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Montana mess Govt's fault – UNTU

The circumstances surrounding the curtailment of the employment of Prasa CEO, Lucky Montana, still have yet to be clarified. But the fault for the mess lies squarely with the government, says UNTU, the Transnet trade union whose rail experience dates back to 1905.

“For as long as government fragments the management of SA rail we are going to see duplications of effort, inflated costs and expensive blunders that cost commuters, taxpayers and job creation dearly,” says UNTU’s president, George Strauss.

“Presently we have Transnet (SOC) and Prasa accountable to competitive government agencies; the Ministries of Public Enterprises and Transport respectively. It is no secret that these entities seldom see eye to eye. Simultaneously, we see Prasa engaging in high-cost manufacturing exercises many of which could have been done by Transnet Engineering. Had TE been consulted on the purchase of the Spanish locos there would have been no question of Prasa shelling out billions for potentially unsuitable locos.

“The question has to be asked. What is presently driving the management of SA rail – a genuine desire to give the country



optimum rail efficiency at the economic cost, or the empire-building of politicians and rail executives who lack in-depth knowledge of how railways work?

“Government is embarking on a grandiose construction project of billions of rands projected to supply the country with its urgently required locomotives and rolling stock. A lot more of the work being steered to the private sector to the new project could have been done by Transnet Engineering that might have to shed 4 000 jobs. Worse still, the new project is already behind schedule and is battling to find sufficient skilled workers to meet its ambitious needs.

“UNTU has warned government that a likely outcome of its fragmented approach could be late delivery of the new locos and rolling stock into a collapsing rail infrastructure, and that the possibility of frustrated commuters venting their anger on the new train sets cannot be ruled out.

“UNTU believes that rejuvenating rail cannot be efficiently achieved without a fully-integrated approach that harnesses the two transport ministries, Prasa and Transnet SOC, and labour. The labour component is vital. It is the rail workers who can best advise on the needs and flaws of the present system. ■

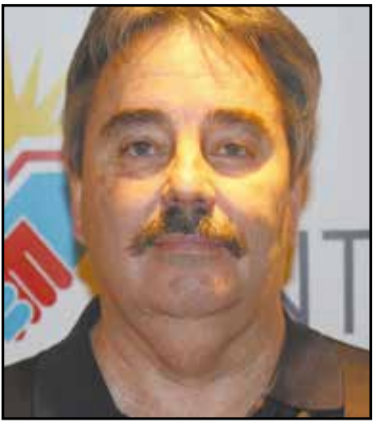
UNTU's outreach solved students' problem

Before UNTU arrived on the scene to help them, students at the Lubana Primary School in the Kwa-Mbonambi Reserve near Richards Bay were battling to get their work done for want of decent school desks. When their problem came to the notice of UNTU executive councillor, Evidence Cebekhulu, she sought the necessary assistance from Transnet Engineering. The result: TE chief executive, Thami Jiyane, agreed to provide the finance to purchase hundreds of desks for the school. Thereafter, he and some of his senior managers visited Lubana Primary where they were serenaded by the grateful teachers and students. Pictured after that happy event were: Sphiwe Nxumalo; Thami Jiyane (TE CE); Zonke Cebekhulu and Bongimpilo Hlekwayo. ■



COMMENT

NEWS



Steve Harris

You don't need me to tell you that this is not a happy time for South African workers.

We are being besieged on all fronts: by Eskom's failure to deliver power and the ripple effects of the strain that that is placing on the economy; by the hidden taxes being foisted upon us by toll roads; by the collapsing municipal land health care service; by the SAPs' inability to get a handle on crime; by government's ongoing reluctance to really get to grips with cable theft; by our collapsing road system, by rising costs . . . need I go on?

Seen against this horrendous backdrop, UNTU members can be thankful that they have a union and labour federation (Fedusa) to fight for them. Our recent victories in:

Winning a solid three-year pay deal that gives our members a mea-

sure of long-term security

Removing the spectre of re-trenchments

Defeating Eskom's call for a further substantial tariff increase (at least for now)

give our members measures of security and opportunity that most other workers envy.

There is a lot we still have to worry about. The country's looming water shortage heads the list. It is an Eskom in the making. For this reason, in the months ahead UNTU and its business partners will be pressuring government to give proper attention to that vital need.

It is not all bad news. Those who have been around since the early 1990s when downsizing was the

order of the day will be able to recognise the huge advances that UNTU has achieved on their behalf. South Africa's rail and harbours are now two of the most stable and growth-oriented areas of the economy. The number of employees in both arenas is set to grow exponentially. That creates the need for more managers, supervisors and trainers; in other words, promotion opportunities on a hitherto unprecedented scale.

Having said that, there is still much that can go wrong - more particularly in the areas of rail efficiency and service delivery.

What good can it do the country to spend R51-billion on new locos and rolling stock only to have them

destroyed by commuters who are being let down by poor service delivery?

As we have seen in so many areas of companies operations, the companies needs an efficient trade union like UNTU to keep it on its toes. That does not mean the few of us at head office who speak out on your behalf - that means UNTU members standing together to elect the best brains and most committed individuals to represent them; members keeping their union daily informed about malpractices and inefficiencies in their areas of work and demonstrating to all around them that UNTU is the only true home for transport workers wanting better long-term deals. ■

All correspondence must be addressed to the General Secretary at headoffice@untu.co.za

Good - but not good enough

In a normal society, labour's 2015 salary settlement with Transnet (compounded, it increases salaries and allowances by almost 25% over a three-year period and includes built-in protection against retrenchments), would be considered a very good deal. But the sad news for South Africa's cash-strapped transport workers whose incomes are being raided by government's road and electricity fiascos and by regular fuel increases it is unlikely to be enough to help them make ends meet.

"The fact of the matter is that present-day South Africa with its power and road inefficiencies; its inadequately - controlled general crime and cable theft and other inefficiencies, cannot be considered a normal society," says UNTU general secretary, Steve Harris.

"Neither Transnet nor its unions can be blamed for these ancillary pressures. All we could do at the bargaining table was to address salaries in the context of the Transnet situation. Although we felt that the company could have gone at least a half of a per cent higher on the three annual increments finally agreed (7% for 2015, 7.5% for 2016

and 8.25% for 2017), we were encouraged to have experienced the sincerest set of salary negotiations in recent years. Hopefully, this signals a better understanding of the value the company's labour force and a more sincere approach to their needs.

"Other good news is that South Africa's rail industry is emerging as possibly the country's most stable and promising economic sector. The massive injection of new locomotive and rolling stock already underway is going to rejuvenate rail and create new jobs. It is also going to create more opportunities for those workers already in the system.

"The two clouds on this horizon are the low earnings of the average commuter and the continuation of cable theft. Both issues have to be addressed as a matter of urgency. If they are not we will witness the waste of frustrated commuters vandalizing the new trains.

"Ever since the advent of democracy, UNTU and its forerunners have been warning government about the consequences of overburdening the country's road system

by shifting freight handling from rail to road; of not giving Transnet Engineering a sufficient share of new rolling stock construction; of failing to adequately monitor the second-hand traders driving cable theft. Government did not listen then and its citizens are now paying the price for that.

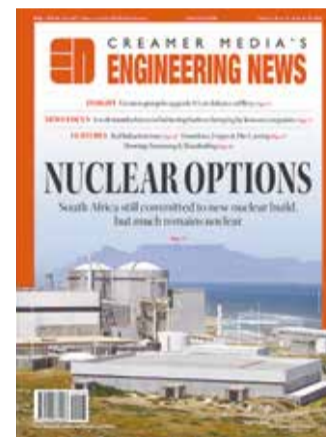
"Our union will continue to apply pressure where pressure is needed. We can only hope that government will now listen to us.

"The advice to members is: Stay united.

Strengthen your union by recruiting the non-members around you. UNTU's knowledge and experience is the best weapon for all workers.

Keep doing your best at work. The better you can increase your company or division's efficiencies, the greater will be your union's strength at the bargaining table.

Difficult though it is in these cash-strapped times, try to keep away from the loan merchants. They won't hesitate to suck you deep into debt. And they will show no mercy when they have got you there." ■



TE's role in rail revitalisation lauded

A 24 June report on the Engineering News website quoted senior American observers speaking highly of Transnet Engineering's contribution to South Africa's rail renewal programme. "We were pleased to read that report. It came as a welcome reminder to government planners that TE is South Africa's most experienced and capable rail engineering facility," says UNTU's general secretary, Steve Harris.

The report in Engineering News read: US Secretary for Transportation Anthony Foxx has lauded South Africa's rail revitalisation

efforts as State-owned Transnet and US-based General Electric (GE) developed one of the 'best localisation case studies.'

Speaking at a US State delegation tour of Transnet's Koedoespoort locomotive facility, east of Pretoria, on Tuesday, GE Transportation president and CEO, Russell Stokes, said the partnership, which started over seven years ago, had delivered on key priorities of South Africa's National Development Plan and would continue to do so as the duo entered the next phase of its partnership. ■

144828

Don't make hasty changes

It has been brought to UNTU's attention that employees are being enticed to resign from the Transnet Retirement Fund and join the Prasa Provident Fund with the promise that they will be able to access loans against their provident fund once they have moved across.

"We appeal to members that they need to obtain professional guidance as they stand to lose large sums of their hard earned pensions due to the tax implications and also the loss of their vested rights, which will

be substantial," warns Steve Harris, UNTU general secretary.

"Please do not take hasty decisions to your detriment. Think and take the correct decision once you have obtained all the correct information and guidance. Remember that your pension is your hard-earned monies that you have saved to enable you to have a happy retirement," he urges. ■

Fedusa urges Zuma to call emergency jobs summit

Following announcements of widespread impending retrenchments and the country's ongoing high unemployment rate, Fedusa has urged President Zuma to urgently convene a Presidential Summit in which all key players can address the challenges of low economic growth and high unemployment.

The Federation's concerns flow from the news that:

The number of unemployed people in the country has increased

to 5,2 million essentially swelling the official unemployment rate to 25 per cent.

Forthcoming job losses in the finance, manufacturing, agriculture, trade and transport industries will total 31 000, 23 000, 22 000, 60 000 and 25 000, respectively.

The 2nd Quarter Labour Force Survey results confirm the weakness of the economy.

Says Fedusa, the Organisation for Economic Co-operation and Development (OECD) argues

that a key impediment to inclusive growth in South Africa is high and persistent unemployment, especially among blacks. The report further indicates that the recent spike in strikes dented business confidence.

"Given the scale of inactivity, a multi-pronged strategy is necessary to raise the pace of growth and promote job creation," says Fedusa general secretary, Dennis George.

Koos Bezuidenhout, Fedusa's president, adds: "Another disturbing

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Fedusa engages Metrorail on fare increases

On June 5 in Cape Town, Fedusa became the first labour body to discuss Metrorail's 1 July fare increases. "After my detailed interchange with Metrorail Provincial Head, Richard Walker, I was satisfied that the company is adopting a reasonable approach to its unavoidable but contentious issue," Fedusa's Riefdah Ajam reports. "A worrying aspect, though, is government's declining subsidy."

"In 2013/14 Metrorail received a subsidy of R558 million. For its 2014/5 financial year it received R540 million. The subsidy for the 2015/6 financial year has been slashed to only R490 million."

"The following findings might help to defuse some of the emotions surrounding the issue:

The anticipated fare increase of 7% is scheduled to come into force on 1 July, 2015.

The fare increases are an economic exercise linked to inflation. They are not related to service delivery or capital investment. The funding for these aspects is a separate exercise that has already been set in motion.

The key aspect of the increase is to increase capacity and to ensure that on-time service remains a

priority.

The increase is justified by improving Metrorail's market share and ensuring better alignment across the regions.

Affordability of the service is prioritised as the proposed increase is still valued in comparison to other modes of transport

For weekly and monthly commuters travelling in Metro classes the increases have been restricted to 5%.

Metrorail's pro-poor strategy for the fare increases relates to an increase of between R2 and R11 on monthly tickets, based on the kilometre zone travelled. This is equivalent to R0,20 to R0,40 increase per trip on a weekly basis and between R0,14 and R0,36 per trip on a monthly basis.

