

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



As we stand at the threshold of a new chapter, the National Union of Public Service and Allied Workers (NUPSAW) is focused on setting a course for the future with a renewed sense of purpose and determination. Our Strategic Plan for 2025/2026 marks a pivotal moment in our journey, one that will guide us through the complexities and challenges of an evolving labour

landscape.

The coming years present both immense opportunities and significant challenges. Our plan is built around strengthening our core values of solidarity, justice, and equality, ensuring that we continue to empower our members and advocate for their rights. Our approach will be data-driven, results-oriented, and rooted in our collective mission to protect the interests of public service workers across the nation.

Key areas of focus for the strategic plan include:

1. **Advocacy & Representation:** Enhancing our efforts to represent the voices of public service workers through proactive advocacy, legal support, and a stronger presence at the negotiating table.
2. **Member Empowerment:** Investing in education and training initiatives to equip our members with the tools and skills they need to thrive in an increasingly dynamic work environment.
3. **Solidarity Building:** Strengthening relationships with like-minded organizations to amplify our influence and build a united front for labour rights in both the public and private sectors.
4. **Operational Excellence:** Improving our internal structures and processes to ensure efficient service delivery and effective decision-making at every level of our organization.
5. **Sustainability & Growth:** Focusing on the long-term sustainability of NUPSAW by diversifying our funding sources, increasing membership engagement, and enhancing our communication strategies.

As we move forward with this strategic plan, I encourage all members to remain actively involved and continue to contribute their ideas, energy, and passion. Together, we will ensure that NUPSAW remains a powerful voice for justice, equity, and progress in the public and private sectors.

Thank you for your unwavering commitment to our shared mission. The future is bright, and with your support, we will continue to advance the rights and welfare of our members in the years to come.

LAST NEC MEETING FOR THE YEAR 2025

The last NEC meeting for the year 2025 was convened at RH Hotel in Pretoria where President Titus Daniso officially opened the meeting with an address; highlighting the pressing challenges confronting the country and the working class at large.

He urged NEC members to remain steadfast and united in advancing the workers' struggle, emphasizing the need for principled and caring leadership. The president called on all NEC members and the broader membership at large to actively observe the 16 day of activism for no violence against women and children and reaffirming NUPSAW's commitment to fighting the persistent pandemic of gender based violence in our communities and workplaces.



NUPSAW 27TH BIRTHDAY CELEBRATION

“This year, NUPSAW proudly celebrated 27 years of unwavering service, resilience, and the relentless commitment to defending the rights and dignity of workers across South Africa. Since its inception in 1998, NUPSAW has grown into a formidable voice for public service and allied workers — a union built on unity, courage, and the pursuit of social justice”. These are the words of the General Secretary Solly Malema on the Big Machine anniversary. This year, as part of the 27th anniversary and women’s month celebration, NUPSAW national office bearers, led by the president Cde Titus Daniso, visited Steve Biko Academic Hospital, in Pretoria, Gauteng province.



On the other hand in Limpopo NUPSAW commemorated 27th birthday at St. Ritas Hospital in the Sikhukhune District. The event brought together the staff in the institution, regional leaders and the provincial leaders. On his address to the workers at the institution, the Provincial Chairperson Mdiba Rachoence challenged the workers and the management in the institution to promote and champion healthy working environment and challenging exploitation. The Provincial Secretary Ntata Sekgota also did a certificate hand over to the staff members in the

institution, in recognition for their dedication and serving the public and also motivating them to continue delivering essential public healthcare services despite challenges.



NUPSAW IN GAUTENG LEAD A FIGHT AGAINST EXPLOITATION

NUPSAW in Gauteng led a mass march to the Office of the Premier, Johannesburg, highlighting the unbearable crisis in the provincial health system. The march drew EPWP workers, COVID-19 workers, Community Health Workers (CHWs), EMS personnel, nurses, doctors, interns and support staff, all united in demanding: End to labour exploitation, Absorption of all contract and temporary workers, Filling of vacant posts, Improvement of collapsing healthcare facilities, End to systematic neglect of front-line workers.

Meanwhile workers At Transpharm Distribution Centre in Centurion, have now reached their fourth week on strike, demonstrating extraordinary sacrifice and unity. Their demand is just and legitimate: A relocation allowance as



the company moved from Isando to a new operational site, decent wages and improved working conditions. Instead of engaging constructively, management continues to ignore the human cost of forced relocation, rising transport costs, broken family logistics, and insecurity that workers face due to displacement.



NUPSAW IN KWA-ZULU NATAL MARCH AGAINST PRIVATIZATION OF EMERGENCY MEDICAL SERVICES

NUPSAW in KwaZulu-Natal led a powerful and disciplined march to the Premier Office, opposing the alleged attempt by the provincial government to privatize Emergency Medical Services (EMS). The march was a clear demonstration of the union's unwavering commitment to defending public

healthcare, protecting permanent job security, and upholding workers' rights within the EMS sector.

