in the Western Cape

We represented a member in a Communication Centre based in the Western Cape earlier in March this year.

Our member wanted to receive their long service benefits and automatic salary levels increase. The employer disputed this and the matter was firstly discussed with HR. They then agreed with out submission and arguments.

We are proud to say that the matter has been resolved successfully and our member got paid his long service stipend. Viva NPSWU viva!!!



NPSWU at PSI CHW Workshops

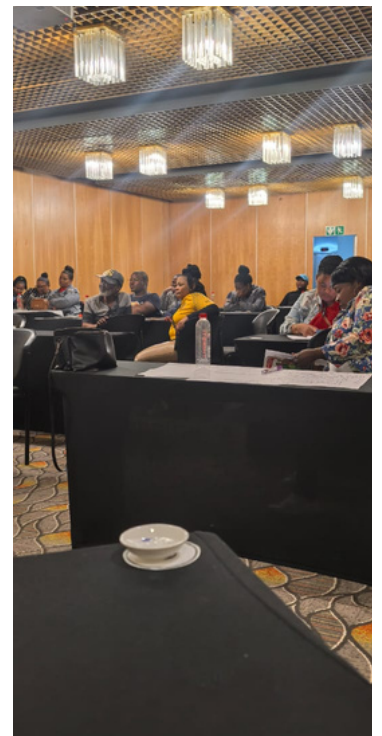
As we affiliated under the PSI (Public Service International) we were thrilled to be apart of the PSI CHW (Community Health Workers) (Onompilo). We know the issues that CHWs face and we are committed to taking mandate from them to the relevant authorities. We also helped skill them in these workshops.

PSI CHW Workshops were held at the following cities:

Kimberley at Garden Court Hotel
East London at Garden Court Hotel

The workshops will still continue.

Npswu will continue to fight for the permanent employment of all Community Health Workers in the Department of Health and Social Development for them to receive all benefits including retirement, medical aid, leave and bonuses.





New partnerships formed

Npswu has negotiated a subscription that would benefit members for funeral benefits and other products. We believe that these products are cost effective and are good for our members.

We are thrilled to announce that NPSWU has now partnered up with Old Mutual and iNFUSSION Financial Services. We look forward to how these collaborations will assist the union in growing

Old Mutual & iNFUSSION Financial Services join NPSWU as partners





Our president in Russia for BRICS

Our President had the privilege of representing NPSWU & NACTU at BRICS Russia, in September. In exploring ways that workers can be protected and understanding how the global business sector can affect the workers. Aluta our president 🇵🇸

Community

- Our organization is committed to giving back to the community. Last month, we have partnered with iNanda Community Clinic in KZN to volunteer & support their mission. We encourage our employees to get involved and make a difference in the community.





LABOUR WAGE NEGOTIATIONS UPDATE (1/2)

NPSWU Stands Firm On Demands To The Employer With Other Unions And Below is Our Collective Labour Position From The Employer's Position To Our Consolidated Demands

1. COLA

Employer Position: The employer proposes pensionable salary increases for employees on levels 1-12 at CPI for the financial years 2025/26, 2026/27, and 2027/28. If CPI is below 4%, it will be set at 4%; if above 6%, it will be capped at 6%.

Labour Position: Labour demands salary increases of 7.5% for 2025/26 (CPI + 2.8%), CPI + 2.5% for 2026/27, and CPI + 1.5% for 2027/28, seeking higher compensation than the employer's proposal.

2. GOVERNMENT EMPLOYEES HOUSING SCHEME (GEHS)

The parties reaffirm their commitment to the Government Employees Housing Scheme (GEHS) as per PSCBC Resolution 7 of 2015 and will engage in the established committee to implement its services. They agree to adjust the housing allowance from R1,784 to R2,000 per month, while the employer proposes R1,900 (a 6.5% increase). Additionally, they will amend provisions regarding employee resignations or dismissals to ensure full value of savings is received, effective April 1, 2025, with labour requesting an earlier start on December 1, 2024.

3. Medical Aid:

Labour demands a 12% increase plus Medical Price Index (MPI) adjustments for all medical aid schemes and seeks to link subsidy increases to annual salary adjustments. The employer commits to maintaining the medical aid subsidy based on the previous year's MPI as per PSCBC provisions.