"Richard Walker informed me that Metrorail's 2014/5 operating expenses amounted to R1.4 billion. He says that a number of interventions are being made to improve and modernise the service. This will be done on a phased-in approach over a period of five to ten years. The infrastructure investment is in place. Gauteng has been prioritised." ■

Fedusa urges Zuma to call emergency jobs summit

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trend is the emigration of wealthy entrepreneurial South Africans to overseas countries due to the high crime rate, poor education system and high corruption. This requires measures to foster entrepreneurship, improve the environment for

job creation and enhance the functioning of the labour market."

Motivating its call for a jobs summit, Fedusa says that the seriousness of the challenges demands a collaborative effort by the country's social partners. ■

25444

In-fighting in major cities delaying vital UNTU elections

Preparing for a successful UNTU Congress is not a five-minute business. Therefore, the preparations need to follow this established formula spelled out by the union's constitution:

The election of trade union representatives to be completed in January and February.

The election of branch committees finalised during March and April.

Area Committee meetings attended by the union's president to be held during July.

Once those essential elections and briefings have been completed the union's Secretariat has a basis on which to plan Congress and the newly-constituted branches can formulate the resolutions they want debated by Congress and elect the delegates to represent them there.

By late July, the foregoing process had been immaculately completed by all UNTU branches except those of the three major cities – Johannesburg, Cape Town and Durban. The reason for the delays in these major areas appears to be in-fighting by candidates for high office.

"It is a serious situation that is holding up the Area meetings and the Secretariat's Congress – planning and is threatening the quality of Congress 2015," says UNTU president, George Strauss.

"What makes the delays even more worrying is that there is no excuse for them. Last year's copious pre-Congress training and communicating left all concerned fully aware of what needed to be done. It is the members in the three errant branches who are being disadvantaged by the delays. Therefore, I appeal to them to apply the urgent and necessary pressures required to make their branch elections happen."

George salutes branches and delegates

George Strauss has congratulated

the remaining UNTU branches for abiding by the union's constitution and completing their elections on time. "The quality of the new office-bearers elected is impressive and I have no doubt that they will serve UNTU well at Congress and over the next four years," he told Labour Report.

"The sad aspect of elections is that they always sideline people who have served their union well," George added. "To those FTURs and committee members who have lost their positions, I say thank you for the excellent work you have done. Your dedication and efforts over the years are highly appreciated. They have expanded the union's membership almost threefold to more than 33 000 members. Please remain involved to share your experience and example with those who have replaced you."

"I also say a big 'thank you' to our Exco members, some of whom will not be back next year. It is thanks to your dedication, hard work and balanced thinking that



UNTU president George Strauss

merged UTATU and SARWHU to form UNTU-South Africa's finest example of a non-racial union that focuses exclusively on the welfare of its members.

"I have no doubt that, having seen how well an Exco comprised of experienced and committed individuals works for them, our members will return an equally capable EXCO at Congress 2015." ■

Important benefits reminder

It has always been – and still is – the members' obligation to make sure that they are still members of the union in order to benefit from the benefits that are on offer to members only.

"Unfortunately, if you are not a fully paid-up member you cannot use the benefits on offer. So if you should get into trouble at work and need representation, UNTU cannot help you, even if we would like to," explains Louis Brocket, deputy general secretary.

Louis says, as important it is for you to update your personal

details at financial institutions and other businesses, it is important to let your union know when something, such as your address details, changes.

According to the UNTU Constitution, 9.2.1: A member shall ensure that the correct subscription is deducted from his or her salary each month; and that his/her subs are always deducted in full to enable the member to enjoy the benefits of membership. ■

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Stop South Africa bleeding

South Africa is bleeding. The effects of its wounds are draining the pockets of working people, threatening their safety and security and consigning the un-employed to a lifetime on the scrapheap. Un-staunched, the country's wounds can become terminal. South Africans are already 75% in debt. We have only to look at other failed states to understand the ultimate consequence of these inefficiencies.

Before anyone rushes to tie political labels to UNTU's concerns let us make them quite clear:

UNTU wants a South Africa free of crime and corruption - a place where sincere men and women and their children can build meaningful lives.

UNTU is directly concerned about the daily safety and prosperity of its members, the people who make the country's rail and harbour services function.

UNTU members want South Africa to have efficient rail systems without which millions of workers will suffer lost jobs and wages.

"When one tries to pinpoint the root causes of the country's rampant crime and of the inefficiencies raiding workers' pockets, all roads lead to government," says UNTU general secretary, Steve Harris. "It is they who are sending out the message that corruption is okay; it is they who are partly responsible for the criminal free-for-all bedevilling society. Our government keeps telling the

public that it is against corruption. But we see little action to support that claim. If the South Africa government truly is against corruption they must back that claim up with meaningful action. Seeing high-profile corrupters goled and/or disadvantaged would send out the right signals.

"Ask the man in the street the root causes of the e-toll fiasco, cable theft and labour broking and he'll likely tell you that it is because people in power are profiting from the burdens that these are placing on working people. For its own sake, the SA government needs to discredit those perceptions.

"Government incompetence is another burning issue. Our leading politicians hate the word 'incompetence' and will not admit to it. But how else can one explain the costly and potentially devastating fiascos we are seeing at Eskom, SAA, SABC, the Gauteng e-tolling and elsewhere (the list extends to water management, agriculture and the drain on the country's economic welfare being cause by its inefficient municipalities)?

"There is much goodwill out there. Most people are for the government. But the government does not seem to be for the people. Were it prepared to admit its mistakes and display a greater readiness to consult society it would soon find more efficient and economic solutions to the country's problems. ■



The safety of rail workers must be secured

As enshrined in the Constitutions of the Republic of South Africa, the Labour Relations Act and the International Labour Organisation, it is the inalienable right of workers to work in a safe working environment. This is not the case in South Africa. As a direct result of Eskom's power failures, cable theft and other disruptions, UNTU's frontline members - the people who operate the country's trains and who repair and maintain its rail lines, power supplies and signalling systems - are daily under threat, as much by employer disregard as by external factors. Here are some recent examples:

May 28: Two members assaulted last night in Umlazi and one member in the train yard this morning. Reason: Continuous failures we are experiencing with train sets. Intervention in this regard: None. This is unacceptable.

I was the train guard on Train 9468. Due to its CTC turning, the train was late. As I approached the rear of the train I was sworn at by passengers. Two of them threw stones and boxes at me. There was no security present. I could not report the incident because I did not have a company cell-phone. I was appalled by the fact that CTC knows that a train has to be turned around and still did not arrange for security to be present on the platform.

I was the driver on Train 9182 on 10 June 2015. I was contacted by CTC to turn around at Lindokhule Station back to Durban 9123. The train was full as was the platform. I assumed that as they were turning

trains around, Protection Services would have been present. As I tried to walk around I was accosted and assaulted by passengers who did not want the train turned around. I was forced physically by passengers back to the front of the train. My guard could not walk around as they had become violent, wanting to proceed to Umlazi. I contacted Umlazi and asked to be allowed to proceed. I was informed of points problems and that they could not take me to Umlazi. I asked the Train Control Officer to inform security to be at Umlazi. I was totally appalled that security was not at Lindokhule when they knew full well that there would be problems there. It was a traumatic experience for myself and my guard.

I was the guard on Train 9182. En route to Umlazi CTC instructed us to turn around at Lindokhule Station due to a points problem at Umlazi. We were not able to turn around as the passengers turned violent against us. I was not able to get out of my cab as I was blocked in by violent passengers. My driver was physically assaulted and forced back to the front of the train. Due to my traumatic situation I was in no state to contact anybody.

May 28, a train set brought to our attention by a member of Untu: The set in question is SP5 which is currently running with the notice placed in the cab stating that M/C 50433 is running with the motor alternator (MA) cut out and selected over. Although this is on a set that has been built to nine plain trailers and three motor coaches it was decided that no set would run

with cut out components from the yards. This causes serious concern as a 12 set running with 1MA cut out would have serious consequences if another MA on another motor coach has to be cut out. We understand the financial constraints the business is suffering but it poses a serious safety issue for staff having to ride these already unreliable sets in the corridors. Hence we are saying that if this train had to fail in the section due to another MA having to be cut out the implications of having a (train) set stand in the section with an already strained train service could lead to safety concerns for train crew as well as for company assets.

Security measures need to be tightened and toughened. Baton wielding security officers are doing little to minimise rail crime. In some cases, the security officers become the first to run when problems loom; in others, they are the magnets that attract trouble-seeking vigilantes.

Safety should be the first consideration before a decision is taken to have components cut out on train sets. It seems that there is a lack of consideration to the safety of train crews when such a decision is taken without prior consultation with labour. Were the implications of these components being cut out stressed in the instance of a similar component failing in another motor coach? This would then compromise the safe passage of the train and put the lives as well as the assets of the company in danger. ■

142511

UNTU says:

The South African Government and its rail parastatals, Transnet, SOC and Prasa, are aware of the problems being highlighted by UNTU. But they are doing little to counter them. In UNTU's view, the fault lies with government autocracy.

Because we are all rail professionals, senior UNTU and rail officials experience little difficulty in agreeing on the problems facing rail and what needs to be done to resolve them. But there is a lack of follow-through. Why? Presumably because, being owned by the SA Government, senior rail officials seem reluctant to take their paymaster to task sufficiently. Government needs to be told - over and over, if necessary - how its policies and budgetary restrictions are damaging rail, rail safety, transport efficiency, the circumstances of millions of commuters and the long-term prospects of the national economy.

Put another way, one Eskom does not seem to be enough for the present government.

Government, through Prasa, is presently spending R127-billion on new locomotives and rolling stock. Excellent and essential

though that expenditure is, the shiny beads that it will produce will not be sufficient to buy off the more than two million commuters who daily depend on rail transport. They want and need efficient and caring rail services - and will accept nothing less. Place those expensive new trains on lines rendered inefficient by faulty signalling systems and rail lines (the thieves have now added the metal pinions that secure the lines to their bases to their hauls) and our frustrated commuters will burn them, too.

Cable theft and other forms of corruption lie at the core of these problems. We've heard the verbal assurances - our government is very good at those. What is needed to safeguard the future of rail's customers, our rolling stock and economy are relationship - building exercises; more efficient services; and the intensified policing of thieves and scrap merchants required to make rail efficiency possible.

The SA government is aware of the problems. What we need now is for them to tackle them instead of constantly tickling them. ■

Bombela's suckers could cost their colleagues millions

AMCU, a union with absolutely no experience of rail issues, is trying to get into Bombela.

Some easily persuaded workers at Bombela, who don't know the difference between wild promises and actual value, are helping them.

Bombela is leaning over backwards to invite AMCU on board. Why? Because that will divide labour and make it easier for them to duck the pressures that UNTU has laid on them on behalf of its workers. It's the oldest trick in the employer book.

How can UNTU make the outrageous claim that Bombela is playing a dirty game on the AMCU issue?

That's quite simple. When UNTU sought recognition at Bombela the union had to achieve a 30% membership before Bombela would deal with it and grant it stop-order rights. In AMCU's case Bombela has dropped that demand to only 20%.

What are the probable consequences of these events?

If Bombela can succeed in keeping UNTU's penetration beneath the 50+1% required for official recognition, it will have a good chance of:

Dodging the potentially embarrassing investigation into its

arbitrary changes to its pension fund administration which, UNTU suspects, have proved costly to Bombela employees.

Avoiding paying out overtime it will have to pay its employees if UNTU wins its ongoing dispute with them.

Bombela's short-sighted attempt to manipulate labour (which seems to be the work of its young French CEO who knows little about SA labour matters and of its equally inexperienced, in a rail sense, HR lady), could hold further damaging consequences for the company.

Inviting into its midst a union more famed for rabble-rousing than for sober industrial interaction designed to benefit all players is a recipe for ongoing industrial conflict.

