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UNTU elections yield promising array of talents

UNTU's comprehensive nationwide democratic election process which began in January has been completed. As expected, the elections yielded many new faces amongst the union's Trade Union Representatives, branch officers and Area committee representatives. All eyes are now focused on Congress 2015 in November where the union will elect its president, vice-president and executive committee.

"Having followed the elections closely and visited all of the regions, starting at the shop steward level, I have been impressed by the levels of skills

and commitment of those elected as UNTU activists," says George Strauss, the union's president. "Thanks to the wise ways in which our members exercised their votes, we definitely have a leadership team capable of raising our union to new heights over the next four years."

"Let's not forget those who lost out at the elections, most of whom have served the union well over many years," says George. "On behalf of all at UNTU I thank you for your past services and say don't be disheartened. Your loyalty and experience might well be again needed in the future." ■



UNTU president George Strauss

All eyes on UNTU's first National Congress

UNTU's National Congress – the most important event on the union's calendar – will take place in Boksburg from 24 - 26 November.

UNTU is a member-driven trade union. Its members have spent most of 2015 electing the Trade Union Representatives, branch officers and Area committee representatives that will represent them through till Congress 2019.

At Congress 2015 the members' elected representatives will decide who is to represent them on the union's Executive Council (Exco) and what UNTU's policy priorities will be over the next four years.

To set the scene for the debates to follow, UNTU president, George Strauss, and general secretary, Steve Harris, will deliver their reports on the union's activities and achievements over the past five

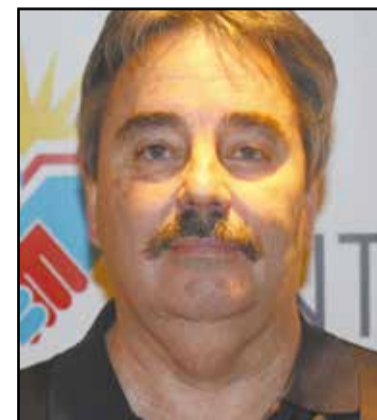
years (members will remember that last year's congress had to be put back a year to synchronise the needs of the merger partners).

At this stage UNTU is receiving nominations for all of the positions on Exco as well as for the president and vice-president. The closing date for nominations is the close of business on 21 October.

UNTU is appealing to its members to carefully consider their nominations and votes for their own sakes.

"A union is only as good as the people who lead it," says Steve. "A weak or uncommitted leadership team would cost our members dearly. Therefore, we are urging members to elect representatives with the degrees of experience, expertise and commitment needed to take the union and its members forward."

"As the area elections have yielded a majority of new



Steve Harris

representatives, the union is going to have to make huge training efforts in the years ahead. We'll be tackling our training challenges in earnest from April 2016 when our new budgets kick in."

Almost as important as the elections and huge workload at Congress 2015 will be the sad farewells members will be bidding to a number of senior figures who are retiring after having served the union and its members well over many difficult years.

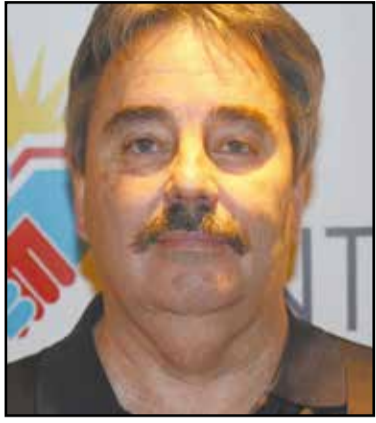
"We're losing some top quality people," says Steve. "If those who follow them can match their levels of commitment, UNTU can confidently look to remaining the Transport union to be reckoned with." ■

Afro4000 speaks



Much has been said about Prasa's Afro4000 locomotives in the media. One comment that needs UNTU's response, was about the black boxes that apparently speaks Spanish! UNTU was invited to listen to the recording and it definitely was not Spanish to us.

COMMENT



Steve Harris

As we approach our all-important Congress 2015, let's first take a look at our good news. We in the Rail/Passenger Transport sector are better off than most in this regard:

- We are fortunate to be working in a relatively stable industry in a country of great unemployment in which other critical areas of the economy appear to be falling apart.

- Thanks to UNTU's efforts on our behalf, our salaries compare well with earnings elsewhere. Better still, we are retrenchment-free in some of the sectors, we know what salary adjustments we are due next year in the two big sectors' and we can plan accordingly.
- We are also fortunate to have the support of possibly the most focused and best-run trade union in the country. For their own sakes, UNTU members must sustain its high standards. How? By electing the most experienced, capable, and dedicated colleagues to serve them over the next four years at Congress 2015.

So what, then, is the bad news?

The downturn in the global economy is hitting South Africa and Transnet Freight Rail hard. Coal and iron ore exports are sharply down, as are general cargoes. That means lower tonnages, less income, a more challenged EBITDA.

It is at a time like this that we must remind ourselves that we are members of a team; that the transport boat in which we sail does not need any more holes in it; that we all need to work together to save costs and to optimise the opportunities that we have.

Having said that, we need to remind our employers that loyalty is a two-way train. Transnet needs to respond to its employees' loyalty by showing the will and effort to address outstanding issues; more particularly to:

- The Artisan Agreement, and
- The New Reward Model

If Transnet continues to turn away from its workers in those areas it must not be surprised if they turn away from it.

Passenger rail is another area demanding urgent attention. Following its recent high-profile dramas, Prasa is in the spotlight. More importantly, its services are failing to get the country's workers to and from their work as speedily and economically as required.

The company must urgently

honour its pledges to treat its inefficiencies and corruption quickly and transparently. And it needs to get new locos and carriages into service as speedily as possible. The future efficiency of the South African economy depends largely on that.

We agree with Prasa's statement to parliament by Nathi Khena the company's Acting Chief executive that Prasa's senior executives need to shape up or ship out. And we are waiting to see him convert his words into the much-needed action.

Bombela Operating Company needs to take note it must deal with its outstanding matters especially the very sensitive matter relating to Gain Share.

There is another mystifying leak in the country's transport bucket that requires urgent attention. We have just seen the ANC – our governing party – meeting to lament its rapidly declining support. One of the reasons given by none other than the ANC's own leaders was its failure to adequately support the poorest of the poor who comprise the majority of its voters.

And yet the ANC continues to pump billions of rands into South African Airways for the benefit of the fat-cats while failing to provide the relative peanuts required to support passenger rail services on which the poor depend.

As a result of this glaring neglect we have already seen the closure of the Komatipoort-Johannesburg and Messina-Johannesburg services. More might follow.

Of course those lines were uneconomic! Nowhere in the world do long-distance rail services run at a profit. Caring governments understand that and subsidise their long-distance rail services. Why not our ANC Government?

The next time we communicate, Congress 2015 will have come and gone. I speak for each member of my secretariat when I say that we are looking forward to that important event and to meeting and serving all the new leaders that our members have elected. ■

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Local-motives

South Africa recently celebrated the successful completion of the first batch of electric locomotives produced at Transnet Engineering. UNTU representatives, who have long been pioneering proponents of a greater role for TE in South Africa's rail renewal programme were in the forefront of the celebrants.

A significant achievement in Transnet's locomotive fleet renewal programme was when TE Kooedoespoort revealed the completion of 95 new locomotives of which 85 were built in South Africa, with colleagues at TE producing 20 locomotives a month.

The new locomotives will increase Transnet Freight Rail's (TFR) volumes while reducing the average age of its locomotive fleet

in accordance with the Market Demand Strategy (MDS). The MDS will make Transnet one of the biggest rail freight companies in the world, with yearly rail volumes set to increase from around 210 million tons to over 350 million tons by 2019/20. To achieve this, we need to improve the competitiveness of South Africa's freight system in various ways. TE's role is to assist expansion into Africa, strengthen partnerships with original equipment manufacturers, uplift research and development and increase the training of engineers, technicians and artisans.

President Jacob Zuma and hundreds of guests joined in the celebrations to witness the 95th electric locomotive's maiden drive out of the production line. "The purchase

and building of the locomotives is part of Transnet's more than R300 billion commitment to invest in South Africa's transport and logistics infrastructure – the market Demand Strategy," said President Zuma at the event.

The locomotive that was unveiled is one of the 95 that we purchased from China South Rail. The production was completed in a record 12 months, in the process exceeding all technology and skills transfer targets. The contract was concluded as a joint venture between China South Rail (70% stake) and its black economic empowerment partner, Matsete Basadi (30% stake).

Localisation, sustainability and skills development were important factors to consider in the awarding of the contract. During the manufacturing process at Transnet Engineering, significant skills transfer took place and a portion of the work was outsourced to local



engineering firms.

"Advancement of local industry through local manufacture of heavy equipment is a key pillar of our government's economic development commitments. The leadership by Transnet is commendable," added President Zuma.

Some of the local suppliers to the programme include Hermes Appollos, Thaleka Engineering and Mizana Engineering.

TFR has accepted 85 of the locomotives into operation on the manganese line to Port Elizabeth and the iron ore line between Sishen and Arcelor Mittal's plants in Newcastle and Bijkor. The new locomotives have already made an

impact on operations:

Reduced cycle times between the mines and the port in Port Elizabeth from 86 hours to 72. Once all the locomotives are fully operational, the cycle times will reduce further to 63 hours.

A 30 to 40% improvement in reliability.

Driver comfort.

The locomotives use 25% less energy and can regenerate power back to the grid or use it to operate other trains in the same area.

Longer maintenance cycles of 90 to 120 days compared to the current 36 to 60 days. ■

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New leader and strategy for TE

A new strategy for Transnet Engineering has been announced five months after new Chief Executive, Thamsanqa Jiyane, took over. He explained the strategy on a special Transnet broadcast and invited labour to be part of the panel. Eddie de Klerk, UNTU deputy general secretary, was there. Here is an overview of the discussion that took place.

The basis of the strategy is to invest in the future. Transnet Engineering needs to be sustainable and therefore needs to plan for the future, Thamsanqa explained. The process to get to the finalisation of the strategy involved the input of TE employees through centre visits, experts and labour.

Currently TE has a turnover of R13.5 billion and makes a NPAT of around R70 million per annum. The target set by the strategy is a turnover of R20 billion with an EIBTDA exceeding R2 billion by 2021 – therefore the strategy is called Vision 20 2 1.

