FEDUSA SALHA 16 ° PAWUSA

# PROCEDO

Mouthpiece of the Public and Allied Workers Union of South Africa July 2000

Vol 3 No 1

## As die geel lig begin flikker

### BOODSKAP VAN DIE PRESIDENT

Sedert 1992, toe die politieke regskikking van die land begin gebeur het (Goddank), het die rooilig-tyd by ons verbygegaan en, met die verkiesing in 1994, het 'n wonderlike groenlig-tydvak vir ons almal aangebreek.

Politiek, en veral party-politiek hierby uitgesluit, sal geen regdenkende mens hom weer wil terugbegeef in die tyd toe demokrasie 'n hol woord was en die land effektief regeer is deur een magtige kabaal met hordes gedienstige rade, geheime komitees en baantjies-vir-boeties-organisasies nie.

Suid-Afrika het destyds, sedert die verkiesing in 1948, progressief 'n minder lekker plek begin raak om in te bly - veral vir party van die groeperings. Dit het hoofsaaklik gebeur, soos dit in Engels gestel word, weens "power corrupts, absolute power corrupts absolutely".

Ek sluit nie by hierdie stelling enige spesifieke persone in nie; ek maak slegs in die bree die stelling oor dit waar is van enige situasie. Oor mens maar altyd mens bly en versoekings volop is.

The previous dispensation was one where, in our public labour environment, one union (or association as it was then known) was closely aligned to the government of the day. They were soon disempowered, simply because it is difficult to disagree if your basic philosophies are similar to those you are supposed to oppose.

Eventually, it was not at all strange to find that salary increases where dished out just before an election, simply to be sucked up the following year by inflation, which was fairly out of control at the time.

**Why is it that, even though the roleplayers change and the décor is different, the eventual outcome of the play will never differ?**

Now, after only 6 years of the new dispensation, I sense the yellow warning light is starting to come on. The tripartite alliance of the ANC, Cosatu and Communist Party has become confused as to their different roles, and they are starting to forfeit basic principles for the sake of staying together.

How can one fight for workers' rights on one forum when you are expected to toe the party line? How do you balance the needs of the grassroots (your constituents) with the demands of your super senior, who happens to be a very influential person in Government (and party official to boot!)?

Why is it that even the traditionally subdued and more moderate unions have much more substantial arguments and staying power in the bargaining councils than Cosatu-aligned organisations which have all the "rah rah" in the media and protestations for show?

The question is: They certainly must have the right networks to lobby for the benefit of the workers. Why does nothing happen, except a gradual "softening" of their attitude on bread and butter issues?

Verbeel ek my of is daar skielik 'n verbete aanslag op ons lede net om hulle uit die spel te haal sodat die volle onderhandelingsverhaal nie vertel word en die ontmagtiging van meer linkse vakbonde in die Staatsdiens en hulle meelopers nie aan die kaak gestel word nie?

Gaan dink bietjie mooi oor die situasie: As die groot vakbonde beheer kry oor bedingingskamers en hulle maters sit aan die ander kant van die tafel, watter kans het die werkers om ooit vir regte te beding, behalwe deur van taktieke gebruik te maak wat ons uit patriotisme tot heel laaste wil los?

Demokrasie is seker die mooiste woord wat daar in die Afrikaanse (en Engelse) taal is. Demokrasie het egter bepaalde kenmerke. Dit kan (en mag) nie gemanipuleer word nie. Nie deur dreigemente nie, nie deur afpersing nie, veral ook nie deur beloftes nie.

Democracy implies total freedom, but with a responsibility to guarantee that the freedom will last. Moving to domination, using means that are sometimes questionable, could threaten the very essence of freedom.

I hope that our members have the insight, guts and long-term vision to not only resist attempts to be recruited, but also to cancel dual membership and bring disillusioned opposition members with them into the fold.