Not even a strong and united union like UNTU has an all-embracing influence over its members. If UNTU members are taught that dirty tricks are all that counts at Bombela, the likelihood of a damaging wild-cat strike that will expose the company's poor ethics to national scrutiny cannot be ruled out.

UNTU's message to the easily swayed dissidents and to Bombela is cut the crazies. The only worthwhile way forward for all concerned is through sincere interaction of honest and responsible management and



UNTU's labour professionals.

Bombela workers can help to protect their interests by getting that message across to those easily swayed colleagues who might be helping Bombela to take big money out of their pockets.

As we go to press we can confirm that sanity has prevailed. UNTU managed to reach the 50% + 1 target and a wage agreement was concluded. ■

39985

National Pensions reform debate on the move again

After a worrying delay during the first half of the year, the Nedlac debate aimed at reforming South Africa's pension industry is back on track. Government indicated its latest intentions at a 22 July meeting. As we went to press the documents setting out those intentions were imminent. A follow-up Workshop to debate Govt's proposals has been scheduled for 12 August.

"It is still too early to draw long-term conclusions. But most of Govt's intentions appear to be positive and work-friendly," says UNTU president, George Strauss, who is representing all Fedusa affiliated unions at the Nedlac pensions debate.

"The two documents immediately awaited from government cover (a) its proposed Tax Amendment Act (no radical changes from its broadly acceptable 2014 plan are expected) and (b) its plan to make pension funds more worker friendly through a continued interaction with pensioners after they retire.

"As the debate continues it is bound to generate disturbing speculative headlines. UNTU members should not be alarmed or swayed by

those. Any moves or changes being sought by government are still a long way off. They still have to be negotiated and - if found acceptable - referred back to the various constituencies for their endorsement.

"UNTU is at the heart of the debate. It will give its members advance warning of any changes they might find unpalatable."

"Government has announced that the new comprehensive social security document will be published within the next two months."

"Key points for UNTU members to note are:

From the worker viewpoint the pension reforms are a welcome development.

The principal aim of the reforms is to create a dispensation that embraces all workers (not just one-third, as is presently the case) in a manner that will give them viable pensions to see them through their retirement years.

Workers have far less to fear from the impending pension reforms than do the managements and shareholders of the about 3 000 pension schemes presently fragmenting the



UNTU president George Strauss

pension fund industry at high cost to pension fund members.

"Government's long-term goal is for every SA worker to enjoy pension benefits. Bearing in mind that an employee is someone who works 24 hours each week, if government can achieve its aim, it will blunt the swing away from formal employment to contract work.

"The preservation of pension contributions will likely re-enter the debate at a later stage. But there will be no arbitrary decisions on this contentious issue. Labour has already convinced government that any moves in that direction will have to be gradual, long-term and worker-friendly."

George Strauss has issued this pledge: "As your personal representative at the Nedlac pensions debate I can promise you that I will keep you informed of developments each step of the way."



Govt's good intentions on cable theft need to become decisive action

Addressing the country's water and energy needs, the Presidential Infrastructure Co-ordinating Commission (PICC) has identified cable and metal theft as a serious problem. Government now aims to take a hard-line stance against perpetrators.

"The council emphasised the seriousness of the crime and the determination of all three spheres of government to act strongly against such theft, which disrupts electricity, water supplies, transport systems and social infrastructure," Economic Development Minister, Ebrahim Patel, told journalists. "The law is being adjusted. Two amendments set to be promulgated this year will enable greater enforcement and tougher punishments."

Labour's top pensions expert

UNTU president, George Strauss (pictured above), who has been involved with pension matters at many levels over the past 27 years, is undoubtedly Labour's most experienced pensions expert. He is

"The draft amendments will tighten regulations to increase the capacity and resources of law enforcement agencies to investigate and prosecute, with the ability to impose tougher sentencing and bail conditions, while strengthening control on the trade in scrap metal that created a market for stolen infrastructure components.

"This statement of intent is good news. The action being planned is precisely what UNTU has been urging these past 10 years," says UNTU general secretary, Steve Harris. "But good intentions will not solve the problem. What is now needed is hasty promulgation of the new laws and their speedy and decisive implementation." ■

Fedusa's representative at Nedlac on pension matters and was recently the only South African trade unionist at the July 2015 Organisation for Economic Co-operation and Development (OECD) conference in Paris on pension issues. ■



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UNTU in the middle on ticket increases

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On 13 June the Fin 24 website carried an article headlined 'Train ticket hikes drive commuters off the rails.' The article went on to detail Metrorail's higher ticket prices which came into effect from 1 July, Metrorail's reasons for the increases and commuter reactions and commuter reactions.

In the Western Cape, single tickets will increase between 50c and R1, weekly tickets between R1 and R2 and monthly tickets between R2 and R38 depending on travel zone and class.

Metrorail Regional manager, Richard Walker, told the news service that the increases were unavoidable. "The cost of operating the current service has burgeoned. Major cost drivers like electricity and safety – critical components have increased far beyond the rate of inflation," he said.

Assets 'well beyond design life,' outdated technology and an extensive open system susceptible to vandalism, land invasion, service protests and vagrancy all contributed to

Metrorail's maintenance burden.

The fare increase levied was 'sensitive to prevailing socio-economic factors in the region and ensures

A Metrorail reassurance would have been encouraging.

rail, as the backbone of the region's public transport system, remains the most affordable mode of public transport.'

"The increase will only add 6.5% additional revenue to the region's coffers. The balance of the operational cost would be funded through further internal efficiencies and cost savings."

Fin24 went on to quote these commuter reactions:

"They must start paying us customers for pathetic service," said Denise Maarman, who had been commuting to and from work by train for 23 years. She could not

afford alternative modes of public transport.

"It should take me 20 minutes to get to work by train, but I leave home three hours early because Metrorail runs on its own time.

"There are only so many times you can blame transport for being late. I get paid per hour, so the later I am, the thinner my pay packet. Hulle moet hulle skaam om nog ekstra vir vrot diens te vra [They should be ashamed to charge extra for bad service]."

David Abrahams, who travels by train for most of the week, said he would cough up the extra cash if safety was prioritised.

"Your life is in danger when you put your foot in the carriage," he said.

"Earlier this year I witnessed a man being robbed and stabbed when I took an off-peak train home. All we could do was watch. Where was the security we hear so much about? Nowhere to be found."

While he travels to work by car if his pocket allows, Abrahams con-

cedes the train is the most economical mode of transport.

"But considering out of every 10 trips I take, I end up being late half of the time, is there really a benefit? I would rather face traffic and a tighter budget than that annoying voice telling me the service is running late again."

Ilse Norton, whose two daughters used to travel via the Cape Flats line to a Cape Town school, said she was forced to find a school taxi for her children as train troubles affected their schoolwork.

"Sometimes my girls only got to class at 9am, over an hour after the bell has rung," she said.

Norton insisted arriving late during exam time was especially stressful for her children, who are in Matric and Grade 9.

"It's expensive, but 10 times more reliable than Metrorail," she said.

UNTU in the middle
As both Metrorail workers and working people, UNTU's members sit in the middle on this issue. We understand the need for the cost

increases. They are as modest and essential as Metrorail claims. But we also understand the commuter frustrations.

Metrorail should be the commuters' friend and ally. Without them the company would cease to exist. So why have there been no reassurances to these complaints?

Why do Metrorail's trains run so late?

And why is security on those trains so lax?

Good communication is the basis of good friendship. If there are problems beyond Metrorail's control commuters should be informed about them – on a daily basis if necessary. A daily handout entitled 'Metrorail service update' detailing the company's problems and efforts to resolve them would show that the company cares. Sure, doing that would cost a lot of money. But it would not cost nearly as much as the carriages gutted and other equipment vandalised by frustrated commuters. ■

Ravi Nair reveals Transnet Freight Rail's long-term vision

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Ravi Nair, Acting chief executive.

Acting chief executive, Ravi Nair, explains how the 257 million tons target set for Transnet will be reached:

In 2006 a decision was taken that we needed to revamp the business through embarking on a capital investment programme which entailed replacing old rolling stock, infrastructure and improving our efficiencies. This process can be compared to baking a cake where you have to first decide the kind of a cake you want, the colour, the taste and how it will finally look like. You then get the necessary ingredients, mix them and put them in the oven. Our vision is to create a railway that is ranked amongst the top 5 in the world and will rail in excess of 350 million tons by the year 2020.

Among some of the ingredients which we identified as needed were new and revamped rolling stock, new infrastructure, competent people, safe operations, improvements in efficiency and so forth. We identified these ingredients as a need to get us to the desired end state, which is 350 million tons.

Forming part of the ingredients was the establishment of the National Command Centre which houses all critical operational and maintenance decision-makers under one roof, the implementation of the scheduled railway service, kicking off the Market Demand Strategy (MDS), the implementation of six business units and so forth. Awarding the R50 billion locomotive contracts for the building of 1064 locomotives also forms part of the ingredients.

Throughout this journey we managed to grow our railed volumes year on year. In the 2008/09 financial year we ended with 176 million tons, 2009/10 we did 179 million tons, 2010/11 we ended with 182 million tons, 2011/12 we did 201 million tons, which was the first time in the history of the organisation to reach the 200 million mark. In the 2012/13 financial year we ended with 207 million tons, 2013/14 we did 210 million tons. This means in six financial years we grew the business by 20%.

It gives me pleasure to announce that in the past financial year, we managed to rail a total of 226,5 million tons. This marks an all-time highest volume growth ever achieved since the establishment of this company. I must say that this is a remarkable achievement and I would like to congratulate all of Transnet's employees for this milestone.

Of this, ABL contributed 10.4 mt against a target of 11.8 mt thus a 11.29% deviation; CAB contributed 14.2 mt against a target of 16 mt thus a 10.81% deviation; Coal contributed 90.3 mt against a target of 94.9 mt thus a 4.76% deviation; SAC

contributed 20.8 mt against a target of 22.2 mt thus a 6.35% deviation; MMC contributed 21 mt against a target of 23.1 mt thus a 9.33% deviation and IOM contributed 69.5 mt exceeding their target of 68.2 mt.

Four business units grew their year-on-year railed volumes with the highest being the Mineral Mining and Chrome Business Unit growing by 13.41%; followed by the Iron Ore and Manganese 11.26%; Coal grew by 8.73% and CAB growing by 3.7%; ABL and SAC volume performance declined by 5.39% and 2.61% respectively.

Last year we saw a number of daily, weekly, monthly and quarterly records being broken. We had the best month in September 2014 when we moved 20.042 million tons; in the third quarter for the year, we railed the highest volume ever moved in a single quarter - that is 58.3 mt. The last quarter of the year saw us exceeding our budget by moving 57.675 million tons against a budget of 57.057.

I congratulate the IOM business unit for exceeding their past financial year's budget. The BU railed 69.5 million tons against a budget of 67.4 million tons. The coal business unit also exceeded their export coal budget by 12%.

We also achieved the Disabling Injury Frequency Rate of 0.85 against the target of 0.88. Safety incidents decreased by 16% which is the highest ever achieved in many years. We need to put more focus on level 1 and 2 incidents which have stabilised at the same number as the last financial year. We also need to continue with the concerted effort in ensuring that the reduction on level 3 and 4 incidents is maintained at the current 17% and even higher.

These achievements serve to remind us that it is possible for us to meet our targets if our performance is consistent. This also shows that with effective teamwork anything is possible.

I challenge the teams who did not meet their targets to engender a winning mentality, to tirelessly improve on their performance so that the whole organisation can move forward.

Besides these sterling achievements, we still did not meet the 236 million tons target set for us. External factors were a mixed bag with 6.4 million tons not achieved due to our other divisions viz port and tippler issues, Eskom power failures, and poor weather conditions.

We suffered volume losses of approximately 12.6 million tons due to customer cancellations for reasons such as loading and offloading equipment failure, low productivity and poor market conditions.

We lost 13.4 million tons due to operational conditions such as rolling stock challenges,

which were within our control. This shows that we seem to have an inability to continuously and consistently repeat good performance.