Although the focus has been on locomotives, Thamsanqa aims at introducing a changed coaches business focussed on manufacturing instead of refurbishments and also maintenance as a focussed customer offering.

The revenue for the new ventures must come from reorganising the business. But that doesn't mean retrenchments – TE wants to invest in its workforce and move people from slower lines to lines that are busier and where more employees are needed. Thamsanqa says that the company will invest in skills development and training and all employees in TE can look forward to opportunities to upskill themselves.

Eddie de Klerk's response was that it is a very ambitious plan which looks good on paper, But the proof will lie in its implementation. "With a new captain steering the ship this is the right time for a change of strategy," Eddie added. "UNTU will be backing Thamsanqa and his team all the way."

Explaining why UNTU and labour have signed a declaration to support TE's plan, Eddie said: "We want to see the company grow and its employees grow with it. We want

to see TE become an international company – the first choice. That is labour and TE's common goal."

Regarding the plan to develop people and move them between the lines, Eddie said that it was a good plan as long as the employees are not exploited. If employees become multi-skilled, they must be rewarded accordingly. Eddie also cautioned against the company being too top-heavy with the ordinary employees who have to carry the burden of productivity.

Eddie also said that labour and TE must work together to achieve the goals that they have set themselves. Along the way UNTU will still keep a close eye on the process to make sure that its members are not compromised in any way.

Thamsanqa thanked labour for its input and partnership. "The sky is the limit if we work together," he said.

More about Thamsanqa

A former teacher, Thamsanqa Jiyane is Transnet Engineering's new Chief Executive. Thamsanqa has been with Transnet for 15 years. He joined the company in January 2001 after obtaining his bachelor of Business Administration with Operations and Supply Chain Management from the University of KwaZulu-Natal.

Thamsanqa's career at Transnet has been signposted by several highlights. In 2001, less than a year into his first job as Commercial Specialist responsible for fuel and lubricants supply for Transnet Freight Rail's (TFR) Saldanha and Sishen operations in Promat, he was promoted to Procurement Manager at Port Terminals for the Port of Saldanha that November.

Two years later he was again promoted to Manager: Procurement for Landlord Services at the National Ports Authority (NPA) in Braamfontein. Between 2003 and 2011 Thamsanqa went on to be promoted three more times, becoming Chief Procurement Officer at TFR in July 2011. In this role he started making his mark at Transnet, further earning the respect of colleagues and industry peers alike. In between all these he managed to complete his Masters in Business Leadership with the Unisa School for Business Leadership.



Ready in studio for the live broadcast about Transnet Engineering's new strategy are the presenter of the programme, Xolani Gwala, Thamsanqa Jiyane (CE of Transnet Engineering), Eddie de Klerk (UNTU deputy general secretary) and Zacharia Mosothwane (from Satawu).

Thamsanqa is credited with leading TFR's successful fleet renewal programme and network upgrade. He was the mastermind behind the approach, placing a strong emphasis on localisation, supplier and enterprise development. The projects were complicated. Furthermore they were risky and of very high value. His intolerance for excuses and his solutions-focused mind ensured that the programme was successfully executed.

"All the procurement projects we did under the fleet renewal and network upgrade were successful and executed without hindrances. We escaped various attempts to derail our processes by our suppliers who were unsuccessful in the various tender processes," he explains.

It is with great anticipation that many are anxious to see what Thamsanqa will pull off at TE. He takes over from Richard Vallihu who successfully transformed the operating division into a robust and commercial engineering business that is now at the centre of Transnet's research, development and innovation drive.

Thamsanqa acknowledges that he has big shoes to fill. "I am succeeding a very astute leader whom I have admired for many years. I am not fazed, though. I am looking forward to the most exciting part of my career journey thus far. I believe that the experience that I have gathered throughout my career at Transnet has adequately prepared me for this new role. I have spent most of

my procurement career supporting operations and understanding how the items we procure contribute to the entities' growth and operations. So, in hindsight, I would say I have always been on a programme in preparation for this role." ■



A man with a vision for Transnet Engineering: Thamsanqa Jiyane.

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In short, Thamsanqa:

Is married and has four children.

Enjoys reading—a favourite is *The Flipside* by Adam J Jackson.

Is ready to start working at 5h00 and end at 22h00.

Is an adherent of the philosophy: Work smart and exercise your mind.

Is convinced that every challenge in life brings about an equal or greater opportunity.

Is happy to spend his free time reading, watching action movies and travelling.

Comment from a member:

Since the broadcast many UNTU members have congratulated Eddie on his participation in the programme. The following message from AB Content, Branch chairperson and UNTU TUR sums up the overall feelings:

It is my greatest honour to have this opportunity to thank you on behalf of the locomotive members of UNTU for the manner you responded on behalf of UNTU to CE's live broadcast. Through our meetings members extended requests that we need to update them with each and every step of engagements with CE.

Your inputs were appreciated by all. We haven't heard any criticisms whatsoever to date. Keep up the good job so far. We are behind you as we share the same sentiments when it comes to multi-skilling.

LABOUR REPORT

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Prasa: clean up or cover up?



Clean up, or cover up? That's the question on everyone's lips as Prasa chairman, Popo Molefe, begins his evaluation of the Prasa mess.

Initial indications seem promising. On 3 September Popo Molefe told the media that the Prasa Board had already begun addressing the received 32 complaints against Prasa being dealt with by Public Protector, Thuli Madonsela. Most of the complaints involved maladministration relating to tenders totalling R2.8 bn. According to Madonsela, 19 of the complaints had already been substantiated. Another three would be the subject of future reports.

Prasa is impelled to take the 'necessary measures' about the irregularities listed in the public protector's report, and has committed itself to co-operating with the second part of the public protector's report, Molefe told the media.

He said the Prasa board has directed management to strengthen supply chain management structures and to find an experienced chief

procurement officer.

He also said Prasa is considering legal steps regarding some of the remedial action recommended by the public protector. "We will deal with some of the employees implicated in irregularities and wasteful expenditure," he told a media briefing in Pretoria.

This is all part of the 'cleaning-up process' which the board has begun to enhance good corporate governance at Prasa.

According to Molefe, the board has told management to suspend questionable contracts.

He said Prasa's internal audit was instructed in April 2015 to review all payments over R10 m made from April 1, 2014.

Molefe said Prasa will begin an academic qualifications verification audit, which will be conducted by the SA Qualifications Authority.

On the passenger rail system, Molefe said Prasa remains committed to ensuring the rollout of a modern passenger rail system.

"This organisation is on track. It is doing its work." ■

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Employers need to take heed of its employees' food-price challenges

South Africa is in the grip of a devastating drought—the worst in more than 20 years.

Agricultural yields are dwindling. Farms are going bankrupt. Basic foods are in ever-shorter supply. Unemployment is set to rise alarmingly as farm workers and those employed in agricultural support services are laid off.

The suffering will go far further than that. The costs of such staple foods as meat, maize, bread and cereals are expected to rise to record heights during the coming months. Lowly paid workers, the unemployed and their families are set to experience the greatest suffering.

"Transnet Freight Rail will experience declining revenues due to the inevitable drop in the amounts of agricultural produce that need to be transported to their markets. But that decline will be partially compensated by the importing of foods that must eventually result," says UNTU general secretary, Steve Harris.

"But it is the increasing weekly strain on the pockets of our members as food prices rise that worries us the most," says Steve. "Most employees

are already up their eyeballs in debt. They do not have the financial slack to carry any further knocks.

"Employers cannot afford to sit back and claim that these consequences of the drought are not their problem. The drought and its human consequences are also their problems. An army marches on its stomach. Underfed employees are not going to be able to perform to optimal efficiency—more particularly if their minds are more on their worries about the welfare of their families than on their jobs.

"We are facing a challenge that demands innovative and compassionate thinking.

"For employers to dip into its reserves to come up with financial or material relief for those employees worst hit by the drought will have consequences, we agree.

"But there will also be cost consequences for not providing the necessary support and compassion needed during this emergency – far more serious productivity and loyalty consequences for employers and the government, UNTU believes, than for being loyal and supportive to its employees." ■

Background to Govt's stance on social security and retirement issues

This paper presented to Nedlac sets out government's stance on social security and retirement issues.

South Africa has made good progress in broadening and expanding health care and social insurance since 1994. Spending on social protection has more than doubled in real terms over the past decade. Grants now reach more than half the households in the country and recipients number around 16 million. Yet there is more to be done to give full effect to section 27 of the Constitution which states: "Everyone has the right to have access to social security, including, if they are unable to support themselves and their families, appropriate social assistance."

The Constitution makes provision for the progressive realisation of this right, subject to the resources available to the state. While it is important to ensure that the social security system is affordable and financially sustainable, existing gaps must be addressed to deal with the needs of the current and future generations.

Social assistance does not reach all intended targets, and administration remains expensive. For instance, the Older Persons' Grant (OPG) provides income support to those whose income and assets fall below the means-test thresholds, while higher income older persons benefit from the secondary and tertiary tax rebates. Approximately 800 000 older persons' who fall between the means test threshold and the tax threshold do not receive any income support. The lack of alignment between these two thresholds leads to the unjustifiable exclusion of many older persons whose earnings are too high for them to qualify for social assistance, but too low to qualify for the grant. Furthermore, the process of applying the means test remains costly for both government and the individual older person who has to prove income and asset values.

South Africa's social security system does not have a mandatory contributory social insurance arrangement that provides pension, death and disability benefits to the workforce as a whole. The current social insurance system comprises of institutions such as the Unemployment Insurance Fund (UIF) which provides short-term unemployment insurance to qualifying workers; the Road Accident Fund (RAF), which is being transformed to the Road Accident Benefit Scheme (RABS), provides compensation for losses incurred due to injuries caused by the wrongful or negligent driving of another vehicle; and funds established under the Compensation Fund for Occupational Injuries and Diseases Act (COIDA) and the Occupational Diseases in Mines and Works Act (ODMWA) pay medical care and income benefits to workers who suffer a disability or illness related to their employment.