**– WESLEY GEORGE**

## IN THIS ISSUE
## IN HIERDIE UITGAWE




This publication is produced on behalf of the Public and Allied Workers Union of South Africa.


Ons ontvang graag bydraes van enigiemand wat 'n mooi plaaslike storie het. As u nie seker is nie, bel gerus 083-325 9476 en bespreek dit met ons. Vra is immers vry!


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PAWUSA

# Doodseise

***Hierdie is nie 'n aangename onderwerp nie maar dis nodig om te verseker dat jou sake in orde is omdat dit die enigste ding is waarvan almal van ons seker kan wees. Dra dus asb. hierdie inligting aan jou naasbestaandes oor sodat jy gemoedsrus kan hê dat hulle sal weet wat om te doen as dit nodig sou raak.***

PAWUSA betaal 'n eenmalige begrafnisvoordeel van R350.00 uit aan die onmiddellike familie of persoon wat vir die ter aarde bestelling van 'n lid verantwoordelik is. Hierdie bedrag is slegs betaalbaar ten opsigte van lede self en nie hulle afhanklikes of verlangse familie nie.

Die volgende dokumentasie moet binne 60 dae na die afsterwe van 'n lid PAWUSA hoofkantoor bereik:

- Doodsertifikaat
- Huweliksertifikaat
- Identiteitsdokument van die oorledene
- Identiteitsdokument van die eiser
- Laaste betaaladvies
- Pawusa lidmaatskapsertifikaat
- Verklaring van die ondernemer (indien hy vir die begrafnis verantwoordelik was)
- Beëdigde verklaring indien die vanne van die oorledene en die eiser verskil

Gesertifiseerde afskrifte van bogaande moet aangestuur word en die oorspronklike dokumente moet aan die naasbestaandes teruggegee word.

Daar bestaan 'n wanbegrip dat doodseise van ons versekeraars, Metroplitan Life en Ou Mutual, ook aan hoofkantoor gestuur moet word. Dit is nie so nie en omdat die fondse normaalweg dringend benodig word om met die begrafnisreëlings voort te gaan, moet die eis direk by die naaste kantoor van die maatskappy waar die polis uitgeneem is, ingedien word. Dieselfde dokumentasie as hierbo moet ingedien word.

Ons versekeraars betaal gewoonlik uit binne 48 uur nadat 'n eis ontvang is en is ook baie behulpsaam om steun en advies aan die naasbestaandes te gee. **– ASHLEY**

# New service for Health Workers

PAWUSA INVESTMENT COMPANY (PIC) has, on instruction from the NEC, negotiated with re-insurers for PAWUSA members to be included in a new concept of cover against risks related to occupational hazards in medical-related professions.

This basically means that health workers can now obtain cover against occupational indemnity (previously professional indemnity) with regard to their working environment.

The cover indemnifies the worker against claims from a patient who claims to have been harmed or jeopardised by the actions or non-actions of any worker, be it a porter, cleaner or hospital assistant! Previously, the cover was only available to people in so-called professional occupations.

A further, very important feature of the product, is that it is individualised so people now have the choice to add other benefits to their cover. No longer a case of "one size fits all!

The product will be called PROFWRAP and will be available by AUGUST this year, when the old group indemnity product expires.

For more information on Profwrap, see page 4.

If you have any enquiries, please call 0860 100 284.

## NEVER TOO LATE . . .

A mother of two in KwaZulu Natal had an unexpected surprise when she discovered that she was pregnant, even though she was assured by her doctor on a previous occasion that this event was unlikely to ever happen again.

Her employer (National Department of Agriculture) was not very sympathetic. The result was that she could only spend 18 days with her child after it was born, unless she took unpaid leave, which she could not afford.

After a battle of 8 months the PAWUSA officials secured, via the Board of Conciliation, another 84 days special leave for the member who could then spend some quality time with her children.

It just show - its never too late to win a battle.