We can be pleased that we did not lose any lives due to derailments or collisions. However, we regret the unfortunate rubber wheel accidents in which two of our colleagues, Mr Paul Hoffman, Master Diesel Electric Fitter and Mr Melusi Refuge Gwamanda, a Trainee Traction Linesman, were fatally wounded and an electrocution incident in which we lost a colleague, Mr Aphilele Mpisane, a Rail Network RME Employee.

The target for this financial year is 257 million tons safely. The new target has been segmented to indicate the tonnages to be moved per business unit. In this context, we must handle 12.83 million tons as ABL, 18.9 million tons as CAB, 74.36 million tons as IOM, 28.76 million tons as MMC, 98.38 million tons as Coal and 24.13 million tons as SAC. The emphasis is to handle 735 000 tons a day without compromising on safety.

This means we must grow the business by 31 million tons this financial year. Our valued employees are essential in our quest to grow this company to become a winning organisation. We must all understand that rail is a volume business therefore to stay in business we must move more volumes or the organisation will die.

A number of colleagues have asked why we increase the target every year when we have not met the previous one. Due to the MDS demands it is imperative for us to rail the required volumes and it is possible. Research indicates that there is more than enough cargo that is on road, which needs to move to rail. As long as we have cargo on the road, it means there is more cargo for us to rail. We've also made huge investments on new rolling stock such as locomotives and wagons, which has provided us with more capacity to rail more.

Safety is one of the key pillars that will enable us to realise our objectives. The safety of our employees and assets must be taken seriously. In the new financial year (2015/16) the expectation is that we shall continue to achieve a Disabling Injury Frequency Rate of less than one, which is a Rail Industry Global norm.

Complementing our main ingredients has been the Human Capital department embarking on various initiatives to ensure we have the cadre of employees that can take us to the desired future. The First CE Talent Nurturing graduates are now involved in critical transformational projects - giving back to TFR and the entire Transnet. We had the first group of students graduating at

the First Railway Operations Management Programme (ROMP) in partnership with the University of Johannesburg and Glasgow University.

We also launched the Employee Value Proposition (EVP) with the theme iBelong to ensure that our initiatives are focused on empowering, enabling and inspiring employees to continue to excel in their work environment. Inspirational leadership is key to enabling our people to excel in their jobs.

In line with government's policy on employment equity, TFR has managed to increase the number of People with Disabilities by 453 over the last three years, i.e. from 0.9% (339) in December 2012 to 2.7% (792) by end of March 2015. We will have to make sure that People with Disabilities are trained in order to advance their careers. This will also advance achievement of the Nationally Employed Active Population (NEAP) targets at Professional and Managerial levels.

Going forward, the Career Management Project and embedding of the iBelong culture will be one of the key initiatives for our people. This will ensure that the career and learning paths available to employees are clearly communicated. I have heard from many of our colleagues that changing jobs is challenging and we will change the process so that people can seamlessly move around to roles where they can have the most impact and personal growth. This comes with accountability and the need to deliver excellence to our customers.

We will create our own Graduate Development Programme and a Management Learnership Programme for bargaining unit employees who aspire to move into leadership roles. This is an initiative to recognise talent at the lower levels and giving the necessary tools to prepare people for future roles. This initiative will ensure that we close the gap between academic qualifications and experiential training by giving our own internal colleagues exposure.

While we commit to invest in your personal and career growth and mobility, I expect employees to embrace this new journey and commit in their own work environments. You must ensure that you are accountable in your roles. We want to create the coalition of the willing and the abled. You are the architects of your careers and without taking responsibility you wouldn't feel 'empowered, enabled and inspired.' You own it; take responsibility.

This year will also see the third celebration of the CE's Excellence Awards. The awards recognise and reward individuals and teams who have excelled in their day-to-day functions and have gone the extra mile in ensuring the company

meets its objectives. Nominations opened in May and I do hope that you have been recognising excellence throughout the financial year and will ensure that deserving colleagues are recognised. Make sure that you recognise those creating iBelong Moments in your work environment through the Culture Charter Ambassadorship Programme and Inspirational Leadership Categories; these are categories that ensure that we create a conducive environment where only excellence prevails.

Let's also make sure that on a daily basis, we execute all the trains on the train plan. Fight for this as this will leave no room for not achieving our tons.

I thank Mr Siyabonga Gama, our Chief Executive, for steering and guiding us on this road so far. We are also immensely proud that he is appointed as Acting Group Chief Executive of Transnet! He is a son of this house and we know that he is fully supporting us on this MDS journey. Let's never forget what he always tells us 'nobody here is better than all of us.'

Once the cake dough is mixed together you can no longer see the ingredients separately. This is the state we must strive for, our rhythm must be so harmonious and in synch so that we can realise our vision. We must march in one direction and no turning back!

I wish every Transnet employee a most joyous and successful new financial year. I wish you success from all your efforts and may you grow as opportunities for growth open up and may you inspire each other to take this organisation forward!

Remember 257 million tons safely, "Hivulavula yona ntse!" ■

Reward Model negotiations resume

While the wage negotiations were in progress, no meetings were held with regard to the new reward model. Negotiations on this long outstanding matter have now been resumed.

"Management has compiled a draft agreement and we are waiting for the Q&A document that accompanies it," reports UNTU general secretary, Steve Harris.

The new model will give employees the opportunity to move from entry level on the 25th percentile to a maximum of the 50th percentile of the market. This movement is, however, dependent on an individual appraisal which will account for 50% of the employee's rating.

"This appraisal will not be subjective as it depends on the employee's attendance and sick record, so the supervisor cannot influence it. The other 50% of the rating will depend on the achievement of the local business, for example the coal line and then the

business: Freight Rail.

"We believe that this appraisal method will assist employees as the supervisor's opinion does not count. If you have a problem with your supervisor, he cannot force his opinion to influence your performance rating.

"The total points you achieve will influence your increase. To be able to move upwards you must have at least 50%. Lower ratings do not entitle you to any movement.

"We are confident that under the circumstances this is best possible agreement that we could have negotiated. What makes it even better is that in the beginning management was adamant that employees who are paid more than the maximum will not be entitled to salary increases. We have negotiated that they will receive a once-off performance dispensation."

"We know that not all staff members will be satisfied with the terms, but in the long term this model will afford employees the opportunity to move from entry

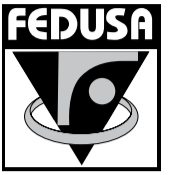
level to maximum level," says Steve. "During our discussions and investigations - both globally and in South Africa - we found that there is no one-size-fit-all model in any businesses. You have to look for the best possible solution for your circumstance."

Steve says that management was vocal in stating that they gained to benefit from the 25th percentile/notch agreement and had to negotiate a new model.

"Against that backdrop, we believe the draft proposal is a very good start. We also believe that as employees and managers become better trained on performance management, this deal will benefit all."

Please take note that the model excludes artisans covered by the Artisans Agreement; train drivers and control officers covered by the Train Movement Agreement; and first line managers, specialist and technicians covered by the FST Agreement. ■

Fedusa condemns Govt misuse of plastic bag money



In 2003 government placed a levy on plastic bags. In so doing, Govt's stated aim for the levy was to fund a national recycling programme that would reduce the damaging effects of littering on the environment and create 3 800 jobs. Twelve years later there is little sign of any of the foregoing pledges having been kept.

There is no noticeable reduction of plastic bag litter.

Nor is there convincing evidence of the promised jobs being created.

In a parliamentary reply during October 2014 Finance Minister Nene acknowledged that only a fraction of the R215-million collected has gone to the Department of Environmental Affairs. He went on to say that although former Environment Minister, Valli Moosa, introduced the plastic bag levy with the purpose of cleaning up the environment, the Treasury does not allow taxes to be kept in a separate

kitty to be used for one purpose. The levy money has therefore gone into government coffers and the Department of Environmental Affairs has to apply to the Treasury to get any of the money for recycling purposes.

Denouncing the practice as explained by Minister Nene, Fedusa president, Koos Bezuidenhout, said: "Consumers and taxpayers have the right to know what has been done with their taxes. When taxed for a specific purpose they need to see positive results from the money they pay. We therefore demand specific answers from Minister Nene as to where the money has gone, and to whose benefit it has been applied.

"In Fedusa's view, it would be unethical to use money paid for an environmental hazard as fiscal income," Koos Bezuidenhout added. ■

9623

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More efficiency not money needed to resolve Eskom crisis says Fedusa



The Federation of Unions of South Africa (Fedusa) has expressed its strong opposition to the extraordinary tariff increase that Eskom is seeking.

"We are sympathetic to Eskom's difficulties. But the government has been throwing the public's money at the problem for long enough," says Koos Bezuidenhout, Fedusa's president. "What are needed now are greater Eskom efficiencies and a more inclusive approach to the problem.

"The country's workers already owe 75% of their monthly earnings to creditors and can take no more arbitrary burdens. If the Eskom increase is approved it will trigger a succession of cost increases that will plunge millions of workers in to unsustainable debt. The ripple effects of that suffering could stretch

to bring the economy and the government to their knees."

Adding his voice to the protest, Fedusa general secretary, Dennis George, has called on National Energy Regulator (NERSA) to suspend any decision on a further electricity tariff increase for Eskom until the matter can be discussed at the National Economic Development Labour Council (NEDLAC).

"It is Fedusa's view that social partner dialogue can lead to a more favourable and promising outcome for all: the country's vulnerable consumers, Eskom and the national economy," he says. ■

NEWS

Why UNTU opposes a VAT increase

The government is seeking to increase VAT from 14% to 18%. UNTU is implacably opposed to that plan. Here's why.

In a normal, efficient citizen-friendly society it is reasonable to expect its citizens to fund the cost of running the country through various forms of taxation. But as it is now being administered, South African society is not:

Normal
Efficient, or
Citizen friendly

We are being run by a government that sees its citizens as milch cows whose pockets can be raided at will to make good the income shortfalls caused by its many inefficiencies (and high levels of corruption, some might argue).

Were government able to restore Eskom to full efficiency and reason-



able cost; remove the need for tolls by repairing the roads it needlessly damaged by switching freight haulage from rail to road to benefit its pals; properly police the high levels of crime plundering its citizens' lives and pockets; get its own and the municipalities' service delivery running smoothly; put an end to the decline of our health services, then a call for a higher VAT rate could become a reasonable call. But even

then UNTU would call for special rates on those products on which the needy depend.

South Africa is a long, long way from achieving any of these goals.

But we need more tax money to be able to achieve those goals, government will argue. First prove your efficiency and sincerity, then we can

talk about giving you more money, UNTU and most of the rest of South Africa will argue.

Government needs to lead the way by delivering more care and consideration to its citizens – by doing more to win their trust. When that happens – and only then – can it expect co-operative responses to its calls for more money. ■

Hints to help you start saving

About four out of every five South Africans are facing a miserable future because they are not saving enough money to guide them through difficult times, or to support themselves during their retirement years.

Principle reasons for this dismal situation are our:

Poor education on the perils of short-term financial planning and over-spending.

Desire for instant gratification through the purchase of cars, gadgets, meals out and holidays that we cannot really afford.

Readiness to buy goods on credit and to borrow money to support our excessive lifestyles.

Susceptibility to moneylenders who charge exorbitant rates of interest.

The message from the financial gurus is clear:

Enforcing strict budgetary disciplines is a difficult exercise that requires tough mindedness.

But the consequences of failing to enforce those disciplines will be



far more painful. They might even become life-threatening.

What must we do to ensure that we live within our means and generate the savings that will support us in later years? Here are some pointers:

Save some of our salary at the start of each month and live off the rest.

Develop a clear and sensible plan that makes provision for all of our future needs, i.e. health care, emergencies, children's education, retirement.

Live according to a strict budget that cuts out unnecessary expenses.

Resist temptations to buy goods and services that you cannot really afford.

Avoid buying on credit.

Living more simply can be fun if you manage the task creatively. The process will become increasingly joyful as we experience the security of seeing our savings grow and our debts diminish.