A social insurance arrangement that

provides retirement, death and disability cover to all income earners should aim at achieving risk pooling and social solidarity among all members. Individuals should make social security contribution while they are still working to prevent income poverty in old age, for instance. Those who work until retirement will receive a pension; those who become permanently disabled, a monthly income benefit will be paid; and if a member dies before retirement, a survivor benefit will be paid out to his/her dependants.

Although a number of workers contribute to private occupational and voluntary savings and life insurance funds, coverage of the workforce is incomplete and these arrangements do not always provide satisfactory income security. Workers, who have retirement provisions as conditions of employment or who purchase their own retirement products through private insurance companies, often receive insufficient retirement benefits, in part due to high administration and investment costs and failure to preserve their savings throughout their career, especially when they change jobs. The Quarterly Labour Force Survey (2014) suggest that there are at least 4,6 million formally employed workers with no retirement provision. The cost of death and disability cover for low income earners is more expensive compared to middle and high income earners and low income earners have a high risk rating.

A large number of private occupational and voluntary schemes exist, but challenges include high administration costs and charges; early withdrawals and non-preservation. As well as governance issues among others. The industry is characterised by retirement product complexity. These expenses erode the value of workers retirement savings, resulting in lower incomes at retirement pricing structures, weak disclosure and weak competition results in high charges compared to international benchmarks. Although some costs are necessary to ensure effective operation, many South African retirement savings vehicles appear to be expensive. These erode the value of workers' retirement savings, resulting in lower incomes at retirement. The use of brokers with the incentive to earn commission in many instances, compromises the quality of advice, thus contributing to high costs.

Many contributors usually withdraw and spend their retirement savings when they change jobs, exposing themselves to vulnerability as the money gets depleted and fail to maintain their standard of living. Low rates or preservation of savings when workers change jobs mean that when they reach retirement, income replacement is low. Whereas preservation should be encouraged, it often is

administratively difficult, particularly when there is a gap between one job and the next. Some funds experience poor governance by trustees due to lack of adequate training and skilling of trustees who have to manage the retirement funds.

Membership of retirement funds is also low among domestic workers, agricultural workers, workers in construction and, to a lesser extent, workers in retail and wholesale trade. Those who work for small employers, those with high employee turnover, and those with small incomes are unlikely to be covered. As a result, such workers are inadequately protected against death, disability or substantial reduction in their income at retirement.

Many beneficiaries do not understand the choices available when converting their accumulated assets to annuities at retirement. They rely on potentially conflicted advice from financial advisers which may result in further loss of savings in addition to the losses incurred during the accumulation phase.

Assets accumulated in defined contribution funds are subject to investment and business cycle risks which can deplete the value of savings just prior to retirement. The management of assets is subject to risk in cases of fraud and incompetence on the part of the board, employer or outsourced manager. Where this results in the loss of assets recourse is limited and expensive.

There is insufficient policy co-ordination between social insurance funds such as the Unemployment Insurance Fund (UIF), workers' compensation schemes and the Road Accident Fund (RAF). The funds also have separate systems and administration, resulting in high costs and increasing the scope for double dipping and fraudulent claims. There are discrepancies in their death and disability benefits, including ceilings, benefit levels and duration of benefits. Both Compensation Funds and the RAF cover health expenses, while UIF explicitly provides income-replacement benefits.

Additionally, there is no standardised system of assessing disability amongst existing social insurance schemes. At present, disability is assessed differently across different social security entities. Disability assessments for the disability grant determine whether an applicant has a disability without specifying the degree of the impairment. The assessment procedure is applied differently across the country and it is often the case that the medical resources are not available for a thorough examination.

Under the Compensation Fund rules, workers with disabilities are assessed according to the American Medical Association (AMA) disability framework, which qualifies the degree

Understanding EBITDA

To clear up confusion on how EBITDA impacts on jobs and TFR's finances, Nomfuyo Galeni, the company's chief financial officer has offered this explanation. EBITDA is equal to earnings before interest, depreciation and amortisation.

Basically EBITDA is the amount of cash the business gets from its customers after paying us our salaries and other cash costs. We all have heard the expression 'Cash is King.' Transnet needs this cash to pay its debts for its wagons, locomotives and railway lines. These assets in turn will make freight Rail a 'world class railway' and help the country overall.

If Transnet does well, it has extra money to potentially pay bonuses.

On the other hand, EBITDA is also important because at the end of the month we need to have enough cash to pay the banks.

Simply put, EBITDA is:

Cash from trains moved – costs = money to pay banks for our wagons, locomotives, railway infrastructure.

EBITDA compared to daily life

EBITDA can be compared to our daily life.

- We all earn a salary = TFR earns money from customers.
- We all have expenses like food and fuel = TFR pays for fuel and salaries, etc.
- We then need to pay our debt for our cars and houses = Transnet pays for its new wagons, locomotives, railway etc.

We need enough money at the end of the month to pay the banks. Transnet freight Rail, too, has similar requirements – interesting?

Increase EBITDA by moving more tons!

So how do we increase 'EBITDA' or cash? The first start is by achieving our volume target of 257 million tons that we have to move each year. When we rail goods and move tons, we get paid by customers. The more tons we rail, the more money

TFR makes. When we don't achieve our tons, we make less money and EBITDA.

The breakdown of the 257 million tons that must be moved is as follows:

Business unit	Million
Agriculture & Bulk Liquid	12.8
Containers & Automotive	18.9
Steel & Cement	24.1
Coal	98.4
Mineral Mining & Chrome	28.7
Iron Ore & Manganese	74.4
	257.3

It is not possible to break this number down to what we each of us needs to do but as you can see each of us contributes and plays a key role in the bigger target. This is either through moving the tons or supporting the business to move these tons. We all need to go the 'extra mile' to get another train railed! We need to protect the business by moving our committed volumes. This in turn allows us to pay our debts.

Increase EBITDA by saving costs!

The second way we can increase 'EBITDA' is to save costs. If we save costs we have more money left at the end of the month. A few ways we can reduce costs include:

- Proper work attendance.
- Not wasting fuel and electricity.
- Doing the same with less – e.g. save costs on material and repairs but do the same work.
- Looking after our locomotives, wagons and railways.
- Working safely.

What do we need to do?

In a nutshell we all play a role in increasing Cash or EBITDA and paying our debts. EBITDA keeps ourselves, Transnet and South Africa going.

So we need to stand together to:
1 SAVE COSTS and
2 MOVE THE COMMITTED VOLUMES i.e. 357 mtpa.

THE TIME IS NOW . . . 'HI VU-LAVULA YONA NTSENA'! ■

of a worker's impairment. The level of benefit is determined by this degree of impairment: the higher the degree of impairment, the less able a worker is to return to work and the higher the benefit that he or she receives.

The proposed Road Accident Benefit Scheme will provide income replacement benefits on a similar basis to the Compensation Fund, with the benefit dependent on the injured worker's capacity to earn. In the proposed RABS scheme the settlement to an income support benefit is related to either a medical certificate in respect of the temporary income support benefit or an occupational therapist or other suitable expert report in respect of the long term

income support benefit.

South Africa's social security system does not have mechanisms to provide cover to those aged between 18–59. For instance, they do not qualify for social assistance grants, unless they are disabled and the Unemployment Insurance Fund does not cover them as a result of the condition of employment.

To address these issues, there is need for collective and constructive efforts by all social partners to work together in order to come up with long-lasting measures. This requires intensive debate and engagements among social partners, and the members they represent. ■

Acting Prasa GCE's call for employee ideas encouraging



Acting Group Chief Executive Nkosinathi Khena.

Having inherited the helm of troubled and much-criticised Prasa overnight, Nkosinathi Khena, the company's acting Group Chief Executive, faces unenviable challenges.

Against this backdrop, UNTU is encouraged by the four main features of his opening letter to Prasa's

employees:

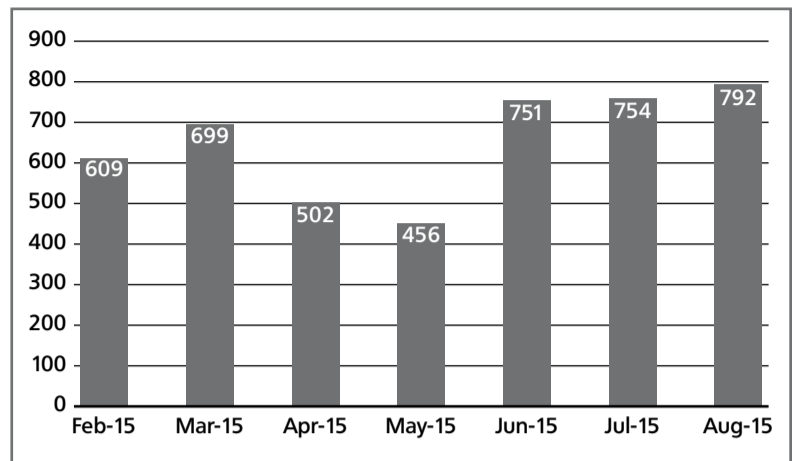
- His commitment that there is no suggestion of retrenchments or lay-offs.
- His frank acknowledgement of the allegations of inefficiency, maladministration and corruption which the company is facing
- His appeal for support from all levels in rebuilding 'the Prasa we all want.'
- His appeal for employee input in meeting Prasa's challenges.

Expanding on the last point, Nkosinathi wrote: 'Without the feedback and participation of the staff at Prasa, we cannot solve the challenges raised in the Audit Report and the Public Protector's Report. In particular, I am keen to understand your ideas on policy reform and priorities that will take advantage of our potential to conform to practices of good governance and accountability.'

"This approach by Nkosinathi is encouraging. If he stands by it—and more particularly if he can persuade his lieutenants to observe it—there is a great deal that Prasa employees can contribute to rebuilding the Prasa we all want, and which South Africa desperately needs," says UNTU general secretary, Steve Harris.

"Traditionally, one of Prasa's greatest faults has been the arrogance of its managers and supervisors. Place a couple of pips on their shoulders and they begin to think that they are beyond advice when the truth is that they don't begin to have the practical knowledge that operational and administrative employees have gleaned through their many years at the coal-face.

"If he follows up on his statement and genuinely encourages two-way communication, Nkosinathi will find UNTU a valuable ally." ■



New membership figures show positive growth

UNTU is the union of choice and the new membership figures are testament to this fact.