NUPSAW led the by first Deputy President Siphwe Gabela and General Secretary Solly Malema highlighted that EMS workers are essential public servants, and any

move towards outsourcing or privatization will jeopardize community access to emergency care, undermine workers' conditions of employment, and erode the quality of service provided to vulnerable citizens.



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 TRAININGS AND WORKSHOPS

NSF WORKSHOPS

The Higher Certificate Training in Management workshop was conducted online from the 14-16 July 2025.

GAUTENG SHOP STEWARDS INDUCTION

The ARC Shop stewards induction workshop was held at Thami Mtshali house on the 27-28th May 2025. Twenty two shop stewards attended.

East Rand Branch office Bearers induction was held on the 18th July 2025 at the Bertha Gxowa hospital. Twelve shop stewards attended.

West Rand Branch office Bearers induction was held on the 23rd July at Leratong hospital. Ten shop stewards attended.

The Sedibeng Branch office Bearers induction was held at the Sebokeng regional hospital on the 25th July. Six shop stewards attended.

The induction of shop stewards at the Jubilee district hospital was held on the 17th October 2025. Thirty three shop stewards attended.

The induction of shop stewards at the George Mkhari hospital was held on 7th November 2025.

WESTERN CAPE SHOP STEWARDS WORKSHOP

The Eden regional shop stewards induction workshop was held on the 10-11th October 2025 at the Eden regional office. Twenty one shop stewards attended.

EASTERN CAPE SHOP STEWARDS WORKSHOP

The Nelson Mandela Bay regional workshop was held on the third November 2025 at the Livingston hospital. Eleven shop stewards attended.

NUPSAW STAFF INDUCTION

The induction of the Mpumalanga provincial manager was held on the 10 July at the NUPSAW head office. The induction of the new provincial organisers for Limpopo (2), Gauteng (3) and North West (1) were held on the 4th September 2025. The induction of the Free State provincial organiser was held on the 15th September 2025 at the NUPSAW head office.

ETDP FUNDING

Four ETDPSETA interns were appointed. Two are working in the head office, one in the Northern Cape and one in Mpumalanga. The induction of the NUPSAW recruiters interns were held online on the 1st September 2025. NUPSAW was granted R150 000 towards the study fees of staff members.

In pictures: NUPSAW UNVEILS NEW FULLY FURNISHED PROVINCIAL OFFICE IN BLOEMFONTEIN

The Free State province stands tall as one of NUPSAW's fastest-growing provinces. The National Executive Council (NEC) took a bold decision and resolved to procure a fully furnished provincial office, referred to as the "Workers' Parliament," in Bloemfontein. Recently, the National Office Bearers, led by President Titus Daniso, alongside the Provincial Office Bearers, unveiled the Solly Malema House.



In pictures: NUPSAW UNVEILS NEW FULLY FURNISHED PROVINCIAL OFFICE IN EAST LONDON

NUPSAW continues to demonstrate its unwavering commitment to advancing workers' rights and strengthening organisational presence. The day marked yet another historic milestone as the provincial executive council and national office bearers, led by President Titus Daniso, proudly unveiled the newly procured and fully furnished Provincial Office in East London.

Guided by the union's vision to expand, professionalise, and improve service delivery to our members, the National Executive Council (NEC) once again took a bold decision to invest in an infrastructure that will serve as the "Workers' Parliament" for the Eastern Cape. The Titus Daniso House is the second "Workers Parliament" purchased by NUPSAW recently.

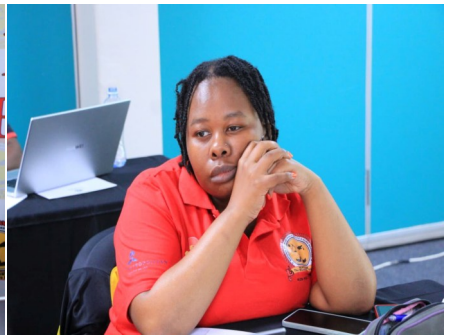


NUPSAW Strengthens Provincial Leadership

In October, the NUPSAW National Office Bearers convened a pivotal training session with all Provincial Secretaries and Provincial Treasurers as part of the union's ongoing commitment to strengthening organizational capacity at all levels.

The training focused on enhancing leadership effectiveness, tightening organizational systems, and aligning provincial programs with the broader strategic direction of the National Executive Council. Key discussions centered on improving financial accountability, strengthening membership servicing, and ensuring that regional structures are adequately supported as the union continues to grow the organization.





HIGHLIGHTS OF REGIONAL CONGRESSES

Limpopo has successfully launched all five re-gions



Kwa-Zulu Natal Regional Congresses



Eastern Cape Regional Congresses



Western Cape Regional Congresses



Northern Cape Regional Congresses





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