South Africans were the world's biggest borrowers in 2014, with 86% of the population taking out a loan that year, according to a recent World Bank report. ■

GLOBAL

Global transport Round-up

Secret transport pact set to rob from the poor

Classified documents published by Wikileaks on the Trade in Services Agreement (TISA) foresee consolidated power for big transport industry players – and threaten the public interest, jobs and a voice for workers, says the International Transport Workers' Federation.

ITF president, Paddy Crumlin, said: "This text would supercharge the most powerful companies in the transport industry, giving them preferential treatment. What's missing from this equation is any value at all for workers and citizens. It creates serious barriers for any state wanting to invest in, manage and operate its national infrastructure or – crucially – to defend decent work and decent terms and conditions across transport."

The ITF is concerned that in the three areas covered – maritime transport, air transport and express delivery – deregulation aims to, inter alia:

Enhance the bargaining power of major shipping lines over port services, and give global port operators further consolidated power.

Open up offshore energy services raising potential sustainability and environmental concerns.

Allow multimodal transport operators unfettered access to and rights to supply road, rail or inland waterways transport services, generally public infrastructure – and enable them to fast-track their goods through ports.

Undermine the social and safety standards of the International Labour Organisation (ILO) by failing to recognise these as minimum standards subject to continuous improvement.

Labour fights ruling against Australian rail freight workers

The International Transport Federation has warned the Australian government of an international trade union response to the ruling by the Fair Work Commission that the country's largest rail freight operator could terminate 12 enterprise bargaining agreements, covering over 6 000 workers.

The ITF executive board passed a resolution in support of its affiliate, the Rail, Tram and Bus Industry Union (RTBU), condemning the FWC decision on 22 April that the move was in the 'public interest so that Aurizon could become more competitive.'

The termination of the agreements will result in workers being forced on to basic award protections, with, says the RTBU, drivers losing 20 000 Australian dollars in wages, the loss of 14 weeks' maternity leave and the end

of fair consultation and dispute resolution processes.

The ITF resolution claims that the FWC decision will in effect 'reward the company with a massive advantage over its competitors and will have huge ramifications beyond the rail industry.' It questions the FWC's role in the context of the aggressive anti-worker agenda of the Abbott government.

RTBU secretary, Owen Doogan, said: "If we don't have the option of bargaining peacefully we must escalate our industrial campaign. All four rail unions are now in the process of organising ballots of their members to approve industrial action – the FWC's decision has created a sense of unity and a determination to fight."

ITF inland transport secretary, Mac Urata, commented that the ITF extended its full solidarity to the unions and would support the RTBU in its efforts to appeal against the FWC ruling in all possible national and international legal avenues.

ILO warns of freefall in quality jobs

UNI says that the International Labour Organisation is right to sound alarm bells over mounting job insecurity in the new world of work that is wiping trillions off global demand.

The International Labour Organisation's flagship annual report, World Employment and Social Outlook 2015 (WESO 2015), warns of widespread global job insecurity with 75% of workers employed in temporary or short-term contracts in informal labour market or unpaid family jobs.

Entitled 'The Changing Nature of Jobs' the WESO 2015 report shows that only a quarter of workers worldwide have stable jobs.

UNI Global Union General Secretary, Philip Jennings, said: "This report is essential reading for anyone who wants to understand the jobs challenge in the new world of work. It's little wonder we have anaemic global growth. The share of wealth is skewed against working people and the result is that while productivity increases, wages are stagnating creating a growth deficit and massive fall off in global demand. WESO 2015 estimates unemployment, and lagging labour incomes are pushing back global demand by \$3.7 trillion. We need quality jobs where workers are able to afford to help grow our economies."

ILO Director-General, Guy Ryder said: "The shift we're seeing from the traditional employment relationship to more non-standard forms of employment is in many cases associated with the rise in inequality and poverty rates in many countries."

Deaths

MARCH

Nel JP Member Boksburg
Ndlovu FV Child Newcastle
Botha SJ Spouse Johannesburg
Khangale IP Spouse Pretoria
Swanepoel CJ Spouse Durban
Diedericks G Member Johannesburg
Sithole ZC Child Durban
Smit PJ Spouse Danskraal
Rangolie DJ Spouse Cape Town
Silinda ME Spouse Nelspruit
Nojaholo S Spouse Middleburg (EC)
Gama DD Member Witbank
Myeni CB Member Vryheid
Phetla AM Member Pretoria
Manaka E Member Johannesburg

Makhaga TD Spouse Johannesburg

Payne JS Spouse Park Hill

APRIL

Peter TA Member Uitenhage
Zandberg AG Member Cape Town
Mofammera L Member Krugersdorp
Bissett R Spouse Germiston
Hlangu NY Child Durban
Mkize WB Member Durban
Van Nell DH Member Salt River
Van Wyk JJ Spouse Saldanha
Small JJ Member Salt River
Matintela Z Child Kaserne
Jali SJ Member Durban
Nkhame LTD Spouse Germiston
De Jager DC Member Humansdorp
Maluleka R Member Pretoria

MAY

Doyisa SR Member Durban
Tlou SE Child Natspruit
Khaile PMT Child Germiston
Minnaar VA Spouse Germiston
Nyawose I Spouse Durban
Mophosho K Member Durban
Kotoyi ME Member Bloemfontein
Mkwanazi MM Member Durban
Vosloo JG Child Pretoria
Ntombela SP Member Durban
Kwenampe MJ Spouse Durban
Ryan MGN Spouse Johannesburg
Devine AM Spouse Cape Town
Mthembu KS Spouse Durban
Zweni NA Member Johannesburg
Nyabanyaba MH Member Johannesburg
Mitja MS Child Germiston
Mahlatsi MM Member Germiston

UNTU DIRECTORY

Area 1 – Kwazulu-Natal

AREA COMMITTEE						
POSITION	NAME		TELEPHONE NO	CELL PHONE	FAX NO	E-MAIL
Chairman						
Secretary						
BRANCH	POSITION	NAME	CELL PHONE	TELEPHONE NO	FAX NO	E-MAIL
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	Secretary	Coetzee M	083 854 2085	031 361 2155	031 361 3392	marcel.coetzee@transnet.net
Ermelo	Chairman	Olivier EJ	082 612 8519			olivieregbert@yahoo.com
	Secretary	Shabangu MS	072 025 5148	017 801 2052		mxolisi.shabangu@transnet.net
Ladysmith	Chairman	Mazibuko S	078 580 9580			Sipho.Mazibuko@transnet.net
	Secretary	De Bruin EPW	084 506 3709	036 271 2001		tingeling@telkomsa.net
Maritime Durban	Chairman	Phethwa W	083 721 2250			wiseman.phethwa@transnet.net
	Secretary	Amos J	083 793 6820	031 361 6664		jane.amos@transnet.net
Maritime Richards Bay	Chairman	Madonsela JGL	060 414 5827	035 905 3807	035 905 3293	Jabulile.Madonsela@transnet.net
	Secretary	Ndaba JN	074 793 1422	035 905 3130		
Newcastle	Chairman	Van Der Hyde W	083 308 5375	034 328 7202		willievanderhyde@gmail.com
	Secretary	Thwala TNL	072 536 5798	034 328 7235	086 218 9144	thembeka.thwala@transnet.net
Pietermaritzburg	Chairman	Holtshausen C	082 336 2708	033 897 2460	033 897 2460	charlesh@gmx.com
	Secretary	Mnengela M	083 366 5200	033 897 2727		utatupietemartizburg@transnet.net
Metro Durban	Chairman	Brand MD	083 501 2006			mbrand@metrorail.co.za
	Secretary	Tikum H	083 756 4484			
Richards Bay	Chairman	Hattingh W	083 547 3059	035 906 7193		walter.hattingh@transnet.net
	Secretary	Verster P	072 233 1525	035 905 2034	035 905 2041	paul.verster@transnet.net
TRE Durban	Chairman	Naidoo K	084 686 1556	031 361 5103		Krishnannaidoo@gmail.com
	Secretary	Vertuin C	079 515 3739	031 361 4684		christinevertuin@yahoo.com
TRE Traction Durban	Chairman	Bezuidenhout B	083 412 3174			Bez.Bezuidenhout2@transnet.net
	Secretary	Allanson M	083 661 3528			Michael.Allanson@transnet.net
TRE Richards Bay	Chairman	Cebekhule EZ	082 567 6637	035 906 7372	035 906 7015	zonke@untu.co.za
	Secretary	Msweli BA	082 588 5565	035 905 4178		bonginkosi.msweli@transnet.net
Umbilo	Chairman	Rankin RS	082 874 7797	031 361 5205		rodneynrankin@transnet.net
	Secretary	Heijmans RJT	078 282 3237	031 361 4033		remon@neomail.co.za
Vryheid	Chairman	Ndwandwe A	083 710	034 989 9310		alexanderndwande@transnet.net
	Secretary	Mzini V	078 670 2713	082 392 9974		
Wentworth	Chairman	Govender R	072 690 0706	031 361 5346	031 361 4330	untuwddtfr@transnet.net
	Secretary	Balmogim S	081 462 8344	031 361 5346	031 361 4330	untuwddtfr@transnet.net

Area 2 – Eastern Cape

AREA COMMITTEE						
POSITION	NAME		TELEPHONE NO	CELL PHONE	FAX NO	E-MAIL
Chairman	Du Plessis C		041 994 2288	078 212 6211		clayten.dup@gmail.com
Secretary	Godfrey E		041 507 5167	072 236 2056	041 507 5006	edwin.godfrey@transnet.net
BRANCH	POSITION	NAME	CELL PHONE	TELEPHONE NO	FAX NO	E-MAIL
Burgersdorp	Chairman	Wheeler PH	083 409 8689	051 653 9219	051 653 9205	
	Secretary	VACANT				
Cradock	Chairman	Els AS				
	Secretary	S Pain	078 320 1130	049 822 8227		basie.pain@transnet.net
East London	Chairman	Greyvenstein C	083 558 4430	043 700 4371	043 700 4344	christian.greyvenstein@transnet.net
	Secretary	Pautz CE	078 802 5566	043 700 4317	043 700 4207	clive.pautz@transnet.net
Mossel Bay	Chairman	Prinsloo M	084 582 5932	044 604 6236	044 604 6209	marius.prinsloo@transnet.net
	Secretary	Mare JS	076 993 7506	044 604 6281	044 604 6250	jacquessmare@gmail.com
Maritime East London	Chairman	Hart WG	083 287 4234	043 700 2237		bill.hart@transnet.net
	Secretary	Emery D	082 315 9826	043 700 2410		douglas.emery@transnet.net
Maritime Port Elizabeth	Chairman	Galvin R	084 504 0562	041 507 1589		galvin.roan@transnet.net
	Secretary	Nibe T	083 574 5861	041 507 1559	086 648 7131	thandiswa.nibe@transnet.net
Maritime Nqgura	Chairman	Damons CL	084 589 2698	081 7223011		careston.damons@transnet.net
	Secretary/Gender co-ord	Julie VA	073 535 3221	041 507 8397		venecia.julie@transnet.net
Port Elizabeth	Chairman	Van Tonder W	076 125 7926	041 507 5204	041 504 5003	edwin.godfrey@transnet.net
	Secretary	Godfrey EG	072 236 2056	041 507 5167	041 507 5006	edwin.godfrey@transnet.net
Metro East London	Chairman	Losi M	083 315 7601	043 700 2706		mangaliso.losi@prasa.com
	Secretary	Nkumanda K	083 670 0013	043 700 2353		kholelwak@yahoo.com
TRE Swartkops	Chairman	Cyster JL	063 043 8599	041 507 5000	041 507 5014	julius.cyster@transnet.net
	Secretary	Verwey B	084 510 0319	041 507 5194	041 507 5224	Barend.Verwey@transnet.net
TRE Uitenhage	Chairman	Du Plessis C	078 212 6211	041 994 2288		clayten.dup@gmail.com
	Secretary	Bubb M	083 952 4967	041 994 2341		malcolm.bubb@transnet.net
Queenstown	Chairman	Barnardo PJ	084 461 7765	045 808 2142		petrus.barnardo@transnet.net
	Secretary	Van Heerden L	083 944 9385	045 808 2022	045 808 2150	