"The new applications for membership just do not come down," says Louis Brockett, UNTU deputy general secretary.

"There has been a big drive

to recruit more members and it was very successful, but people will not be swayed if they didn't see the positive side to join. Our reputation is working for us and many employees realise that they need the help of a union that is on their side." ■

Pension preservation impractical in present economic climate - UNTU

Theoretically, government's plan to preserve at least a portion of employees' pension contributions cannot be faulted. Workers need to save more to enable them to remain economically viable during their retirement years. However, given the present realities of the South African workforce's situation, the plan is impractical – a recipe for widespread suffering and skills losses. This is the view of rail union UNTU, a union whose involvement with pension issues dates back many decades.

"Before pressing for the preservation of pension contributions, government must address current realities," says UNTU president, George Strauss. "The fact is that South African workers are in debt up to their eyeballs. They need every cent they can lay their hands on. It is a survival situation in which today's imperatives – the need to retain their houses, keep food on their tables and pay their kids' school fees – ranks ahead of their future economic requirements.

"Only when they can breathe again financially will workers be ready to look at such longer-term issues as savings and pensions.

"Ignoring this fact would be tantamount to telling drowning people that they don't need lifebelts," Strauss adds.

"It is an enormous problem that requires lateral thinking and a united approach. Major employers need to act to reduce their employees' indebtedness. They can do so by paying more realistic salaries and by

buying their employees' debts and re-scheduling their repayments. It will be a complex and costly exercise, we agree. But the outcome will be a more stable, loyal and productive workforce able to take a longer view of its economic needs."

UNTU's Transnet initiative

UNTU is already applying this philosophy. The union has approached the Acting Group Chief Executive of Transnet.

"Much of the employee-indebtedness at Transnet is of government's making," George Strauss points out. "Instead of employing more workers as workloads increased, flying in the face of its declared job-creation ideals Govt and Transnet engineered serious staff shortages that resulted in existing employees having to work overtime for protracted periods.

"That overtime continued for so long – years, in fact – that it became regarded as normal income and expenses were incurred accordingly. Now with demand dropping and that overtime being withdrawn, thousands of employees have been left economically stranded.

"Sure, Transnet can claim that that is not their problem. But that approach would be a short-sighted one for Transnet and for the country. Casting its indebted employees to the wolves will result in a massive skills drain as increasing numbers of employees are forced to resign to access their savings. In the longer term, government would be contributing to the creation of a swollen number of impoverished pensioners needing its support – the very problem it is trying to avert through its pension reforms." ■

Transnet Retirement Fund

Answers to frequently asked questions

The following questions are frequently asked about the Transnet Retirement Fund. The questions and answers are republished here with the permission of Enrich magazine:

If I take early retirement, will I be penalised in any way?

No, the Transnet Retirement Fund payout, irrespective of the type of exits – other than disability – is based on contributions plus growth.

Should I invest in a retirement annuity?

Financial advice should be sought from a qualified financial advisor who will determine what your financial requirements are and whether it is necessary for you to invest in a retirement annuity.

The fund does not prohibit you from investing in other retirement schemes.

If my default portfolio changes, will I be notified?

Yes, you will be notified of pending movements to another portfolio. Your funds will be moved to the default portfolio of your age band unless you object in writing to the administrator within the specified period.

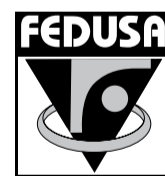
At my death, how does the fund verify that my girlfriend qualifies for benefits?

A full death claim investigation is instituted by the administrator's regional offices to determine proof of dependency. Information is then presented to the trustees for

decision making. If your girlfriend was a dependent, the trustees shall apply their discretion in apportioning benefits.

I have a wife in the rural area and another wife in town. Will both wives benefit if I die?

Both spouses (rural and city) may qualify as a spouse as per the definition in the Marriage Act, Unions Act, etc. When the member passes away, all dependants are entitled to make claim against the member's benefits. All claimants must however prove dependency in line with the guidelines of the fund. If both wives can prove that they were dependent on the member, then both wives could enjoy benefits. ■



FEDUSA-Cell C partnership is beneficial to all

FEDUSA concluded a significant partnership with Cell C in collaboration with LSR Holdings.

Through this mile stone agreement, the federation was certainly intent on putting "the power back" in the hands of all its members.

"It is a value sharing model which means that for every member of FEDUSA or its affiliates that take up a contract with Cell C, the Federation and the affiliate (in this case

UNTU), will share in the benefits," explains Dennis George, FEDUSA general secretary.

There are many deals available and some of them can be seen on FEDUSA's website at www.fedusa.org.za but if you enquire about a deal, a tailor-made option will be presented to you. Send an email to celle@fedusa.org.za or call Leslie Moodley on 084 462 2768. ■

Benefit claims for Transnet Retirement Fund members simplified

As daunting as it may seem, the benefit claims process is an easy five-stage approach. These steps were explained in Enrich magazine's June issue. The article is reproduced here with their permission.

Understanding the benefit claims process is important, especially when you leave employment. Following the right steps ensures that your benefits are processed and paid quickly.

Step 1:

When the member leaves employment he or she needs to go to the Human Resources Department where a four-page benefit claims form is completed together with the HR practitioner. The form is system-generated and cannot be printed if it is incomplete or filled in incorrectly. If all the information is properly filled in, it also makes it easier for the Fund Administrator to do a quality check. Once the benefit claim form is completed, the member needs to double check that the following information is filled in:

- Personal information
- Marital status
- Next of kin
- The reason for leaving the fund, e.g. resignation, dismissal, retrenchment or disability.

The member and the HR practitioner need to sign the form and it must be stamped with a company stamp.

Step 2

When the form reaches the Fund Administrator, they check for the following:

- Member loans (where pension fund member value has been used as security), court orders and employer debts.
- The instruction given by the member on how the money must be transferred or paid out on resignation such as:

- 1 Taking a 100% cash pay-out with tax implications (if applicable).
- 2 Taking a part (of the funds) in cash and transferring the rest to another approved fund in which case the member only pays tax on the portion paid in cash.
- 3 Transferring 100% of the benefit to another approved fund such as the person's new employer pension or provident fund or a preservation pension fund.
- Remember that as from March 2012 members may also elect to leave their pension benefits paid-up in the fund subject to certain conditions.

- The instruction given by the member on how the money must be transferred or paid out on retirement, namely:

- 1 Any portion, subject to a maximum of one-third of the total benefit that is to be paid out in cash, less tax, if applicable.
- 2 Details of the pension that is to be purchased with the balance of the retirement benefit.

- The correct banking details of where the money should be transferred or paid.
- The declaration from the member and the employer that needs both the member's and the employer's signatures
- A stamp from the employer to verify that the exit has been approved by the employer. This is to prevent a member from contacting the fund administrator directly and informing them of their intention to exit the fund without the employer's knowledge or consent.

- The employer needs to provide details of any debt owed by the member to the employer such as:

- 1 Where the employer has financed the member's laptop.
- 2 Where the member has stole an asset from the employer or committed fraud and where the member agrees or the outcome of the disciplinary process states that the value of the stolen asset or the loss to the employer must be recovered from the member's fund benefit. Such recovery is permitted in terms of the Transnet Pension Fund Act 62 of 1990.

Step 3

The fund administrator checks that the member and employer contributions for the month of the member's exit from the fund have been received and credited to the member's benefit in the fund.

Step 4:

Once the fund administrator is satisfied that all the information from the member and employer is in order, a tax directive is applied for and a bank account verification is done to make sure that the monies are paid to the correct bank account.

Step 5:

If the tax directive is issued by the tax authorities (SARS) and the bank account verification is successful, the final stage involves the fund administrator paying the monies over to the member and/or new insurer, as appropriate.

The full five stage process may take anything from seven working

days up to four weeks, depending on any challenges that are experienced along the way.

The most common reasons for delayed payment of benefits

- 1 The main reason for the fund administrator being unable to pay benefits is due to outstanding or incomplete claim forms. The member must submit a correctly completed claim form before any processing can happen.

An example of an incomplete form is where the member has completed a benefit claims form and specified that his benefit should be transferred to another pension fund, but no information is provided regarding the new pension fund. As such, there is no way to make a payment to the new pension fund.

- 2 Invalid bank account details.

Frequently the member closes his bank account, but does not inform the fund administrator accordingly. When the administrator is ready to pay, the funds are returned because the bank account has been closed. If your bank account has been closed or changed, the administrator cannot make a deposit into the account. You must notify the administrator of your new bank account details.

- 3 Members not submitting their tax returns. When the fund administrator applies for tax directives and SARS informs the administrator that the member has outstanding tax returns, the administrator cannot make payment to the member until SARS receives and processes these outstanding tax returns.

- 4 A member has a dispute with his employer. Where the employer notifies the administrator that the member owes money to the employer, this can only be deducted from the member's fund benefit if the member agrees to this, or if the employer obtains an appropriate court judgement. The balance of the benefit cannot be paid to the member until such agreement is received from the member or the court judgement is received. ■



How changes to the Income Tax Act will affect you

The following article was published in Enrich, Transnet Retirement Fund's June 2015 magazine. It is reprinted with their permission.

Changes to the Income Tax Act that became effective on 1 March 2015 affect the taxation of disability income benefits and contributions of some policyholders. Either contributions are tax-free and benefits are taxed, or contributions are taxed and benefits are tax-free, depending on who 'holds' the insurance policy providing the benefits.

Policyholder	Contributions	Benefits
Held by individual	From after tax income	Tax-free
Held by employer	Taxed as fringe benefits	Tax-free
Held by retirement fund	Tax deductible	Taxed as income

For the Transnet Retirement Fund (TRF) the disability income benefit policy is held in the name of the Fund, so:

- The disability income benefit premiums funded from the employer contributions paid to the Fund do not result in any additional fringe benefits tax for members.
- Benefits paid to disability claimants are taxed as income.

This means that for all members of the TRF there was no change in the tax treatment of either disability income benefit premiums or benefit payments with effect from 1 March 2015.