# Profwrap: New innovation for health professionals

**Professional indemnity has been one of the biggest reasons why people in the Health Care Professions belong to a Union. It has always been a requirement of employers that employees in "risk" professions cover themselves against the dangerous effects of malpractice and other occupational mishaps.**

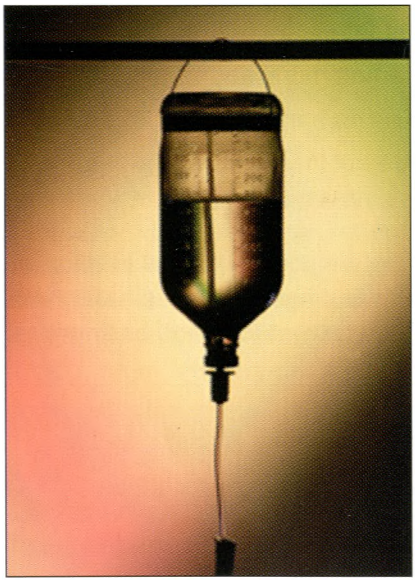
The problem, however, was that although the premium was relatively low, the cover always came **"in the aggregate",** which meant that the group of people shared the cover. The effect was a nagging uncertainty that the cover that one depended upon could have been used by the time an individual needed it.

In addition indemnity only covered one danger. What about "new" threats like needle stick AIDS, accidents in some cases, and other threats to ones health?

Hierdie redes het ons genoop om innoverend te begin dink en om wêreldwyd te gaan rondsoek vir 'n alternatief . . . En toe kry ons nie slegs een nie maar in totaal ELF !!

Die nuwe produk bestaan basies uit twee afdelings: Die **verpligte seksie** wat uit drie komponente bestaan en dan die **vrye keuse afdeling,** waar lede volgens hulle persoonlike behoeftes kan bepaal vir watter risikos hulle dekking wil hê.

Boonop is die dekking volgens beroeps-kategorie ingedeel om te verseker dat die vlak van dekking (en die koste daarvan) aanpas by die aard van die werk wat 'n gesondheidswerker doen.



Die **verpligte seksie** bestaan uit:

- **Beroepsgerigte skadeloosstelling** (indemnity)
  Dekking teen werksverwante eise wat wissel tussen R250,000.00 en R2,000,000.00
- **Naaldprik / VIGS - dekking**
  R250,000.00 dekking indien 'n persoon HIV-positief sou raak a.g.v. naaldprik of kontak met besmette bloed
- **Telefoniese regshulplyn**
  24 uur regshulp oor die telefoon vir enige navrae wat met wetlike aspekte- nie slegs hierdie produk nie- te doen het.
- **Telefoniese administrasie en kliëntedienssentrum.**
  Inbeldiens wat van 8h00 tot 17h00 beskikbaar is vir navrae, veranderings en aanpassings tot jou PROFWRAP

Then you have the voluntary basket from which you can mix & match according to your own needs and risks. This offers the following:

- **Additional Indemnity**
  Should a person feel that they need more indemnity cover, it is available in units of R1million.
- **Additional needle stick / AIDS cover**
  Add a further R250,000.00 cover to your portfolio if you are in an occupation where you are subjected to a high degree of risk.
- **Public practice liability (for private health practitioners)**
  If you have your own practice and feel that you need cover against claims that may arise against you due to mishaps to patients on your premises.
- **Accident cover** (mainly aimed at paramedics)
  R500,000.00 cover against death due to an accident whilst on duty. Available to other occupational categories in units of R100,000.00.

*(Vervolg op bladsy 15)*

# Publiserve - what do you mean - social contract?

The Board of Trustees would like all PAWUSA members to join the Publiserve medical scheme. But, not at all costs. We will be selective and make sure that people who decide to join the scheme are fully aware that the personalised approach that has been built into the scheme means that there is a reciprocal responsibility expected from the member. This is the only way to keep escalating costs under control.