Area 3 – Western Cape

AREA COMMITTEE						
POSITION	NAME		TELEPHONE NO	CELL PHONE	FAX NO	E-MAIL
Chairman	JG Warrington		021 940 2160	083 411 4962		George.Warrington@transnet.net
Secretary	B Fourie			072 114 4095		bfourie@metrorail.co.za
BRANCH	POSITION	NAME	CELL PHONE	TELEPHONE NO	FAX NO	E-MAIL
Beaufort West	Chairman	Janse van Vuuren J	082 355 1166	023 449 2140	023 449 2177	jacques.jansevanvuuren@transnet.net
	Secretary	Van Niekerk L	083 557 8210	023 449 2140	021 415 2402	lillianvanniekerk@gmail.com
Cape Town	Chairman	Davies PC	083 947 9119	021 940 2818	021 940 3438	Peter.Davies@transnet.net
	Secretary	Warrington JG	083 411 4962	021 940 2160		george.warrington@transnet.net
Maritime Cape Town	Chairman	Assegai M	073 208 4644	021 449 6320	021 449 6425	michelle.assegai@transnet.net
	Secretary	English M	073 633 2610	021 449 2787	021 449 2561	mufina.english@transnet.net
Maritime Saldanha	Chairman	P Wevers	073 397 3179	022 703 4831	022 703 4952	ply.wewers@transnet.net
	Secretary	S Mbonyama	083 451 7253	022 703 5447	086 679 9561	sibongile.mbonyama@transnet.net
Lions Head	Chairman	Ramuhovhi L	073 870 0970	021 449 5349	021 449 2104	estherlvhuvani35@gmail.com
	Secretary	Matsepe M	073 704 8688	081 338 4003	021 449 2104	mamatsepe@metrorail.co.za
Metro Disa	Chairman	Hartogh P	072 374 9673	021 940 3310		priscilla.hartogh@gmail.com
	Secretary	Rhelegushe S	071 006 6135	021 940 3316		srelegusme@prasa.com
Metro Liesbeeck	Chairman	C Vermaak	084 608 3304	021 507 2007		cvermaak@metrorail.co.za
	Secretary	B Fourie	072 114 4095			bfourie@metrorail.co.za
Metro Tafelberg	Chairman	Qoyi L	078 866 8381	021 449 5532		lqoyi@prasa.com
	Secretary	Kwintshi T	082 737 8922	021 449 6430		tkwintshi@prasa.com
Saldanha Ores	Chairman	Saul L	079 225 9168	022 703 2347	022 703 2229	Lutwena.Saul@transnet.net
	Secretary	Myburgh A	083 652 7580	022 703 3242	022 715 1951	andremy@telkomsa.net
TRE Cape Town	Chairman	Myqolozana T	082 751 2165	021 507 2039	021 507 2049	tembile.mqolozana@gmail.com
	Secretary	Salie G	073 281 7639	021 507 2388		gamiedsalie@gmail.com
Vredendal	Chairman	Engelbrecht W	083 440 9816	022 703 3552	022 703 3555	willem.engelbrecht@transnet.net
	Secretary	Brand NE	078 445 6422	022 703 3576		
Worcester	Chairman	Steyn LB	083 293 7523	023 348 4218	023 348 4306	steyn@cwnet.co.za
	Secretary	Horn JJS	083 293 7536	023 348 4290	023 348 4304	stefan.horn@transnet.net

Area 4 – Free State

AREA COMMITTEE						
POSITION	NAME		TELEPHONE NO	CELL PHONE	FAX NO	E-MAIL
Chairman	Veitch R		051 408 2653	079 495 7203	051 408 3959	Russell.Veitch@transnet.net
Secretary	Roiland T		051 408 2231	073 489 9897		Thembelani.Roiland@transnet.net
BRANCH	POSITION	NAME	CELL PHONE	TELEPHONE NO	FAX NO	E-MAIL
Bethlehem	Chairman	Nhlapo MA	072 763 1459	058 302 2018	058 302 2085	Ally.Nhlapo@transnet.net
	Secretary	Taso TE	083 409 6572	058 302 2160	058 302 2081	thabotaaso27@gmail.com
Bloemfontein	Chairman	Veitch RP	079 495 7203	051 408 2653	051 408 3959	Russell.Veitch@transnet.net
	Secretary	Hiten D	083 411 6611	051 408 3615	011 774 9454	Dennis.Hiten@transnet.net
Kroonstad	Chairman	Dreyer DG	082 920 9450	011 978 2737	011 978 2737	douw@untu.co.za
	Secretary	Kruger AB	083 451 7751	056 268 4141		dries.kruger@transnet.net
TRE Bloemfontein	Chairman	Reynecke JJ	082 341 0049	051 408 2416	051 408 2125	sakkie.reynecke@transnet.net
	Secretary	Roiland TW	073 489 9897	051 408 2231		Thembelani.Roiland@transnet.net

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Area 5 - Gauteng Central

AREA COMMITTEE						
POSITION	NAME		TELEPHONE NO	CELL PHONE	FAX NO	E-MAIL
Chairman	VACANT					
Secretary	VACANT					
BRANCH	POSITION	NAME	CELL PHONE	TELEPHONE NO	FAX NO	E-MAIL
Braamfontein	Chairman	Stoltz HJH	083 709 1480			
	Secretary	Ratshibaya S	082 927 5657			Hstoltz@prasa.com
Bombela	Chairman	VACANT				
	Secretary	VACANT				
Esselenpark	Chairman	Van Rooyen JAK	060 539 6644	082 469 2390		andre.vanrooyen2@transnet.net
	Secretary	Maphunye C	083 476 2375	011 929 1112	011 774 9017	chris.maphunye@transnet.net
Germiston	Chairman	VACANT				
	Secretary	VACANT				
Heidelberg	Chairman	Swarts WH	083 708 1051	016 340 7212	016 340 7213	willem.swarts2@transnet.net
	Secretary	Njowa PC	083 399 9626	016 340 7227		peter.njowa@transnet.net
Isando	Chairman	Nkhame D	073 366 3382	011 570 7053		desmondnkhame@gmail.com
	Secretary	Mtshweni BW	074 028 8561	011 570 7030		bwmshweni1@gmail.com
Kaserne	Chairman	Mathekga MN	072 799 7297	011 330 6061		noahmathekga@gmail.com
	Secretary	De Koker S	082 046 6815	082 324 9169		scott@untu.co.za
Krugersdorp	Chairman	Van Zyl A	084 802 7459	011 950 1251		
	Secretary	Xaba S	073 457 7247	011 356 2703	011 356 2709	Samuel.Xaba@transnet.net
Leeuhof	Chairman	M Rossouw	084 504 0407	016 420 6246	016 420 6352	morne.rossouw@yahoo.com
	Secretary	CJ Mashamaite	083 583 7527	016 420 6278	016 789 3535	chuenemash11@gmail.com
Metro - Central	Chairman	Swart PA	071 462 2307	011 773 8112		peet@untu.co.za
	Secretary	Botha CL	083 276 8662	011 773 4790	086 562 9828	cbotha@prasa.com
Metro - East	Chairman	Grobler FK	083 276 8715			Fgrobler@prasa.com
	Secretary	Van Zyl AG	083 276 8783			yzf1000.yama@gmail.com
Metro - West	Chairman	Smit AJ	083 459 9733			smit.albertus.j@gmail.com
	Secretary	Hagemann O	083 275 9991	011 278 2304		utaturfr@prasa.com
Parktown	Chairman	Mkhabela G	079 081 7767	011 584 0965		gladson.mkhabela@transnet.net
	Secretary	Kumalo DP	076 998 4812	011 586 1120		dikamohelo.kumalo@transnet.net
Sentrarrand	Chairman	Mulaudzi V	082 973 8120	011 960 2059		Mulaudzi777@gmail.com
	Secretary	Ramphabana MC	084 877 2704	011 960 2018	011 960 2068	Mashuduramphabana23@gmail.com
Springs	Chairman	Van Wyk F	071 158 9524	011 365 7558		
	Secretary	Grimsell KM	083 278 8918	011 365 7361		kgrimsell@gmail.com
Standerton	Chairman	Buter G	082 383 9082	017 727 8260		geertbuter@gmail.com
	Secretary	VACANT				
TRE Germiston	Chairman	Boshoff JGH	084 785 2827	011 820 2716		Bossie.Boshoff3@transnet.net
	Secretary	Boshoff M	076 167 8986	011 820 2716		Morne.Boshoff@transnet.net
TRE Sentrarrand	Chairman	Tsekedi M	061 146 7583	011 960 2123		
	Secretary	Dube VE	072 130 4290	011 960 2405		vusi.dube@transnet.net

Area 6 - Northern Cape

AREA COMMITTEE						
POSITION	NAME		TELEPHONE NO	CELL PHONE	FAX NO	E-MAIL
Chairman	VACANT					
Secretary	VACANT					
BRANCH	POSITION	NAME	CELL PHONE	TELEPHONE NO	FAX NO	E-MAIL
Lichtenburg	Chairman	Tokwe OV	078 970 6035	018 632 0274		
	Secretary	Maphike SA	082 574 3249	018 632 1729		sipho.maphike@transnet.net
De Aar	Chairman	VACANT				
	Secretary	VACANT				
Kimberley	Chairman	VACANT				
	Secretary	VACANT				
Mafikeng	Chairman	VACANT				
	Secretary	VACANT				
North West (Klerksdorp)	Chairman	VACANT				
	Secretary	VACANT				
Postmasburg	Chairman	Moruri KP	076 795 6795	053 313 7210	053 313 7206	kpmoruri@webmail.co.za
	Secretary	Molifi LS	082 310 8015	053 313 7219		stephen.molifi@yahoo.com
Sishen	Chairman	Mostert PJF	073 149 2224	053 723 9201		sonmos@absamail.co.za
	Secretary	De Jager AT	073 619 5021	053 723 9201		
Warrenton	Chairman	VACANT				
	Secretary	VACANT				
Upington	Chairman	CP van der Merwe	083 504 9205	054 338 6699	054 338 0185	caartie@telkomsa.net
	Secretary	M. Phillips	082 821 7535	054 338 3437	054 338 3340	margorie.phillips068@gmail.com