Other changes to the Income Tax Act

Various other changes to the Act were expected to take place, including the basis of taxation of member and employer contributions to retirement funds and restrictions on provident funds to pay out future retirement savings as pensions (and not lump sums) on retirement. To enable better understanding and acceptance of these changes, the implementa-

tion of the changes has been delayed to 1 March 2016 or possibly 2017.

It is important to understand that:

The change in the basis of taxation of member and employer contributions would not affect most members of the TRF and may be beneficial to those members who wish to make additional tax-efficient retirement savings.

The proposed restrictions on the payment of benefits on retirement form a provident fund will not affect

members of the TRF, as the Fund is a pension fund (and not a provident fund).

The changes therefore will have little impact on the TRF and its members when implemented. We will keep members informed on when the amendments to the Income Tax Act will be implemented.

Tax-free savings vehicles

On a positive note, the Income Tax Act was changed effective 1 March 2015 to allow people to contribute R30 000 each year, with a lifetime limit of R500 000 to tax-free savings vehicles. Contributions to these vehicles will be from either already taxed income or savings, but the full investment growth in the vehicles is tax-free, and no tax is paid when the assets are taken out of the vehicles.

These tax-free savings vehicles are completely separate from the TRF and may be useful for members to supplement their retirement savings. Members are encouraged to fully understand the cost structures and any restrictions that apply to these vehicles before they make any investments. ■

Might your kid qualify for an UNTU Study Bursary?

3610

Over many years UNTU and its predecessors have been offering annual study bursaries (whose values are determined by the union's Executive Council in keeping with current circumstances) that make it easier for the children of members and UNTU employees to advance their education and skills at recognised tertiary educational institutions.

Each year eight bursaries are offered for the children of fully paid-up members. A further two bursaries are made available to the children of UNTU employees.

"Our bursaries are a much valued UNTU perk that have helped the biological children of many members and employees to advance their educations and earnings," UNTU general secretary, Steve Harris, explains.

It is now time to apply for a 2016 bursary. Application forms are available in this edition of Labour Report or on application to the UNTU head office.

How to apply

Your full completed application form must be sent to head office via email, fax or registered post. The closing date for applications is 15 November 2015. Only fully completed application forms will be accepted. Late applications will not be accommodated.

After the closing date for applications each application will be closely studied by the UNTU Bursary Committee.

The bursaries will be allocated on merit as per the information extracted from the latest school report or tertiary result. Successful

applicants will be informed of their bursary success by the general secretary in writing. No appeals will be entertained.

Payment

As soon as UNTU has determined the successful candidate/s it will pay the value of each allocated bursary directly to the applicable tertiary institution on behalf of the successful applicant.

As stated earlier in this article, the value of each bursary will have been determined by Exco's Executive Council.

"It is important to take great care with your application," says Steve Harris. "Each year we receive many more applications than the number of bursaries available. If you don't win out this year, don't lose heart. Try again next year." ■

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 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. ■

FEDUSA celebrates World Day for Decent Work

On 12 October FEDUSA celebrated World Day for Decent Work under the theme: "End Corporate Greed".

Decent work as defined by the International Labour Organisation (ILO) encompasses opportunities for work that is productive and provides a fair income, social protection and security at the both the workplace and household level, prospects for personal growth and development, as well as freedom for workers to express any apprehensions and participate in decisions affecting their lives.

FEDUSA is of the opinion that decent work must be at the focal point of the actions of government to restore economic growth and accelerate the recovery of the economy, by putting workers first, said Dennis George, FEDUSA general secretary.

In South Africa, with the shift from the apartheid regime to a democratic representation, the economy opened up to the forces of globalisation through trade and financial liberalisation. This resulted in significant political, social and economic changes. The participation and ongoing integration of the country in the global economy altered and restructured the labour market significantly.

One of the fundamental cost-saving strategies that companies use in their adaptation and response to the challenges of globalisation is outsourcing, a form of atypical employment. FEDUSA condemns this system of employment as it profit driven at the expense of workers. Many of the companies that provide outsourcing services are able to do

the work for considerably less money, as they don't have to provide benefits to their workers and have fewer overhead expenses to worry about and big profits. This form of employment is purely exploitation and violation of the rights of workers and it embeds insecurity, undermines the basic conditions of employment act, erodes workplace rights and decreases access to skills and equity at work, maintained Dennis.

FEDUSA is of the view that the growing trend of atypical forms of employment will result in greater instability within the labour market as well as social and economic security and these could negatively impact on job creation and employment growth and on the reduction of poverty and inequality. It is therefore important for the social partners to engage in NEDLAC on various proposals and legislative considerations to address these challenges and the concern of the growing trend of atypical work in the country, emphasised Dennis.

It is further imperative to improve the minimum standards and provide enhanced protection to atypical workers. The Federation therefore, calls on all organisations to put workers first and to support and promote decent work in whichever way possible, so that workers can enjoy fair wages, better living and working conditions, social security, safety and protection for them and their families. The government also needs to play a critical role in ensuring that the vast majority of our tax money is utilised effectively and towards the creation of decent jobs for decent lives for all, concludes Dennis. ■



BURSARY APPLICATION FORM

[PLEASE COMPLETE ALL FIELDS IN CLEAR PRINT]

Full name of applicant:

Address:

Name of Parent/Guardian:

Employee/Sap No: Job Title: Stationed at:

Number of dependent children in family: Ages:

Details of any other dependants:

Field of Study:

Name Institution

(College/University & University of Technology):

Current Qualification:

(Scholastic or Academic – most recent certificate of symbols must be attached)

Obtained at:

Are you already in receipt of a bursary **or** have you applied for any other form of bursary **if yes** from whom:

Please attach any other additional supporting documentation

Signature of Parent or Guardian

Applicants Signature

Date

PLEASE SUBMIT COMPLETED FORM TO:

The General Secretary, P.O. Box 31100, Braamfontein 2017; Fax: 011 728 8257/58 or
Internal Fax: 011 773 7920; E-mail: headoffice@untu.co.za

NEWS

Points to consider when you take sick leave

122890

Louise Marx, senior manager: Remuneration and Human Resources Enablement of the Transnet Group talks about sick leave.

'What documentation do I need to provide after taking sick leave?' employees always ask.

You need to produce a medical certificate, signed by a registered medical practitioner or someone who is certified to diagnose and treat patients. The practitioner also needs to be registered with a professional council established by an Act of Parliament.

When do I need to produce a certificate?

If you've taken more than two days' consecutive sick days, or have been off sick more than two times in eight weeks.

When do I notify my superiors of my absence?

You or your nominee must notify your immediate manager of your absence due to an illness, injury or operation within 24 hours of being absent from work. If required, you need to provide a medical certificate within 72 hours of your absence.

What happens if I don't produce a satisfactory sick certificate?

The company will be entitled to withhold remuneration for the full period that you were not at work.

What happens if I've taken

all my paid sick leave?

You may either apply for annual leave for the period of your absence or part thereof, or for unpaid leave.

Will the company consider conversion of annual leave to sick leave?

This will be considered only if you provide a medical certificate. The company may, in exceptional circumstances and at its sole discretion, grant ill or injured employees who have exhausted their sick and annual leave, special sick leave. This will be based on merit and the manner in which employees have managed their sick leave. Special sick leave at full pay may be granted for an extra period of up to 90 days.

How can colleagues go about applying for special sick leave?

The human resources departments of our operating divisions should form a committee to consider applications of this nature. The relevant human resources general manager must sign off special sick leave. Colleagues can refer to the Risk Pool and Retirement due to Ill-Health Policy.

What happens when colleagues are suspected of abusing their sick leave?

They may be asked to produce a valid medical certificate for a period of sick leave. This can happen regardless of the duration or frequency of their absence. They may be required to consult a medical

practitioner of Transnet's choice. The business will cover the costs of this consultation. Transnet reserves the right to ask for a verification of sick certificate if there are prior incidents suggesting opportunistic absenteeism.

The facts:

Nothing in the Leave Policy prevents Transnet from starting incapacity counselling, if an employee's medical condition unduly impacts on the company's operational requirements. Such cases will be handled in terms of Transnet's Incapacity Policy.

Line managers must conduct return-to-work consultations with employees and complete the return-to-work form after each instance of sick leave of three days or longer.

The relevant human resources department will conduct a return-to-work interview if an employee returns from sick leave after a continuous absence longer than three weeks.

Good to know

Your medical certificate should always contain the following information:

The practice number of the medical practitioner.

That the medical practitioner physically examined you.

That you are unfit to perform your duties due to a medical condition.

The period of time that you will be absent from work.

That you were unfit to work for the entire period of absence. ■

GLOBAL

Global transport Round-up

European transport workers unite to fight their worsening conditions

A key group of transport unions met in Brussels on 16 September to address worsening working conditions with a new campaign initiative, 'Fair Transport Europe.' Represented at the meeting were France, Latvia, Lithuania, Belgium, Romania, Spain, Luxembourg, Denmark, Sweden, Germany, Austria and the UK. The focus of the meeting was on decent salaries and working conditions as well as social rights for transport workers in Europe.

Europe's transport workers are working harder and faster for less money and in some sectors suffer inhumane conditions, the trade unionists agreed. In the absence of proper EU regulation and its enforcement at national level, cross border inequalities in wages and conditions are being exploited by unscrupulous employers - and lead to a downward spiral that's bad for all.

The initiative, which is also supported by the ITF, plans to involve the collection of a million signatures from citizens across Europe, which should then make the European Commission take concrete action, such as drafting new legislation or closing loopholes in existing rules.

"Europe's transport can't come at the cost of treating its workers decently. Transport policy must go up the agenda. The free movement of goods and people must be accompanied by fair working conditions. This will be a wake-up call to the Commission," said ETF President, Lars Lindgren, of the Swedish Transport Workers Union.

Transport unions set out climate change agenda

Around 250 participants, including representatives from the ITF and its affiliates, gathered in Paris for the ITUC's (International Trade Union Confederation) trade union climate summit to discuss their demands for COP21 and explore issues such as industrial transformation, just transition and building a strong climate movement.

The ITUC presented its three key demands for COP21, while Asbjørn Wahl, chair of both the ITF's urban transport committee and climate change working group, and Cecile Sadoux of the UITP (the public transport employers' organisation) presented a joint ITF/UITP statement on climate leadership and public transport.

