

NUPSAW VOICE

OFFICIAL NEWSLETTER OF THE NATIONAL UNION OF PUBLIC
SERVICE AND ALLIED WORKERS



Forward with the workers' struggle



Affiliated to:



MESSAGE FROM THE PRESIDENT CDE T DANISO



Dear Comrades The year 2025 started off on a high note with the anticipation of the National General Council and the expectations thereof. Although all hands were on deck with the preparations, we did not slack in our mandate to always be mindful of the working conditions of our members and ensuring we intervene accordingly. We always make sure that as a Union we do not ignore the sad conditions that the working class find themselves subjected to on a daily basis.

Unemployment, crime, corruption, poverty and government austerity programmes still persist. Locally, 2024 elections have come and gone, the government of the day still continues to make promises as always and the question will always be: “what is in store for workers?” We noted the signing of carious Bills including the NHI, while issues of CHWs including contract workers have not been concluded and the arrests of prominent political figures, we just hope that these are not just political gimmicks as seen before.

Maybe it is time for workers to stop relying on current political parties in dealing with their issues, but for workers in all corners to unite and liberate themselves. Ours is to continue a fight against all political injustices exerted to workers and for workers’ full emancipation. The fight is still on for all contract workers to be permanently employed; be it CHWs, EPWPs, ECGs, NPA Aspirant Prosecutors and many more.

NUPSAW continues to grow in all sectors and is in the safe hands of fully capacitated and capable leaders with integrity. There is currently a full swing of capacitation trainings and strategic plan implementation programmes. All constituencies are working together to achieve these various milestones.

Mine is to wish every member, associate members, all workers and their families a blessed second half of the year.. Let us continue to work smart. To leaders; let us continue to put workers first!!!!

Let us continue to put workers first!!!

NUPSAW CONVENES FIRST NEC MEETING OF THE YEAR 2025

NUPSAW leadership, led by President Titus Daniso, convened the National Executive Council (NEC) for the first time this year following the successful Provincial General Councils held across all nine provinces. The remarkable outcomes of the Provincial General Councils culminated in the National General Council (NGC) held in February. The NGC coincided with National Armed Forces Day on February 21st. During the NEC meeting, the council addressed the stagnation of the economy, as well as the persistent neo-liberal



policies and austerity measures that have failed the country over the years. Additionally, the NEC discussed a labour court judgment stating that community health care workers (CHWs) should be employed permanently. It was noted that some opportunistic trade unions are incorrectly claiming victory regarding the CHW judgment despite not being part of the struggle from the beginning. The council also examined the challenges facing public service workers, particularly concerning their safety, after two nurses were kidnapped and assaulted in Chuene, Limpopo. Furthermore, the council discussed the current political dynamics in the country and their impact on the nation and the working class and reaffirmed its commitment to fight for improved working conditions for all workers.



NATIONAL GENERAL COUNCIL (NGC)

The National Union of Public Service and Allied Workers, under the leadership of its national office bearers, conducted Provincial General Councils (PGCs) in all nine provinces. The purpose of these councils was to gather in-depth reports from provincial leadership regarding the political overview of the union and to



analyze the state of the organization in each respective province. The PGCs served as a precursor to the National General Council (NGC), which took place at the RH Hotel in Pretoria on February 21-22, 2025. The NGC

brought together the National Executive Council and provincial councils from all nine provinces, facilitating constructive discussions and reflections on the challenges faced by workers. During the NGC, the National Executive Council presented a comprehensive report detailing the political overview of the union and the organization's status over the past five years.





Other topics discussed included organizing and collective bargaining strategies, political and ideological capacity building, a broad outline of trade union education, engagement

with socio-economic issues, and strengthening the South African Federation of Trade Unions (SAFTU). The General Secretary delivered the report for the council's deliberation, scrutiny, and recommendations.