4. Danger Allowance:

Under PSCBC Resolution 4 of 2015, public service employees facing genuine risks are entitled to a danger allowance. Research conducted under PSCBC Resolution 1 of 2018 has led to a draft proposal for a comprehensive danger insurance. A committee will assess this proposal and report by January 31, 2025. Labour demands an increase in the danger allowance to R1,000 and the special danger allowance to R1,400, while the employer proposes increases to R650 and R920, respectively. Additionally, the employer plans to review the police service allowance for annual CPI adjustments.

5. DEATH GRANT

A working committee will be established to determine the payment modalities for death grants for employees who die in the line of duty due to criminal or work-related incidents. This review will set qualifications and payment amounts without disrupting existing grants. Labour seeks to equalize the death grant across the South African Police Service, Department of Correctional Services, and Provincial Traffic Inspectors.

6. PAY PROGRESSION

Labour demands the removal of the pay progression threshold to allow increases beyond the last salary notch. The employer counters that such changes would require a new remuneration model, potentially undermining fair compensation and fiscal sustainability.

Our Contact



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LABOUR WAGE NEGOTIATIONS UPDATE (2/2)

7.ABOLISHMENT OF LEVELS

Labour proposes abolishing salary levels 1-3 and introducing a salary range starting at level 4. The employer argues that these levels are essential for the grading system, as they support critical operational tasks and maintaining the structure of public service roles.

8.CHILDCARE AND BREASTFEEDING FACILITIES

The PSCBC will conduct research to assess readiness in departments for establishing childcare and breastfeeding facilities, guided by the Department of Social Development's requirements. This research aims to be completed within six months.

9.BURSARY SCHEME

Both parties acknowledge the challenges public servants face in funding their children's tertiary education, particularly those in the "missing middle" income bracket. They agree to research a funding model to assist with financial aid for public servants' children, to be completed within twelve months.

10.DECENT WORK

Labour demands the permanent employment of contract workers, including education assistants and community health workers. The employer emphasizes a commitment to promoting permanent employment while recognizing financial constraints and the need for progressive realization of socio-economic rights.

11.UNIFORM POLICY

Both parties recognize the importance of standardized uniforms and protective clothing in the public service. They will establish a working committee to review the existing uniform policy provisions, with a review to be completed within six months.

12.RECRUITMENT POLICY

A working committee will be established to review current recruitment practices in public service departments, allowing trade union representatives to observe. The review is to be completed within six months.

13.LONG SERVICE

Labour proposes a R6,500 award for employees completing 10 years of service. The employer states this demand is not financially feasible.

14.PERFORMANCE BONUS

Labour calls for the reintroduction of performance bonuses for above-average staff. The employer responds that the DPSA is reviewing performance rewards and suggests this demand should align with that process.

15.ALLOWANCE INCREMENTS

The employer advocates for a single increment for allowances in the first year, with CPI or MPI adjustments applicable in subsequent financial years. Labour insists that increments should be linked to CPI or MPI as per existing agreements and disagrees with the notion of "double dipping."



Umkhanyakude Region Elections

Meet our new regional committee leaders in Umkhanyakude district.

Congratulations to Chairperson Mrs Sbongile Ngubane and the rest of committee team. We are confident that their leadership will strengthen and grow our union in this region. Well done comrades!

More photos from Umkhanyakude district...





MEDIA STATEMENT

7 October 2024

NPSWU CONDEMNS THE CURRENT CHANGES IN THE DISTRIBUTION OF SASSA GRANTS

NPSWU calls for urgent action by the Minister of Social Development and all stakeholders to act swiftly in ensuring that the beneficiaries, especially the old age pensioners and disabled are well taken care of and urged to urgently consider the following:

A phased cash withdrawals from the Post Office and Post bank is stopped immediately

The transition from the SASSA Gold cards to the Post Bank black cards should be immediately stopped until vivid, effective and efficient communication is made before implementation

Post Office personnel are clearly informed of crucial and critical details about the changes to the system and be in a position to be able to disseminate information and implement the system