The statement declares that 'now is the time to leverage the transformational power of sustainable transport' and includes ambitious goals, promotes the reduce-shift-improve model, and

calls for subsidies to be eliminated from the fossil fuel industry.

Asbjørn Wahl said: "The transport sector is one of the absolute biggest contributors of greenhouse gas emissions - already responsible for 23 percent of all emissions. If business as usual is allowed to continue, this will increase to 30 percent by the year 2030 and 75 percent by the year 2050 - with most of it coming from private vehicles. This has to change... and public transport has a key role to play. Even more than that, a massive expansion of public transport is quite simply unavoidable if we are to stay within the 2°C limit.

"We also realise that climate change policies have to be seen in a broader perspective. Expanding public transport infrastructure and use also have to meet wider goals, like the creation of millions of new, decent jobs, direct and indirect."

Focus on container safety

Container safety is an issue for port workers, seafarers, truck drivers and railway workers - the workers in direct contact with the containers along the transport chain. But it's also a serious concern for managers, schedulers and warehouse operators, who form part of the chain of responsibility.

Accidents can be fatal. They can happen at any stage of the transport chain - and it's not just transport workers who are at risk of injury; members of the public can be hurt, too.

The ITF's road transport, railway, dockers and seafarers sections are running a cross-sectional campaign on container cargo safety from 2014 to 2018. Its primary aim is for safety and responsibility along the transport chain. We are concerned with:

The misdeclaration of contents, including dangerous goods and container weights.

Improper packing.

Fumigation and toxic gases in containers. This was the ITF theme for International Workers' Memorial Day 2015.

Indian rail unions hold 'black day' protest

The two recognised trade union organisations representing India's railway employees - the All Indian Railwaymen's Federation (AIRF) and the National Federation of Indian Railwaymen (NFIR) - have held a nationwide 'black day' since joining forces to reject the key recommendations of the Bibek Debroy committee, which they claim represent a move towards the privatisation of Indian Railways.

They wrote to Rail Minister, Suresh Prabhu, to express their concerns, in particular about the recommendations to set up an independent regulator, separate the ministry and railway board, allow private companies to operate trains

Continued on page 12

Deaths

JUNE

Masuku FA Member Richards Bay
Julies EE Child Ngqura
Cloete CJ Spouse Saldanha
Motau SK Spouse Witbank
Eggberry EG Spouse Bloemfontein
Fryer G Member Springs
Gabela MC Member Danskraal
Boucher EJ Spouse Port Elizabeth
Swartz G Spouse Vredendal
Leeuskieter Mrs Child Port Elizabeth
Swanepoel PJ Member Sentrarrand
Weyers KR Spouse Cape Town
Mostert JP Spouse Cape Town
Arends JW Spouse Rosmead
Strohfeltd AW Spouse Durban
Buthelezi JN Member Durban
Dlulisa NB Member Cape Town
Nkosi HH Member Johannesburg
Machaba MM Spouse Johannesburg

JULY

Van der Merwe DN Member Johannesburg
Roodt PJ Member Polokwane
Webster BA Member Durban
Mphahlele RR Child Sentrarrand
Moodie BM Spouse Cape Town

Marikeni CM Child Durban
Fransman JE Spouse Saldanha
Ndwandwe BJ Member Durban
Baardman D Member Cape Town
Gumede SP Member Durban
Zweni NA Member Bloemfontein
Jones C Member Bloemfontein
Cele PL Child Durban
Ramadwa SM Child Johannesburg
Mthethwa TC Member Durban
Vorster PJP Member Thabazimbi
Vesegie HJ Member Durban
Maganyela BP Member Kendal
Monama MJ Member Koedoespoort
Logan AG Member Richards Bay
Valashiya TS Member Durban
Van der Westhuizen MJ Spouse Johannesburg
Harmse AJ Spouse Salt River
Nkomo LM Child Rustenburg
Tshabalala TP Child Rustenburg
Mbuyazi M Member Richards Bay
Dlamini N Member Richards Bay
Slabbert H Member Ermelo
Naude AJ Member East London
Coetzee JM Member Pretoria

AUGUST

Prisley JN Spouse Durban
Mudau RM Child Germiston
Mphela RJ Member Cape Town
Mouton JG Member Beaufort West
Lottering RE Member East London
Smit PAH Member Bethlehem
Du Bois KA Member Salt River
Nyalungu T Member Johannesburg
Botha HC Member Saldanha
Koopman GC Member Klawer
Tsholoba TT Child Cape Town
Sangweni ME Spouse Empangeni
Khumalo B Spouse Richards Bay
Jabang J Member Kimberley
Van Kraamberg G Member Worcester
Makwabe FP Child Krugersdorp
Mdletshe SMK Child Durban
Botha CL Spouse Johannesburg
Mabuyakhulu Member Richards Bay
Tladi S Member Richards Bay
Daffue TG Member Johannesburg
Viljoen HJ Member Bloemfontein

UNTU DIRECTORY

Area 5- Gauteng Central

AREA COMMITTEE							
	POSITION	SURNAME	FIRST NAME	CELL PHONE	TELEPHONE NO	FAX NO	E-MAIL
	Chairman	De Koker	Scott	082 046 6815	082 324 9169		scott@untu.co.za
	Secretary	Mashamaite	Chuene	083 583 7527	016 420 6250	016 789 3535	chuenemash11@gmail.com
BRANCH	POSITION	SURNAME	FIRST NAME	CELL PHONE	TELEPHONE NO	FAX NO	E-MAIL
Braamfontein	Chairman	Stoltz	Henning	083 709 1480	011 773 4734		Hstoltz@prasa.com
	Secretary	Ntuli	Mphonyana	079 172 0104	011 773 3696		mphonyanantuli@prasa.com
Bombela	Chairman	Makwela	Thabiso	073 688 9073	011 253 3019		thabiso.makwela@bombelaops.co.za
	Secretary	Mashele	Themba	071 533 1500	011 253 0068		Themba.mashele@bombelaops.co.za
Esselenpark	Chairman	Van Rooyen	Johan	060 539 6644	082 469 2390		andre.vanrooyen2@transnet.net
	Secretary	Maphunye	Chris	083 476 2375	011 929 1112	011 774 9017	chris.maphunye@transnet.net
Germiston	Chairman	Motau	Thabo	083 880 2778	011 820 2622	011 820 2380	thabo.motau@transnet.net
	Secretary	Nxumalo	Tiyiselani	083 282 0623	011 820 2455		Tiyiselani.nxumalo@transnet.net
Heidelberg	Chairman	VACANT					
	Secretary	Njowa	Peter	083 399 9626	016 340 7227		peter.njowa@transnet.net
Isando	Chairman	Nkhame	Desmond	073 366 3382	011 570 7053	011 570 7010	desmondnkhame@gmail.com
	Secretary	Mtshweni	Wenzile	074 028 8561	011 570 7030		bwmtshweni1@gmail.com
Kaserne	Chairman	Mathekga	Noah	072 799 7297	011 330 6061		noahmathekga@gmail.com
	Secretary	De Koker	Scott	082 046 6815	082 324 9169		scott@untu.co.za
Krugersdorp	Chairman	Van Zyl	Abraham	084 802 7459	011 950 1251		Riekievz.vz@gmail.com
	Secretary	Xaba	Samuel	073 457 7247	011 356 2703	011 356 2709	Samuel.Xaba@transnet.net
Leeuhof	Chairman	Rossouw	Morne	084 504 0407	016 420 6246	016 420 6352	morne.rossouw@yahoo.com
	Secretary	Mashamaite	Chuene	083 583 7527	016 420 6250	016 789 3535	chuenemash11@gmail.com
Metro - Central	Chairman	Swart	Blackie	071 462 2307	011 773 8112		peet@untu.co.za
	Secretary	Botha	Casper	083 276 8662	011 773 8112	086 562 9828	cbotha@prasa.com
Metro - East	Chairman	Grobler	Frederick	083 276 8715			Fgrobler@prasa.com
	Secretary	Van Zyl	Andries	083 276 8783			yzf1000.yama@gmail.com
Metro - West	Chairman	Hagemann	Johannes	083 275 9991	011 278 2304		utaturfr@prasa.com
	Secretary	Smit	Albertus	083 459 9733	016 420 6204		smit.albertus.j@gmail.com
Parktown	Chairman	Mkhabela	Gladson	079 081 7767	011 584 0965		gladson.mkhabela@transnet.net
	Secretary	Kumalo	Dikamohelo	076 998 4812	011 584 1120		dikamohelo.kumalo@transnet.net
Sentrarand	Chairman	Mulauzi	Vhulahani	082 973 8120	011 960 2011		Mulauzi777@gmail.com
	Secretary	Ramphabana	Mashudu	084 877 2704	011 960 2018	011 960 2068	Mashuduramphabana23@gmail.com
Springs	Chairman	Van Wyk	Francois	071 158 9524	011 365 7558		kgirmsell@gmail.com
	Secretary	Grimsell	Kenneth	083 278 8918	011 365 7361		kgirmsell@gmail.com
Standerton	Chairman	Mthembu	Sibusiso	083 748 3616	083 709 1495		Sbusisomthembu54@gmail.com
	Secretary	Thokwane	Xolile	072 142 9490			xoleemona@gmail.com
TRE Germiston	Chairman	Boshoff	Johan	084 785 2827	011 820 2716		Bossie.Boshoff3@transnet.net
	Secretary	Boshoff	Morne	076 167 8986	011 820 2716		Morne.Boshoff@transnet.net
TRE Sentrarand	Chairman	Tsekedi	Mey	061 146 7583	011 960 2123		meytsekedi@gmail.com
	Secretary	Dube	Vusi	072 130 4290	011 960 2405		vusi.dube@transnet.net