EKURHULENI REGIONAL CONGRESS

NUPSAW in Ekurhuleni recently held Regional Congress, at the Protea Hotel in Kempton Park to elect a new leadership in the region, was a resounding success, culminating in the election of five Regional Office Bearers:

1. Cde, Ephraim Mokoena (Regional Chairperson)
2. Cde, Kenosi Dzonzi (Deputy Chairperson)
3. Cde, Phalo Mashako (Regional Secretary)
4. Cde, Nomthandazo Mokobi(Deputy Secretary)
5. Cde, Bontle Malema (Treasurer)



NUPSAW MPUMALANGA HANDED OVER MEMORANDUM OF DEMANDS TO THE DEPARTMENT OF HEALTH AND COGTA

National Union of Public Service and Allied Workers (NUPSAW) in Mpumalanga marched to the Department of Health and Cooperative Governance and Traditional Affairs (CoGTA) to demand permanent employment of Community Health Care Workers (CHW), Community works programme (Cwp) and all contract workers in the public service. NUPSAW demanded



the long overdue permanent employment of these workers



who have been working under difficult conditions without benefits. NUPSAW has over the years raised frustrations and challenges confronting the working

in the province of Mpumalanga, and it is our view that the employer is blatantly turning a blind eye to the issues confronting the workers.

FROM THE GENERAL SECRETARY'S DESK



The National Union of Public Service and Allied Workers (NUPSAW) will mark its 27th anniversary on August 13, 2025.

However, there is little for workers to celebrate as the government continues to undermine their rights. Since its establishment, NUPSAW has achieved significant victories in advocating for

precarious workers in both the public and private sectors. Notably, the union has successfully ensured that Community Health Workers (CHWs) are recognized as workers by the Department of Health. NUPSAW remains committed to opposing any new austerity measures, as these would further weaken social services and exacerbate the existing infrastructure challenges in the country.

NUPSAW ON THE PROPOSED LABOUR LAW AMENDMENTS

As trade unions dedicated to protecting the hard-won rights of workers, we strongly oppose the proposed labor law amendments in their current form. These changes represent a significant attack on the core principles of fairness, dignity, and collective power in the workplace. The proposed elimination of the requirement for formal disciplinary hearings prior to dismissal removes essential due process protections for workers. This paves the way for arbitrary and unjust terminations, undermining the right to be heard—a fundamental aspect of procedural fairness and justice. Workers, particularly the most vulnerable, will find themselves at the mercy of employer discretion, without the ability to defend themselves.

In collaboration with other trade unions affiliated with SAFTU, we are launching a bold, multi-faceted campaign to defend workers' rights against the proposed amendments to labor laws that are detrimental to workers. Our strategy includes mass actions such as nationwide pickets, marches, and a general strike, all aimed at demanding the complete withdrawal of these amendments. We will mobilize the working class to protest in unity.

Workers as scapegoats for low economic growth

The mainstream commentators, including capitalist parties like the Democratic Alliance, clearly state that unions and the cost of labour are to blame for the economy's sluggish growth. Daily, we are told by the ideologues of the capitalist class that the profit-motive fuels valuable innovation and that the best way to organise society is through the free market. These free market fundamentalists argue that were it not for the inflexible and stringent labour laws, businesses would invest, jobs would be created, hunger and poverty would be banished, and the scene would be set for prosperity to reign.

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For the DA and others, workers must be allowed to auction themselves to the lowest bidder to ensure their prosperity. They fault minimum wage laws and worker protections for rising unemployment. They claim that unions undermine employment by insisting workers receive a living wage, that is, a wage that is not enough for a worker to live on. Unfortunately, the lives of the black working class mean very little to these fundamentalists.

It is from this perspective that the proposed labour amendments must be understood. The aim is to disarm the bargaining power of labour, making it easy for employers to hire and fire workers at will. Put differently, the proposed labour amendments are not merely technical legal proposals for precision or efficiency. These laws reflect the brazen class warfare waged by the capitalist class and a government that does its bidding.

The proposed labour amendments

The government and organised businesses have, through NEDLAC, put forward proposals to amend the labour laws. These proposals attempt to give effect to what has long been suggested to remedy the low-growth South African economy – that the South African labour regime needs to be reformed. The proposed amendments are not politically or ideologically neutral but serve the interests of the capitalist class. Below are some of the most vicious attacks on the hard-won gains of the working class.

No Need for A Formal Hearing

- Presently, before a worker can be dismissed, he/she must be charged and called to a disciplinary hearing. With the proposed changes, employers are not obliged to convene a formal disciplinary hearing disciplinary hearing before disciplining or dismissing a worker. The employer can merely request the worker to provide written reasons as to why he/she should not be dismissed. If the worker does not provide written reasons, the worker can be dismissed without the employer convening a disciplinary hearing.