Transport arrangements be made for the beneficiaries immediately

Ensure Grant recipients are not turned away

Meet with all relevant stakeholders to ensure alternative resolution to the impasse

This will also alleviate the despair, distress, confusion, uncertainty, hardship, strained limited resources, suffered and being experienced by the beneficiaries

The Post Office has always been the most accessible and best grant distribution Centre and we encourage the resuscitation of the Post Office to be the main distributor in order to save and create jobs

We call on the Minister to prioritise this issue to ensures that the necessary action is taken to provide support to all SASSA beneficiaries

Amaaaaaandla👊👊👊👊

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Benefits of joining NPSWU

What does the Introduction of the two-pot system mean for workers?

Reasons why you should join NPSWU:

1. We are politically non-affiliated.
2. We are controlled by workers which means we are mandated by workers
3. Our Constitutional scope covers both Public & Private sectors.
4. Qualified Liaison Officers & Attorneys with vast experience.
5. Representation in all Labour disputes with 85% success rate.
6. Provision of Legal Advice where appropriate.
7. Representation in collective bargaining negotiations in all relevant forums or structures.
8. Training of members by qualified providers/ commissioners
9. 25% subsidy for members who are registered with relevant councils (At a maximum of R150.00).
10. 5% subsidy for members of EMS for renewal of their PDP licenses (At a maximum of R150.00).
11. Quick updates/ information by SMS, email, fax & on our website.
12. Free indemnity cover for Professionals up to R3 500 000.

Funeral Benefits of NPSWU:

A subscription fee of R100.00 entitles you to the following benefits	
Principal Member	R15 000
3 Spouses	R15 000
Children(14yrs - 21yrs)	R15 000
Children (6yrs - 13yrs)	R10 000
Stillborn - 5yrs	R5 000



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I, the undersigned, do hereby apply for membership of NPSWU. I have completed the stop order hereunder, authorising my employer to deduct from my salary an amount of **R100.00** per month, as subscription fees of NPSWU in terms of its constitution and to continue such deductions until further notice by me.

APPLICATION FOR MEMBERSHIP

FOR OFFICIAL USE

RECRUITED BY:..... CELL:.....

Surname _____

First Name(s) _____

Date of Birth _____ ID Number _____

Gender _____

Name of Employer _____

Institution Employed at _____

Salary / Pay No _____ Rank/Designation Level _____

Home Address _____

Postal Address _____

Work Telephone _____ Home Telephone _____

Cell Phone _____ Email Address _____

Signature _____ Date _____

IMPORTANT POINTS TO NOTE

1. On Completion, this form must be forwarded to the General Secretary of NPSWU: P.O. Box 1100, Durban 4000 or delivered to 22 Davenport Avenue, Glenwood, 4001 or it can be forwarded to the NPSWU Local Secretary at your institution for onward transmission to NPSWU.
2. The STOP ORDER section on this form must not be removed.
3. Please notify the General Secretary of NPSWU should deductions not be effected by 3 months from submission.
4. The onus is on the members to inform the union's offices of any change in address, personal particulars, retirement resignation, cancellation etc.

STOP ORDER

National Public Service Workers Union

I hereby authorise my employer to deduct from my salary an amount of **R100.00** per month from the first monthly paysheet after receipt of this notice being my subscriptions of NPSWU and to continue such deductions until further notice.

Full Name _____

Employer _____

Institution _____

Salary / Pay Number _____ Rank/Designation/ Level _____

Signature _____ Date _____

NPSWU Death Welfare Benefit

Immediate Family Names & Surnames (SPOUSE, CHILDREN UNDER 21YEARS)	ID Number /Date Of Birth	Relationship

I nominate _____ who is my _____

To be beneficiary of Death Welfare Benefit of the union

ID of Beneficiary _____

Member Signature _____ Date: _____

IN THE EVENT OF THE BENEFICIARY NOT BEING TRACEABLE THE EXECUTIVE COMMITTEE MAY APPOINT THE RELATIVE OR NEXT OF KEEN PROVIDED S/HE FURNISH PROOF OF RELATIONSHIP

**Join us today by completing the above form and
email it to info@npswu.org**