Area 6 - Northern cape

AREA COMMITTEE							
	POSITION	SURNAME	FIRST NAME	CELL PHONE	TELEPHONE NO	FAX NO	E-MAIL
	Chairman	Menziwa	Yandiswa	083 480 1613	053 632 8303		Ymenziwa.yaya@gmail.com
	Secretary	Sekao	Pule	078 760 3479	053 838 2013		Pule.sekao@transnet.net
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De Aar	Chairman	Pheiffer	Ethen	074 031 0065	053 632 8262		
	Secretary	Menziwa	Yandiswa	083 480 1613	053 632 8303		Ymenziwa.yaya@gmail.com
Kimberley	Chairman	Content	Abraham	073 483 0034	053 838 3414	053 838 3363	Abraham.content@transnet.net
	Secretary	Sekao	Pule	078 760 3479	053 838 2013		Pule.sekao@transnet.net
Mafikeng	Chairman	Shuping	Christopher	076 284 3993	018 381 9249	018 381 9201	Tloulang.shuping@gmail.com
	Secretary	Manca	Collin	078 267 6257	018 381 9271		USE FAX
North West (Klerksdorp)	Chairman	Cimela	Abram	071 586 4664	018 406 2206	018 406 2030	cimelaba@gmail.com
	Secretary	Msibi	Winnie	060 559 7207	018 406 2115/3	018 406 2004	Nkgutiseng.winnie.nw@gmail.com
Postmasburg	Chairman	Moruri	Kagisho	076 795 6795	053 313 7210	053 313 7206	kpomoruri@webmail.co.za
	Secretary	Molifi	Lebogang	082 310 8015	053 313 7219	053 313 7206	stephen.molifi@yahoo.com
Sishen	Chairman	Mocumi	Letlhogonolo	083 492 5752	053 723 9231	053 723 9239	Letlhogonolo.mocumi@transnet.net
	Secretary	Rametsi	Brian	082 301 6606	053 723 9201		khanyisorametsi@yahoo.com
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	Secretary	Mgwevu	Ndumiso	074 844 2482	053 494 3236		untuwarrenton@transnet.net
Upington	Chairman	Van der Merwe	Petrus	083 504 9205	054 338 6699	054 338 0185	caartie@telkomsa.net
	Secretary	Phillips M	Margorie	082 821 7535	054 338 3437	054 338 3340	margorie.phillips068@gmail.com

Area 7 - Gauteng North

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Musina	Chairman	Matlala	Stephen	072 532 6699	015 519 4245	015 519 4248	Willema.vermaak@transnet.net
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	Secretary	Ngomane	Thulane	078 204 2403	013 751 9233		ikemshika@gmail.com
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	Secretary	Phiri	Bongani	072 340 8940	015 781 9042		bonganimasuku5@gmail.com
Polokwane	Chairman	Mosebedi	Sonnyboy	079 502 4142	015 299 6487		Sonnyboy.mosebedi@transnet.net
	Secretary	Pheta	Modjadj	083 380 4775	015 299 6485	011 774 9440	modjadj.pheta@transnet.net
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	Secretary	Molapo	Thabang	084 592 3248			thabang.molapo@transnet.net
Metro Pretoria	Chairman	Flavell	Eddie	083 554 8015	012 752 4256		effavell@prasa.com
	Secretary	Davidson	Colin	084 405 0584	012 753 8103	012 333 9082	colind2@telkomsa.net
Pyramid	Chairman	Tajane	Gabaikangwe	073 405 2108	012 521 9452	012 521 9497	Gabaikangwe.Tajane@transnet.net
	Secretary	Mabasa	Jabulani	082 056 8393	012 521 9583	012 521 9526	jblnmabasa@yahoo.com
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	Secretary	Mothibe	Elias	071 926 1779		014 590 2226	elias.mothibe@transnet.net
Thabazimbi	Chairman	Mathebula	Hlayisela	073 854 5673	014 590 2206		Hlayisela.matheb@gmail.com
	Secretary	Mahlaudi	Julius	072 759 6031	014 590 2223		t.mahlauli@gmail.com
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	Secretary	Horn	Hendrik	082 308 3726	012 842 5006		Hendrik.Horn@transnet.net
TRE Koedoespoort	Chairman	Slabbert	Adam	083 651 0017	012 842 5273		Adam@untu.co.za
	Secretary	Meyer	Arend	071 233 9060			Arend.Meyer@transnet.net
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	Secretary	Mhlongo	Oupa	073 420 7505	013 257 5024		doctoroupa@gmail.com
Witbank	Chairman	Mudalahotho	Avhatakali	076 262 0674	013 658 2266		avhatakali26@gmail.com
	Secretary	Leshabana	Steven	083 559 9419			steven.leshabana@transnet.net

UNTU INFO GUIDE



UNTU
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

Global transport Round-up

Continued from page 9

and replace regular workers with contract labourers. The report also recommends splitting core business – including track construction, train operation and rolling stock production – into separate entities.

The unions said such moves would be against the interests of

both the railway and the nation.

They urged the government to bring together all stakeholders to discuss the recommendations in order to arrive at a consensus.

Since the 12 June report publication, five unions and associations of railway employees – the AIRF, NFIR, Federation

of Railway Officers Associations (FROA), Indian Railway Promotee Officers Federation (IRPOF) and All Indian Railway Protection Force Association (AIRPFA) – have together opposed the recommendations.

MEMBERS

MEMBERS

1862
The Salt River Engineering Works plant opens its doors and becomes an integral part of South Africa's transport network. The original workshops are built to maintain rolling stock on the Cape's first railway line. The plant pioneers rail transport in South Africa.

1927
The ME offices are built.

2011
Pre-feasibility and concept phase for the refurbishment of the ME offices starts.

2012
Transnet Engineering Salt River celebrates its 150 year milestone. The ME offices refurbishment project kicks off. Restoration of the building complements our rich rail history at Salt River.

2014
Construction of the project starts in April. The building team comprises a consortium of AVENG Construction Company, Bergstan Engineers, and Gallagher and Lourens Architects. Engineering services were also provided by AECOM during the construction of phase 1a. Transnet Capital Projects (TCP) is responsible for overseeing the contractor and ensuring that the project remains within time and budget.

2014-2015
Phase 1a starts: Renovation of second floor and top floor for executive offices. Overall, phase 1a comprises a large component of civil works, including demolition work, stormwater prevention, rooftop replacement, and other structural support work.

2015
Phase 1b and c starts: Rooftop structure – constructing a recreational area on the roof. Completion of the offices on the ground and first floors. Car park area. Outside landscaping.

2016
Phase 2 starts: Refurbishment of the Neotel building. Redesign of plant access with weighbridge facilities. Construction of Security Operations Control Centre. Ensuring that buildings are refurbished to fit in the main architecture of the ME building.

18 ONE • EENHEID • SIMUNYE • SIBAYWE • RE MHNDHO • SETEE • BONGWE • YUNWE • MBQHO

The History of Salt River TE in photographs.

144925

Time for pension industry to leave complex and opaque products behind

Robert Laing of Business Day

If you believe the financial services industry, no matter how much money you put into your pension fund every month, it is too little. The assurance giants form a strong lobby group in most countries to convince legislators that if governments do not force people to hand a large slice of their salaries to them, those people will end up a burden on the state in their old age.

The supposed tax advantages of pension products are a key selling point. Possibly as early as next year, the slice of your salary that can escape income tax if you put it in a pension will grow to 27.5% from 15%. Besides the income tax saving – which ranges from 18%, if you earn less than R181 900, to 41%, if you earn more than R701 301 a year – pension products have all the advantages of the recently launched Tax Free Savings Accounts (TFSA) in that dividends, capital gains and interest are not taxed.

But a fishing analogy applies: government is throwing back small fish here to catch them again once they have grown much bigger. When people retire, at least two-thirds of the money in their pension fund must be placed in a living or life annuity, and the monthly payouts from these then get taxed as income.

The South African pension system is riddled with flaws, the biggest being that funds are typically managed by employers rather than individuals, leading to headlines like 'Unclaimed benefits in retirement funds set to swell to R20bn' and 'Ghavalas tells how pension funds

were stripped.'

A recent press release from Treasury indicates government officials have seen through much of the assurance industry's 'fud' – fear, uncertainty and doubt – and are trying to introduce some desperately needed reforms, which will hopefully lead to pension portability.

'The aim of the strategy is to ensure, as far as possible, that members' retirement savings will follow them automatically from job to job as they change employment throughout their careers,' Treasury's document said.

Since the incumbent system does not give South Africans much say over how their pension money is invested, few bother to become financially literate, creating a fertile ground for con artists. In Treasury's words 'the current system provides no protection to members when they retire or exit a fund, making it too easy for individuals to fall prey to unscrupulous advisers or make the wrong investment decisions.'

Treasury plans to open the way for people to move away from the industry's 'complex and opaque products, with high charges' to more transparent products like exchange-traded funds.

One of my gripes against pension products is they do not have the same flexibility as discretionary savings because they have to adhere to regulation 28 of the Pension Funds Act, which prescribes things like a maximum of 75% equities, of which only 25% is allowed to be offshore equities.

This enforces common advice that people should hold a balance of stocks and bonds in their portfolios. Interestingly, even Warren Buffett whose letters to shareholders often show disdain for 'coupon clippers' put in his will that 10% of his bequest to his wife should be bonds, leaving 90% for equities. Calling bondholders coupon clippers is a historical reference to when bonds were sheets of paper, and you would collect the interest for a given period by cutting out a coupon with the relevant date printed on it and handing it to the issuing bank.

Allowing people to manage their own pensions by offering something similar to Tax Free Savings Accounts, but presumably with a more limited selection of exchange-traded funds, which adhere to regulation 28 rules, could go along way to fixing SA's broken pension system.

Absa Capital already offers an exchange-traded fund branded MAPPs Growth, which holds the maximum 75% equities allowed by regulation 28, and another branded MAPPs Protect, which reduces the equity portion to 40%.

Something that does not get debated enough is whether other forms of savings – generally called discretionary savings – are not a better option for most people than pensions or retirement annuities. Personally, I would rather invest in the shares of assurance companies than their products. ■

2014-2015
Phase 1a starts: Renovation of second floor and top floor for executive offices. Overall, phase 1a comprises a large component of civil works, including demolition work, stormwater prevention, rooftop replacement, and other structural support work.

2015
Phase 1b and c starts: Rooftop structure – constructing a recreational area on the roof. Completion of the offices on the ground and first floors. Car park area. Outside landscaping.

2016
Phase 2 starts: Refurbishment of the Neotel building. Redesign of plant access with weighbridge facilities. Construction of Security Operations Control Centre. Ensuring that buildings are refurbished to fit in the main architecture of the ME building.