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No Rights for New and Young Workers in Relation to Dismissals

- For the first six months of their employment, newly hired workers younger than 30 will not have the same protections as other workers against unfair dismissals, except when it is deemed an 'automatically unfair dismissal'. This means that the employers and government want the unrestricted right to dismiss newly employed workers without following due process during the first six months of employment. They want to hire and fire young workers at will.

Unfair Labour Practices Are to Be Limited

- If this proposed amendment becomes law, then workers and unions can no longer refer unfair labour practice disputes in relation to promotion, demotion, training of the employees and the provision of benefits to the CCMA. Also, if an employer refuses to reinstate a worker in accordance with any agreement, then workers can no longer refer an unfair labour practice dispute to the CCMA.

Labour Brokers and Short-Term Contracts

- The employers and Government are proposing to extend the period of labour brokering from three months to six months. In other words, employers want to extend the period beyond which labour broker workers are deemed permanent employees of the client from three months to six months. With the proposed changes to the LRA, employers also want to be able to employ an employee on a fixed-term contract or successive fixed-term contracts for longer than six (6) months of employment instead of three months

Attacks on the minimum wage

- To reduce the cost of labour, employers want to amend the national minimum wage figure to include all benefits a worker receives. Currently, the minimum wage refers to a worker's hourly wage and does not include benefits and the cost of the employer's contribution to UIF and Provident Funds, for example. Now the employer wants to include these costs in the hourly wage mandated by law. The amendment allows an employer to employ a young worker who is less than 30 years old and, within six months, dismiss this worker without a disciplinary hearing and without providing any reasons for the dismissal.

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Attacks on the right to strike

- The capitalists want to stop the continuous use of Section 77 strikes, as is currently the case. Regarding Section 77 of the LRA, a union/ federation of unions can call a socio-economic protest strike. The certificate for such protest strikes lasts indefinitely. Now the employers and government want the certificate to lapse if it is not used within 12 months. The unions/ federations must then reapply again or submit a new application. This is another way in which working-class power is undermined by these amendments in the bosses' interest.

The labour law amendments are part of a broader, coordinated, and systematic attack on the working class, and we, as NUPSAW, will organise in defence of our interests and the interests of the broader working class

It is incontrovertible that the working class is under attack by the system. It is, therefore, imperative that we deepen workers' participation by ensuring that we build a strong NUPSAW. We must ensure that in every structure of the union, we talk about workers' issues based on a clear mandate to realize the true meaning of worker control trade union movement. We must ensure that all our structures are launched, functional and produce proper mandate-driven reports. The government has declared war against the working-class and we must respond.

NUPSAW SUCCESSFUL CASES

The National Union of Public Service and Allied Workers understands that while some fights will be fought and won in the streets, others are fought in the boardrooms, courtrooms and council chambers. Below are some of the highlights of cases won by NUPSAW on behalf of workers:

Mataitsane Daphney and 2 Other vs Core Digital Printers

The employer bought assets and stock from Delta 7 (Pty) Ltd. Effective 27/10/2023 and agreed to take over the staff who resumed work on 1 November 2023. Delta 7 (Pty) Ltd customer continued to by from the new company, however, the employer retrenched all the staff. We referred the matter to the Commission for Conciliation, Mediation and Arbitration (CCMA) in terms of 73(A) (BCEA) claims for failure to pay any amount owing, and a settlement agreement was signed. The parties agreed that the employer will by the members the amount of R13,576.60 by no later than 31 March 2025

Nupsaw obo Members v North West Gambling Board

We sent a letter to the employer and requested they grant us organizational rights. On 27 January 2025, we received a response from the employer informing us that we are now regarded as a Sufficiently Represented Trade Union and we are entitled section 12, 13 and 15 of the organizational rights.

Tlhabanelo P v Department of. Economic, Small Business Development, Tourism And Environmental Affairs

On 12 September 2023 during a disciplinary hearing of the member, the issues of his period of suspension was raised...

with the chairperson and the employer but the chairperson did not want to uplift the suspension as it was past the 60 days as per Res 1 of 2003.