Area 7 - Gauteng North

AREA COMMITTEE						
POSITION	NAME		TELEPHONE NO	CELL PHONE	FAX NO	E-MAIL
Chairman	Leshabana S			083 559 9419		steven.leshabana@transnet.net
Secretary	Tshotheli R		015 534 7209	076 476 0172	015 534 7222	
BRANCH	POSITION	NAME	CELL PHONE	TELEPHONE NO	FAX NO	E-MAIL
Komatipoort	Chairman	Nkambule WF	078 605 9939	013 793 9930	013 793 9929	winiza2015@gmail.com
	Secretary	Mbuyane MS	082 745 7847	083 256 2009		solymandla66@gmail.com
Lydenburg	Chairman	Mkonto D	072 094 0352	013 235 8243		mkonto.dp@gmail.com
	Secretary	Chiloane GM	081 049 8502	013 238 8243		chileeg@live.com
Musina	Chairman	Matlala NS	072 532 6699	071 101 6497		
	Secretary	Tshotheli RK	076 476 0172	015 534 7209	015 534 7222	
Nelspruit	Chairman	Kolokoto SS	083 795 7284	013 752 9310		kolokotosello@gmail.com
	Secretary	Ngomane IT	078 204 2403	013 751 9233		ikemshika@gmail.com
Phalaborwa	Chairman	Van Staden MJ	079 786 8908	015 781 9042		tinusvanstaden@gmail.com
	Secretary	Phiri SB	072 340 8940	015 781 9042		bonganimasuku5@gmail.com
Polokwane	Chairman	Mosebedi MS	079 502 4142	015 299 6487		
	Secretary	Pheta ME	083 380 4775	015 299 6485	011 774 9440	modjadjj.pheta@transnet.net
Pretoria	Chairman	Luus NJ	083 286 1948	012 842 6014	012 842 6016	Niekie.Luus@transnet.net
	Secretary	Molapo TC	084 592 3248			thabang.molapo@transnet.net
Metro Pretoria	Chairman	Flavell EJ	083 554 8015			eflavell@prasa.com
	Secretary	Davidson CG	084 405 0584	012 753 8103	012 333 9082	colind2@telkomsa.net
Pyramid	Chairman	Tajane GDJ	073 405 2108	012 521 9415	012 521 9497	Gabaikannngwe.Tajane@transnet.net
	Secretary	Mabasa JJ	082 056 8393	012 521 9583	012 521 9526	jblnmabasa@yahoo.com
Rustenburg	Chairman	Mothabi TE	073 974 7074		014 590 2064	utatu.rustenburg@transnet.net
	Secretary	Mothibe E	071 926 1779		014 590 2226	elias.mothibe@transnet.net
Thabazimbi	Chairman	Mathebula HO	073 854 5673	014 590 2206		Hlayiseka.matheb@gmail.com
	Secretary	Mahladi TJ	072 759 6031	014 590 2223		t.mahladi@gmail.com
TRE Pretoria	Chairman	Fourie H	083 283 7482	012 842 5090		Hendrik.Fourie2@transnet.net
	Secretary	Horn HJL	082 308 3726	012 842 5006		Hendrik.Horn@transnet.net
TRE Koedoespoort	Chairman	Slabbert A	083 651 0017			Adam@untu.co.za
	Secretary	Meyer W	071 233 9060			Arend.Meyer@transnet.net
Waternval-Boven	Chairman	Mmola EH	079 602 8585	013 257 5028		haizelmmola@gmail.com
	Secretary	Mhlongo OD	073 420 7505	013 257 5024		doctoroupa@gmail.com
Witbank	Chairman	Mudalahothe AO	076 262 0674			avhatakali26@gmail.com
	Secretary	Leshabana S	083 559 9419			steven.leshabana@transnet.net

UNTU INFO GUIDE



UNITED NATIONAL TRANSPORT UNION

STOP ORDER

[PLEASE COMPLETE ALL FIELDS IN CLEAR PRINT]

TITLE: _____ INITIALS: _____ SURNAME: _____
 FIRST NAMES: _____ I.D. NUMBER: _____
 EMPLOYEE / SAP NO: _____ OLD PENSION NO: _____
 TEL: (H) _____ (W) _____ (FAX) _____
 (CELL) _____ (E-MAIL) _____
 POSTAL ADDRESS _____ POSTAL CODE: _____
 CENTRE/ DEPOT: _____ JOB TITLE: _____

• **FORMULA FOR CALCULATING SUBSCRIPTION: 1% OF BASIC MONTHLY SALARY (Minimum of R40.00 and maximum of R70.00)**

• I, THE UNDERSIGNED, HEREBY AUTHORIZE THE RELEVANT COMPANY AS INDICATED IN THE TABLE BELOW TO MONTHLY DEDUCT THE AMOUNT AS CALCULATED PER THE ABOVE FORMULA FROM MY SALARY, AND TO PAY THIS AMOUNT TO UNTU.

WHERE ARE YOU EMPLOYED? (Please mark with X)

PRASA - Metrorail		Transnet Port Terminals (TPT)		Transnet Freight Rail (TFR)		Bombela	
PRASA - MLPS		Transnet National Ports Authority (TNPA)		Transnet Properties		Bombardier	
PRASA - CRES		Transnet Capital Projects (TCP)		Transnet Corporate		Mega Express	
PRASA - Technical		Transnet Engineering (TE)		Transnet Pipelines (TPL)		Other	

THIS STOP ORDER CANCELS THE MEMBERSHIP OF ANY OTHER UNION

• I fully understand and accept that this STOP ORDER can only be cancelled by giving one month's written notice to the General Secretary

NOMINEE FOR DEATH BENEFIT

I, the undersigned, hereby nominate and appoint:

(1) _____ Relationship: _____ I.D. No _____
 (2) _____ Relationship: _____ I.D. No _____

to be my nominee/s. This death grant shall form no part of my legal estate and shall be neither executable nor attachable at the instance of any creditor of mine, but shall be paid direct to my nominee.

SIGNATURE: _____ DATE: _____

ENROLLED BY:

INITIALS: _____ SURNAME: _____ EMPLOYEE NO: _____

BANKING DETAIL:

BANK: _____ BRANCH: _____ BRANCH CODE: _____

ACCOUNT NO.: _____ TYPE OF ACCOUNT: _____

FOR OFFICE USE

ENROLLER'S SIGNATURE: _____

RECEIVED	PROCESSED	COMMISSION	PENALTY	SIGNATURE

SUBMIT COMPLETED FORM TO:

The General Secretary, P.O. Box 31100, Braamfontein, 2017; Fax: 011 728 8257/8 or
 Internal Fax: 011 773-7920; E-mail: headoffice@untu.co.za

USO/2

Hidden name competition

In every issue of *Labour Report*, UNTU publishes the latest SAP/employee numbers of ten members from the membership lists – drawn at random.

Each latest SAP/employee number appears somewhere in the newspaper. If yours is one of the lucky latest SAP/employee numbers published and you can find it, claim your prize by writing to:

UNTU Hidden Name Competition

PO Box 31100,
 Braamfontein, 2017

Give your name, latest SAP/employee number and address and you will be sent R100.

Phone numbers to know

Voetplaatpark –

Tel 039 681 3325

Transmed Call Centre:

0800 450 010

Housing: FNB Home Loans –

0860 33 44 55

FNB Smart Bond –

0860 644 644

Transnet Pension/Retirement

Fund (Metropolitan Life)

011 774 5444

Call Centres for:

Transnet Second Defined Benefit

Fund - 011 587 8000 (select

option 1)

Transnet Retirement Fund – 011

587 8000 (select option 2)

Transnet Pension Fund – 011

587 8000 (select option 3)

Aon Consulting – Tel: Jhb 011

944 7000 website:

www.aon.co.za

MEMBERS

MEMBERS



First of TPNA's new tugboats will begin service next year

The National Ports Authority (TNPA) has told the media that its R1.4-billion contract to produce nine tugboats for its nationwide ports is progressing on time and within budget, the first tug due to be handed over in January next year 'despite the challenges of energy disruptions' said a 1 May report in Engineering News.

"The project team is forging ahead and has made impressive progress, with around 11% of the

fabrication and construction on the project completed thus far," said TNPA programme manager, Eugene Rappetti.

The new fleet of nine high-quality tugs, produced by Durban-based Southern African Shipyards, will replace ageing tugboats at the ports of Durban, Port Elizabeth, Richards Bay and Saldanha. At 42 m long, 15 m wide and with a bollard pull of 100 t, the fleet will include one of the most powerful harbour tugs

in the world, while the remaining eight 31 m tugs are marginally bigger than the existing tugs, but offer a more powerful 70 t pull.

Two tugs will each be allocated to the ports of Durban, Richards Bay and Port Elizabeth, while the Port of Saldanha, which handles the largest carriers and has a history of vessel groundings, will receive three tugs.

Rappetti said the TNPA presently has 29 tugs in service nationally, but

the requirement for larger tugboat fleets has increased in line with larger commercial vessels calling at South African ports more frequently.

"The increased bollard pull of these new generation tugs meets international standards and they also feature the latest global technology. The tugs have propulsion that makes them highly manoeuvrable and able to change the direction and thrust almost instantaneously, while guiding large vessels safely into our

ports," he explained.

According to Rappetti, the first tug is already about 35% completed, while its hull and superstructure were 70% completed. Following the first delivery next year, the completed tugboats would be handed over to the TNPA every three months until the last one was launched in early 2018. ■

1719

Reasonable time processes critical to suspensions

By Pierre Marais

The suspension of employees can become very legalistic, drawn-out and costly. Time-frames are usually determined by the individual cases.

We often read about suspensions of senior government officials. In the private sector these suspension fights are also rife, but just not as exposed in the public domain. For example, there was the case of a half-year suspension fight in which the suspended employee successfully interdicted the employer and the employer took the Labour Court decision to the Labour Appeal Court – all of this before any sort of disciplinary hearing event had even commenced.

There are no statutory provisions pertaining to how long a period of suspension may endure and employers and employees generally have to rely on the sentiments expressed in case law and the circumstances of each case. For example, the time

required to investigate a complex fraud case, compared to a fighting incident, will be materially different.

Some companies do, however, have provisions in their disciplinary procedures that require, for example, that employees must be charged within three days of being suspended or that a hearing must start within 30 days of the company becoming aware of the offence. These types of provisions are sometimes just not practical and should be removed as they create opportunities for employers to fall foul of procedural non-compliance claims emanating from their own policies.

Although the duration of a suspension could be used by employees to motivate a claim for unfair suspension or even a constructive dismissal, there are normally other suspension-related circumstances and event. This is supported by the following extract from a Labour Court judgement:

"The employee is entitled to a speedy and effective resolution of the dispute. Employers must not be allowed to abuse the process. The investigation must be concluded within a reasonable time taking all the relevant factors into consideration and the employee must be informed without undue delay about the process steps that the employer is initiating.

This may take the form of allowing the employee to return to his or her work or alternatively furnishing this individual with a charge sheet summoning the individual to a properly constituted disciplinary hearing. The disciplinary hearing must be initiated within a reasonable time of the individual being suspended."

The judge further stated that the objects underlying the right to a speedy investigation, without unreasonable delay, can be stated to be the following:

To prevent the unnecessary disruption in the life of the employee.

To minimise the anxiety and concern of the employee.

To limit the possibility that the employee will not be allowed a fair hearing.

To resolve the dispute expeditiously.

In practice, employees are for example sometimes suspended pending the outcome of an investi-

gation with

the next letter from the company notifying the employee of the charges, date of the disciplinary hearing, and so on.

Case law examples of employer inactivity for a period of six to nine months have confirmed employees' claims of unfair suspensions. An example that comes to mind is where a director resigned after having been on suspension for eight weeks pending an investigation and, with the assistance of some high-powered labour attorney, alleged a constructive dismissal. In this case the employer handled the investigation properly and communicated with the employee. The suspension was fair and there was no constructive dismissal.

Some of the employer's actions were:

A properly drafted suspension letter containing the reason for the suspension, the envisaged duration, the envisaged investigation process to be followed, the envisaged decision-making process, etc.

During the investigation, the employee was continuously kept informed, not in respect of what the investigators were unravelling, but about the extension of investigation deadlines, about disciplinary charges to be made and the date of the hearing.

Although the employer could not meet promised or envisaged dead-

line dates, the manner in which it dealt with the case, and the acceptable evidence from the investigation, saved the day.

Employers are advised to deal with suspension cases in a sensible and fair manner, otherwise they could create circumstances where a fraud or theft suspect actually wins a constructive dismissal case, and the employer never gets the opportunity to charge them.

Where employees feel aggrieved about their suspensions, they would normally support their feeling or perceptions of emotional prejudice with issues such as the employer's alleged need to suspend or the exact nature of the investigation, and so on.

However, employers are entitled to manage their own potential prejudice by means of the suspension. They can, for example, suspend 'in order to protect the workplace or employer's interest' or 'in the cause of promoting orderly/good administration and for the maintenance of the integrity and morale of the employer.'

We frequently read about lengthy suspensions on full pay, where employees are not charged and little is actually done to investigate and bring the matter to finality at a disciplinary hearing. These, normally senior, employees often won't fight their unfair suspensions. They know

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LETTERS

I reached retirement thanks to UNTU

I want to thank UNTU for helping me to work for Transnet until I reached retirement age.

In 1993, pressured by management, I signed for a package. Even though I withdrew

my signed letter, and my withdrawal was accepted because management was in the wrong, I was at home for almost 18 months without a position in the company. I then joined UNTU and Frans Crause ensured that I got a position within a month. I am grateful for what the union achieved for me.

H Diedericks

**COMMUNIQUÉ**

01 July 2015

PRASA named the African Railway Operator of the Year.