Focus on Salt River

Since 1927 the mechanical engineers' offices at Transnet Engineering's Salt River plant have stood proud. This historically significant structure is currently undergoing a much-needed refurbishment and will serve as a catalyst for urban regeneration, aligned with the City of Cape Town's vision for city reform.

The offices are undergoing a three-year refurbishment project. During the project the office will be upgraded, old buildings will be demolished and adjacent offices will be renovated.

"When I joined Transnet four years ago, the building was in a sad state. There is something majestic about it and it shouldn't be in a state of dereliction," says Roger Lawrence, head of the Projects Management office at Salt River. "The property market in the area went through a slump. Properties were rented out to the private sector and it wasn't maintained the way it should have been, so we initiated this refurbishment project."

Using the original architectural drawings and historic photographs, the project team's goals were to restore the ME building as closely

as possible to its original state, and modernise the building to comply with new health and safety regulations. Originally the building did not make provision for wheelchairs and it did not have enough fire escapes. It was also prone to flooding. The refurbishment includes major civil works to ensure protection of the structure.

"We approached the project in phases, breaking it down into phase one with three sub-phases, followed by phase two," Roger explains.

The building presented several challenges because of its age. Roger continues: "Firstly we had to obtain heritage approval; all designs had to be approved by the Heritage Council before we could start construction. Then we came across many unknowns as we proceeded. For example, during excavation we uncovered electric cables that have been there for many years and we had to trace their origin. As changes were made to the building over the years, the construction teams did not keep records of all the modifications."

Fortunately the company had a comprehensive archive of the original drawings. ■

01 October 2015

TRANSNET

Delivering freight reliably through rail

TFR Acting Chief Executive: Ravi Nair

Global recognition for TFR

Transnet Freight Rail has won an award from the Top Employer Institute for being South Africa's Top Employer. This institute is a global organisation that specialises in global benchmarking of HR practices through independent research and voluntary participation of organisations across the world and it only certifies the best employers globally.

This is a monumental achievement for TFR as it certifies TFR globally for achieving excellence in the conditions that employers create

for their people. These conditions include optimal employee circumstances that ensure that people develop themselves personally and professionally. It enables companies to grow and be successful.

TFR acting chief executive, Ravi Nair said in a communiqué to the TFR workers how proud he is of the company and everyone working for it. "Congratulations to each and every one of you for your high levels of service to the company; it has enabled us to find better ways of being of service to you." ■

MEMBERS



Matthew Vosloo SA Invitation (B-Team) and Jason Vosloo SA AKSA (A-Team).



Bronze Medal Winners u/13 Boys Ringball Provincial Team Ekurhuleni North: Matthew Vosloo in the centre and Jason Vosloo behind him.

Watch out for the Vosloo-twins

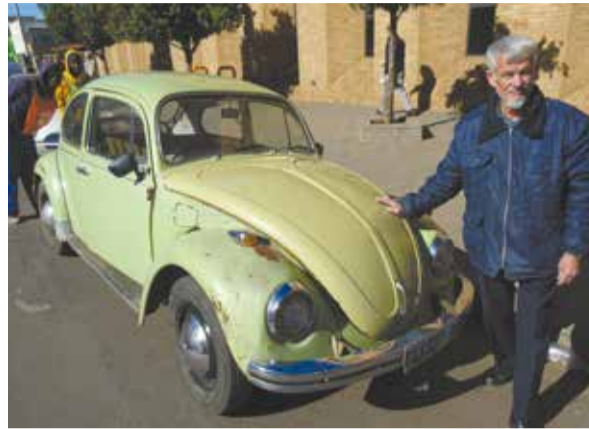
Matthew and Jason Vosloo – the twin sons of Annemarie Vosloo, UNTU general secretary's right hand PA – know their way to the goal post on a ringball court. They both were members of the Ekurhuleni North u/13 Boys Ringball Team who took the bronze medal at the Ringball National Championships held in Margate in October.

There were 2 500 players from the different provinces. Of them 400 were chosen in their various age categories for the SA AKSA (A-Team) and SA Invitation (B-Team). Both were part of this exclusive group of 400. Jason was chosen for the SA AKSA (A-Team) and Matthew for the SA Invitation (B-Team). They were the only two boys from their school who were selected. ■



Zonke ties the knot – again

Labour Report has reported previously about Exco member Zonke changing her name from Cele to Cebekhulu when she got married. She and hubby Thulani decided to reaffirm their union by having a traditional ceremony on 24 September. Here are a few pictures of the affair.



Michael with his VW Beetle. (photograph: Bloemnews)



Michael Roos with UNTU president George Strauss.

Just as loyal as its owner

Michael Roos started working for South African Railways (now Transnet) in 1971 by Transnet and shortly thereafter he got his first car. His dad bought the Volkswagen Beetle and

Michael had to pay him back – total of R1 700. Forty-four years later, at his retirement, Michael is still driving the same car.

Michael was a UNTU representative in Bloemfontein in the Civil de-

partment for many years. He has been a member of the union for 35 years.

Recently, as show of his appreciation of his union, he handed a gift to UNTU president George Strauss. We wish him all the best. ■



The newly elected NSA. Eddie de Klerk from UNTU is in the back, centre.

More distinction for Eddie

UNTU's Eddie de Klerk has just been elected a member on the National Skills Authority (NSA) board. The members are nominated by organised business, organised labour and community constituency through the NEDLAC process. They were congratulated by the Minister of Higher Education and Training, Dr Blade Nzimande.



Women are celebrated

Zonke Cebekhulu celebrated Women's Day in August in style in Richards Bay with a high tea.

"The main aim of the event was to get views from our UNTU women in Richards Bay regarding the Gender Forum that has been recently established by UNTU," Zonke explains. She is the driver of

the Gender Forum.

She says that the function was a huge success and everyone agreed that UNTU was ready for the Gender Forum to kick off provincially and nationally.

Women from TFR, TE and TNPA were present. "This year the function was part of a pilot project and therefore only one area's women

were invited. The plan is to broaden it for the future."

The special guest was Anisa Shaik from Life Line. This is an organisation that deals with gender based violence and domestic violence. Anisa emphasised the point of unity to fight the gender based violence in the workplace as well as at our homes. ■

MEMBERS

UNTU EXECUTIVE COUNCIL



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Another milestone for Port Ngqura

It took South Africa 33 years before reaching the significant milestone of opening a new port. The Port of Ngqura is the first new commercial port to be developed in South Africa since the Richards Bay deep-sea harbour officially opened in 1976.

The construction of the first phase of the Ngqura project required an investment of R12 billion. It started in September 2002 and the port officially opened its quays when the first commercial vessel, the MSC Catania, berthed and offloaded 275 containers on 4 October 2009 – a significant day in Transnet Port Terminals' (TPT) history.

The location of this port is ideally situated to serve as a transshipment facility for sea traffic from Asian, South American, East and West African markets. TPT has therefore marketed the facility as a transshipment hub. "To overcome the challenge of maritime connectivity, we need to develop 'hub ports.' Ngqura is a flagship initiative for regional integration and has been designed to serve as a container terminal that would relieve congestion in other ports, and act as a transshipment facility, primarily for sea traffic from East and West Africa and interline traffic from South America to Asia," says Siya Mhlaluka, general manager: Ngqura Container Terminal.

Initially the port's terminal capacity was set at 800 000 twenty-foot equivalent units (TEU) with two deep-water berths, six megamax ship-to-shore cranes, 22 rubber-tyred gantry cranes, two rail-mounted gantry cranes and a Navis N4 and Camco Autogates.

Second phase

Recently the port celebrated a second critical milestone – the increase of the terminal's capacity from 800 000 TEUs to 1.5 million TEUs, in line with market demand projections.

On 20 September 2011 the Transnet Board approved the capital investment for the expansion of the NCT from a two-berth

superstructure to a three-berth superstructure. This marked the start of Phase 2A of the project at an estimated total cost of R1.1 billion.

This phase entailed the building and deepening to 16 m of the container terminal's two additional berths, and the purchase of port equipment, including two megamax ship-to-shore cranes, 18 rubber tyred gantry cranes, 48 haulers and 48 bathtub trailers.

The second phase will see major efficiency improvements to the port via faster vessel turnaround times and will reduce berth occupancy to below 65%.

In addition to new equipment the second phase also saw the construction of new quayside staff facilities. Building commenced in June 2014 and was completed in February 2015. The facilities include a sit-down area accommodating 200 people, air-conditioned supervisor offices, ablution facilities and a small kitchen.

In general the execution of the second phase of the project went smoothly and very few hiccups were encountered. However, no job is completely free of challenges. According to Siya, one of the port's challenges going forward will be to strike a balance between increasing capacity against slow economic growth globally.

Local skills

A critical component of the project included the development and use of local suppliers. TPT used only local steel-manufacturing companies for the construction of the rubber-tyred gantry cranes. Three South African companies were used for the primary manufacturing and another three companies were employed for galvanising and spray painting.

For assembly and commissioning, TPT contracted 11 South African companies, mainly from the Eastern Cape region. All component remanufacturing will be done locally and Liebherr Africa has established a specific plant for this purpose.

"Throughout the project we pushed for capacity building and



Another milestone in the bag

The dynamic teams at the Port of Ngqura have been instrumental in ensuring the port becomes a transshipment hub of choice. On 9 March 2015, colleagues marked the completion of the Port of Ngqura's fourth and final berth.

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the transfer of local skills," says Andries Gouws, Chief Engineer. "TPT has trained 56 Transnet orientation staff and 56 Transnet technical staff. Part of the project's mandate for manufacturers is to use BBBEE contractors and to ensure that training of these businesses is ongoing," Andries continues.

Since the inception of the second phase Liebherr Africa made a commitment of providing 10 apprenticeships, biannually until 2018. By the end of 2018 the project would have delivered at least 30 apprenticeships.

There will be ongoing refresher training workshops for TPT staff

(both orientation and technical) in all container terminals until 2018. TPT will also upgrade the existing mobile harbour crane simulator for rubber-tyred gantry and ship-to-shore training. Staff will have access to this facility for training purpose for 24 months. ■

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