We referred the matter to the General Public Service Sector Bargaining Council (GPSSBC) for Unfair Labor Practice (suspension). We received an arbitration award indicating that the employer committed an unfair labor practice by failing to uplift precautionary suspension after a period of 60 days lapsed. The employer was further ordered to pay the member an amount of R20 000 less statutory deductions by no later than 25 April 2025.

Malatjie T.C v Gauteng Department of Health

The applicant was made to act on the vacant post of supervisor porter from 04/09/2023 to 14/02/2024. She requested that she be paid in line with the policy, and the respondent refused. We received a default arbitration award ordering the Respondent to pay to the Applicant, Tebogo Malatjie, her outstanding statutory monies, in lieu of acting allowance to the amount of R6 912.49 by no later than 02 May 2025.

Mr Nzimakwe and Mr Mwandla v HPCSA

The two members were subjected into a disciplinary hearing and they were found guilty as charged. They were sanctioned with final written warning and three months suspension without pay. We received a sanction whereby the respondents are, in terms of Section 42 (1) (b) of the Health Professions Act, hereby Suspended for a period of 3 months, which period of suspension shall be wholly suspended for a period (1) ONE year. On condition that they are not found guilty of unprofessional conduct in terms of the Act within the said period. The respondents were ordered to pay fine, in the amount of R 30 000 each. Each respondent is respectively ordered to pay this amount of fine on or before 31st May 2025.

IN PICTURES: HIGHLIGHTS OF CAMPAIGNS AND MARCHES



Gauteng May day March to the Department of Employment & Labor



FREE STATE MAY DAY



LIMPOPO MAY DAY

IN PICTURES: HIGHLIGHTS OF CAMPAIGNS AND MARCHES



Limpopo marched to Department of Education and Department of Health to demand better working conditions for the workers



KZN marched to the office of the Premier to hand over memorandum of demands on permanent employment of CHWs, CCGs, School Security Officers, Cleaners and other contract workers. .



Eastern Cape Chris Hani Region marched to Komani Health District Offices in Queenstown to demand Filling of Vacancies, provision of Health Services and Permanent employment of all CHW, EPWP, CWP, HTS Counsellors and all contract workers

Resolutions of the National General council of the National Union of Public Service And Allied Workers (NUPSAW)

The National Union of Public Service And Allied Workers National General Council was convened on the 21-22 February 2025 at RH Hotel in Pretoria Gauteng Province. Representing thousands of workers in both private and public sector, the National General Council was attended by almost 200 delegates from all nine provinces. The delegates were joined by guests from different sectors that included our affiliate SAFTU. The General Secretary Solly Malema presented a detailed NEC report to the showing a **12% overall union membership growth** since 2022, with substantial increases in provinces like Gauteng (+42%) and Northern Cape (+51%)

The National General Council coincided with the Armed Forces Day, and honored our soldiers who perished in the on-going conflict in the Democratic Republic of Congo. Noting the challenges confronting the working class today, the NGC was convened under the theme “**BUILDING THE WORKING CLASS POWER TO CHANGE THE STATUS QUO**” The delegates to this, vehemently are of the view that the government has declared a war against the working class. Delegates expressed concern about the levels of poverty, inequality and the continued implementation of the neo liberal policies by the current government that has over the years failed the working-class

After two days of robust and fruitful engagement the NGC resolved, recommitted and affirmed the following resolutions:

The National General Council resolved that NUPSAW to **stand independently at PSCBC**, having surpassed the membership threshold.

1. Socio-Political Context

The NGC acknowledged the 2024 elections as a critical wake-up call for all political parties, highlighting the need for renewed commitment to the people. The council emphasized the urgency of intensifying campaigns against austerity measures, particularly in the health and education sectors, while calling for the employment of more skilled professionals and safeguarding public services that is currently under threat. In reaffirming its stance on community safety, the NGC stressed the importance of remaining politically non-aligned and the need to launch annual Political School to deepen political consciousness and further commit to strengthening the Gender and Youth Desks