Another high-profile award has been bestowed on PRASA when the company received the African Railway Operator of the Year last night in Sandton.

The 8th Transport Africa Awards recognise outstanding achievements in transport from Africa and around the world.

The award was a significant recognition that PRASA was on the right track in its quest to provide a quality public transport service to the South African public.

Africa Rail is the biggest Transport and Infrastructure show in Africa. The conference brings together Rail Operators, global leaders and innovators to share information, network and showcase their business offering for the benefit of building and growing the Rail industry

Issued by Group Communications

Prasa's wobbly award

At the end of June, Prasa was awarded the African Railway Operator of the Year award at the 8th Transport Africa Awards. The award recognises outstanding achievements in transport in Africa.

(Given the latest scandals embarrassing Prasa - and probably those who gave it the award - might the award be retracted?) ■

**Louis junior does it again**

Louis Brocket junior has made Louis senior very proud yet again. Louis Jr has received a BCom honours degree in Logistics Management at the University of Johannesburg's RAU campus. Louis already has a BCom degree in Transport Management. At his side is his proud wife, Chanteleze. ■

**Zonke a worthy ambassador**

Executive Committee member, Zonke Cebekhulu, continues to do UNTU proud. The most recent recognition for her dynamic ways is the Transnet Engineering Culture Ambassador for 2015 award. Seen presenting her with the award and congratulating her are Stephen Matlou and Dudu Masoek, Transnet's general manager: human capital. ■

Alan's parting words will be a boon to many

Alan Pieter retired from his post as technical supervisor at Richards Bay in May. His 46 years of unbroken service at Transnet - years which saw many changes and many people come and go - put him in the know about how Transnet ticks, and about how best to build a career with the company. As a parting gift to his colleagues, Alan has passed on some of that knowledge.

"Always have a positive attitude and be willing to accept challenges and to learn," he says.

"The most important trait a person can have in any organisa-

tion is a good attitude. I agree with ZigZiglar who says: 'Your attitude, not your aptitude, determines your altitude'."

Alan started his career at Railways & Harbours in January 1969 in East London as an Apprentice Carpenter. He moved to work in Queenstown (Eastern Cape) as Carpenter in 1973. He also worked Section in Queenstown in places such as McClear, Aliwal North, Burgersdorp, Qamata and Houge.

In 1974 Alan was promoted to Technical Officer at the Port of East London. During this period Alan met and married his sweetheart,

Eileen, in October 1977. He was promoted to the Port of Richards Bay in 1989 as Technical Supervisor and he remained in that position until he retired in May 2015.

Alan and Eileen intend to continue living in Empangeni. Says Alan: "I thank my wife, Eileen, for her commitment and support of me over the last 38 years. She has been my pillar of strength in challenging and good times."

Says UNTU: Thank you, Alan, for the support you have given to your union these many years. We wish you and Eileen a long and happy retirement. ■

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A closer look at the three-year wage settlement with Transnet

Commenting on the wage agreement agreed by labour and Transnet for the period 1 April 2015 to 31 March 2018, general secretary UNTU, Steve Harris, explained how the three-year deal benefits members:

Measured against the inflation rate the percentage increases negotiated are good. The inflation rate is not going to increase much in the next three years. Each year's increase is likely to be better than the inflation rate.

The three-year deal saves members the uncertainty of not knowing how to budget for the future.

The safeguard against retrenchments that is part of the deal will further boost our members' peace of mind.

Not having to return to the negotiating table each year has freed the union to concentrate on the Reward Model and other outstanding item.

Now let's take a close look at the agreement whose terms and conditions supersede all previous agreements.

Parties to the agreement:

The parties to this agreement are: Transnet SOC Limited, (Transnet) and including its Operating Divisions: the Corporate Centre (including Transnet Capital Projects, Transnet Properties and Transnet Foundation); Transnet National Ports Authority; Transnet Pipelines; Transnet Port Terminals; Transnet Freight Rail and Transnet Engineering; UNTU and SATAWU.

This agreement applies to and is binding on all bargaining unit employees in Transnet, including those employees who are not members of the trade union parties to the agreement, whether or not such

employees are members of any other trade union.

Wage amendments

Year 1: 2015-2016: the basic pensionable salary (including 13th cheque, pension and overtime rate up to the overtime threshold) of permanent Transnet employees falling within the bargaining unit below Level G, will be increased by an across-the-board increase of 7.0%.

In respect of level G employees, the agreed annual adjustment of 7.0% will be applied in terms of the provisions of the First Line Managers, Specialists and Technicians (FST) Agreement as amended. The across-the-board increase of 7.0% to basic salary will apply to employees who are employed on a fixed term contract basis and who are still in service on the date of signing of this agreement.

Year 2: 2016-2017: the basic pensionable salary (including 13th cheque, pension and overtime rate up to the overtime threshold) of permanent Transnet employees falling within the bargaining unit below Level G, will be increased by an across-the-board increase of 7.5%.

In respect of level G employees, the agreed annual adjustment of 7.5% will be applied in terms of the provisions of the First Line Managers, Specialist and Technicians (FST) Agreement as amended. The across-the-board increase of 7.5% to basic salary will apply to employees who are employed on a fixed term contract basis and who are still in service on 1 April 2016.

Year 3: 2017-2018: the basic pensionable salary (including 13th cheque, pension and overtime rate up to the overtime threshold) of permanent Transnet employees falling within the bargaining unit

below level G, will be increased by an across-the-board increase of 8.25%.

In respect of level G employees, the agreed annual adjustment of 8.25% will be applied in terms of the provisions of the First Line Managers, Specialists and Technicians (FST) Agreement as amended. The across-the-board increase of 8.25% to basic salary will apply to employees who are employed on a fixed term contract basis and who are still in service on 1 April 2017.

Transnet Medical subsidy

The Medical Subsidy is a fixed amount payable to all permanent bargaining unit employees who belong to or join a recognised Transnet medical scheme as a principal member.

Year 1: 2015-2016: The value of the medical allowance will increase to R13 200 per annum (R1 100 per month) from 1 April 2015.

Year 2: 2016-2017: The value of the medical subsidy will increase to R14 400 per annum (R1 200 per month) from 1 April 2016.

Year 3: 2017-2018: The value of the medical subsidy will increase to R15 600 per annum (R1 300 per month) from 1 April 2017.

Housing allowance

The housing allowance is a fixed allowance that is paid to all permanent employees below grade level G (grade levels H to L) in the bargaining unit.

Year 1: 2015-2016: The value of the housing allowance will increase to R13 200 per annum (R1 100 per month) from 1 April 2015.

Year 2: 2016-2017: The value of the housing allowance will increase to R14 400 per annum (R1 200 per month) from 1 April 2016.

Year 3: 2017-2018: The value of

the housing allowance will increase to R15 600 per annum (R 1300) per month from 1 April 2017.

Standby and Nightshift allowance

The Standby and nightshift allowances are paid as circumstantial allowances to all bargaining unit employees, where applicable.

Year 1: 2015-2016: The standby allowance will increase by 7.0%. The nightshift allowance will increase by 7.0%.

Year 2: 2016-2017: The standby allowance will increase by 7.5%. The nightshift allowance will increase by 7.5%.

Year 3: 2017-2018: The standby allowance will increase by 8.25%. The nightshift allowance will increase by 8.25%.

Non Pensionable allowances

Non-pensionable allowances will not be increased for the duration of this agreement.

Overtime

Overtime payable to all employees in the bargaining unit, below level G (FST) will be paid as per the Ministerial Determination as published in the Government Gazette, as and when amended.

The overtime rate for all level G (FST) employees will increase as follows:

- Year 1 – 2015-2016: 7.0%
- Year 2 – 2016-2017: 7.5%
- Year 3 – 2017-2018: 8.25%

Disability leave

Disability leave will increase to seven calendar days over a three-year cycle.

Retrenchment

There will be no forced retrench-

ments in Transnet during the currency of this agreement. Transnet is entitled to offer voluntary retrenchment and voluntary early retirement packages to employees should it deem it necessary to do so due to its operational requirements. Transnet may also terminate the service of any employee, without payment of a severance package, if the employee unreasonably refuses to accept a reasonable offer of alternative employment with Transnet.

Conditions of employment

This agreement is in full and final settlement of all demands, whether agreed to or not, made by the parties during the wage negotiations for the years 1 April 2015 to 31 March 2018 relating to salary increase and changes to other terms and conditions of employment for the duration of the agreement except for changes which may emanate from changes to existing collective agreements which the parties may agree to review. Any amendment to or variation of any provision of this agreement shall not be valid or binding unless it is reduced to writing and signed by authorised representatives of the parties.

Dispute resolution

Any dispute regarding the interpretation or application of this agreement will be referred to the Transnet Bargaining Council for conciliation and arbitration. ■

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Reasonable time processes critical to suspensions

Continued from page 13

that their employers cannot ensure a fair dismissal so they sit it out and wait for a big settlement to be negotiated.

Employee suspensions can stir up a hornet's nest

It is best for companies to be proactive when taking this route. The daily occurrence of suspending employees from duty could become a sensitive and complicated exercise, especially when senior or unionised employees are involved.

Suspensions could also be the mere start of drawn-out disciplinary exercises that could affect companies in many areas. They are costly, affect morale, create operational uncertainty and are legally complex.

In many instances employers seek high-powered advice before suspending, to proactively evaluate the disciplinary exercise and to determine a legally correct action plan. In others, employers are forced to seek

advice when legal-tactical games are being played, for example, the accused employee being booked off sick on the scheduled and rescheduled hearing dates.

Still others follow a 'bull-in-a-china-shop' approach and are then required to deal with their mistakes reactively. In one instance a female employee was suspended after lodging legitimate complaints of sexual harassment against her superior. By the time an external labour expert was called in, there were legitimate claims by the employee that the company had contravened the Employment Equity Act, Labour Relations Act and its sexual harassment policy.

Suspension from duty pending the finalisation of a pre-hearing investigation and/or disciplinary hearing is customary in the employer-employee relationship. However, this seemingly run-of-the-mill activity could lead to elaborate and technical issues between the

parties. This prolongs the finalisation or even start of a hearing. This is closely linked to the conducting of an investigation before the disciplinary hearing and the possibility of the employee interfering with the investigation.

Case law supports suspension where the charges are serious and where, if found guilty, the employee could possibly be dismissed. The need to suspend pending a disciplinary investigation often comes under attack by suspended employees and their representatives. A CCMA arbitrator determined that 'the employer must have believed that there were justifications for a disciplinary enquiry.'

A Labour Court judge stated that 'there must be prima facie evidence that reasons exist for the holding of a disciplinary pending an investigation should be undertaken only when:

The employer has a realistic perception that sufficient evidence could exist to support allegations of a serious offence.

The need to hold a disciplinary hearing will exist.

If found guilty, would in all

probability lead to the employee's dismissal.

'That the prerogative to suspend an employee with pay, is available to the employer in order to protect the workplace or employer's interest.'

Employers and employees will be well advised to take cognisance of the converse of the above examples, namely that should the stated circumstances not prevail, suspensions could be determined to be unfair labour practices of even give rise to constructive dismissals.

Examples include:

Not suspending an employee, notwithstanding the existence of evidence supporting serious offences, because the employee is required to complete month-end or is working on an important project, but later on the employer wishes to argue a breakdown in the trust relationship to justify a dismissal.

The repeated suspension of an employee based on rather frivolous accusations of poor performance which never culminated in disciplinary hearing, was found to be sufficient grounds for a successful

constructive dismissal claim.

Suspension without pay, in certain circumstances.

Suspension of an employee due to serious alleged offences, for example fraud, but with no evidence to ensure a finding of guilt, the suspension is maintained and no disciplinary hearing is scheduled.

Unreasonably long suspension after having been found guilty at a hearing and awaiting the sanction.

Suspensions of employees pending an investigation or disciplinary hearing have a few legal pitfalls which employers should be aware of, for example, the duration of a suspension or that the suspended employee was not given an opportunity before suspension to provide reasons why he/she should not be suspended. ■