2. Labor Law Reforms

The council firmly rejected anti-worker legislative amendments proposed at NEDLAC, viewing them as a direct threat to labor rights and resolved to mobilize mass action through pickets, protests, and, where necessary, legal challenges—including potential recourse to the Constitutional Court. The NGC strong emphasis was placed on building unity with fellow labor federation SAFTU, as well as international allies such as the ILO and PSI, in a collective effort to defend and advance workers' rights

3. International Solidarity and Advocacy

The council reaffirmed its dedication to international solidarity and advocacy by committing to monitor the government's compliance with international labor agreements. It strongly supported global climate justice and the promotion of fair labor standards, while encouraging active participation in multilateral forums such as the ILO, UN, and PSI. It further Recognizes the value of informed membership and stressed the need to educate workers on international issues, treaties, and agreements that impact their rights and working conditions.

4. Building a Stronger SAFTU

The council recognized the internal challenges facing SAFTU, including issues of factionalism and limited resources, which have hindered its effectiveness. In response, it called for mediation efforts—particularly with NUMSA—and deeper engagement with all affiliates to rebuild trust and cohesion. The council also endorsed the structural integration of smaller unions to strengthen unity and efficiency, while supporting the expansion of SAFTU-led programs in provinces where the federation currently has little or no presence

5. Political and Ideological Training

The council underscored the importance of deepening political consciousness and ideological clarity among its members. It resolved to establish a dedicated Labor School to drive structured political education while reaffirming its independence from all political parties. These ongoing political and ideological training initiatives will be spearheaded by the National Office Bearers (NOBs), ensuring that education programs are consistent, relevant,

6. Trade Union Education

The council acknowledged the critical need for continuous leadership development and systematic training of shop stewards to strengthen union capacity. It committed to decentralizing education programs to provincial structures to ensure broader reach and impact. To enhance engagement, efforts will also focus on improving communication with members. Additionally, the council plans to finalize a Social Media Policy and intensify the work of the Gender and Youth Desks as part of a holistic approach to union education and activism.

7. Socio-Economic Engagement

The council strongly criticized neo-liberal economic policies, advocating instead for a worker-centered economic model that prioritizes social justice and equity. It proposed in-depth studies on key policy areas, including transport legislation, educational reform, curriculum decolonization, and the promotion of home languages in education. The council also reaffirmed its support for free education up to the first degree and the implementation of policies that recognize and validate workers' skills and experience.

8. Constitutional Amendments

The council noted that several provinces had submitted proposals for constitutional amendments. In response, the NGC resolved to establish an ad-hoc committee tasked with consolidating and refining these submissions. This process will be carried out under the oversight of the National Executive Committee (NEC) to ensure coherence, transparency, and alignment with the Union's strategic objectives.



Workshops and Trainings

- ♦ The first phase of the NSF Educator development program online workshop was held from the 27th-30th January 2005. Twenty-one shop stewards from all the nine provinces attended.
- ♦ The Limpopo team building was held on the 31st January 2025 at Vuwa lodge, Polokwane. 19 people attended.
- ♦ Ekurhuleni Grievance handling was held on the 24th March 2025 at the Kempton Civic centre. 30 shop stewards attended.
- ♦ The West Rand and Sedibeng Grievance handling workshop was held on the 25 March 2025 at the Leratong hospital. 11 shop stewards attended.
- ♦ Shop stewards' induction workshop at Dirco was held on the 9th April 2025. Three shop stewards attended.
- ♦ The Waterberg branch leaders' induction workshop was held on the 10 April 2025 at the Weesgerus lodge in Modimolle. 33 branch leaders attended.
- ♦ The Sekhukhune branch leaders' induction workshop was held on the 11 April 2025 at the Jane Furse hospital in Jane furse. 25 branch leaders attended.
- ♦ The Capricorn branch leaders' induction workshop was held on the 23rd April at the Marlot guest house in Polokwane. 21 branch leaders attended.
- ♦ The Vhembe branch leaders' induction workshop was held on the 24th April 2025 at the Porche Villa lodge in Thoho ya Ndou. 21 branch leaders attended.
- ♦ The Mopani branch leaders' induction workshop was held on the 25th April at the Arbour park lodge in Tzaneen. 26 branch leaders attended.
- ♦ The second phase of the NSF Educator development program online workshop was held from the 5th -8th May 2025. 20 shop stewards attended.



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