Not too long ago, there were two groups of people in the medical fund arena. The first group belonged to medical aid schemes and could basically claim unlimited benefits as long as their premiums were paid. The second group had no medical cover and had to look to the State or sangomas and ended up carrying most of the cost of treatment and medicines themselves.

Then came a new dispensation, and with it a better spread (some may even call it a socialistic spread) of the benefits of modern day medical treatment. This development affected these two groups of people very differently.

The have's found that their contributions to either their schemes increased at a rate that was more than double that of inflation! The have not's, on the other hand, were suddenly in a position where services that were previously unheard of, were now available for free.

Although the State ostensibly paid for these services, there is no doubt that the financial burden was simply passed on to the more affluent (although not necessarily well-off) part of the community.

People who had never before had the opportunity to belong to a medical fund now found that they not only had jobs, but that their employer paid 66% of their contribution! What a bargain.

So, they used these new benefits to such an extent that fund reserves were in danger of disappearing and the scheme collapsing. The medical aid fund administrator had no option but to increase the premiums once again.

Older members of the schemes saw what was happening and, not to lose out on their (perceived) share of the cake, also started to over-use the scheme as if tomorrow would never come.

En die gesondheidsbedryf geniet elke oomblik van al hierdie mense wat so lekker geld uitgee, net omdat dit beskikbaar is!

Voorgaande is 'n "breë kwas" beskrywing van die persepsie van die meeste mense in die mediese fonds bedryf. Ons het gesien hoe die verhogingspiraal buite beheer raak en daar was tot onlangs nog sprake dat die bedryf in duie sou stort. Om die waarheid te sê, die gevaar is nog vêr van verby.

Om hierdie euwels van inpalming, oorbesteding, onnadenkenheid en uitbuitery teë te werk, is daar slegs een plan wat sal werk: VERKRY DIE SAMEWERKING VAN DIE LEDE EN VORM 'N KLUB VAN MENSE WAT GAAN POOG OM DIE PREMIES BEKOSTIGBAAR TE HOU!!

Vandaar die konsep van 'n sosiale kontrak wat gaan poog om mense met dieselfde beginsels bymekaar te kry. Dis mense wat nie vir elke nat neus na 'n dokter hardloop nie. Wat nie die spreekkamer gebruik as 'n geselshoekie nie.

Ons is die mense wat R30 se griepinspuiting kry om R300 se medisyne te spaar. Wat ook nie sal skroom om die apteker te verkla as hy voorstel dat kosmetiek op die mediesefondsrekening geplaas word nie.

**Ons lede moet:**

- Die reëls van die fonds verstaan sodat hulle self oor hulle sake kan besluit.
- Die fonds oordeelkundig gebruik sodat daar altyd genoeg is vir die swaar tye.
- Enige onreëlmatigheid by die fonds aanmeld.

**Die fonds sal alles in sy vermoë doen om:**

- Gereëld met die lede te kommunikeer.
- Die reëls en die voordele só aan te pas dat ons altyd op die voorpunt sal wees.
- Die lidbydraes so laag as moontlik hou.

Eintlik is dit heel eenvoudig; die sosiale kontrak is slegs die samekoms van mense vir wie dinge soos spaarsamigheid, eerlikheid, goeie trou en lewenswaardes nog belangrik is.

## PROFWRAP BIED VIGSDEKKING

Een van die grootste gevare vir persone in gesondheidsverwante beroepe is die gevaar dat hulle deur middel van aanraking van besmette bloed VIGS sal kan opdoen.

Die nuwe versekeringsproduk wat in Augustus bekend gestel word maak spesifiek voorsiening om R250 000 se dekking teen VIGS wat in 'n werksverwante situasie opgedoen word, te bied.

Gegewe die feit dat daar huidig beraam word dat 25% van pasiënte met vigs besmet is, is enige persoon in 'n gesondheids-verwante beroep uiters blootgestel en word diè innovasie allerweë verwelkom.

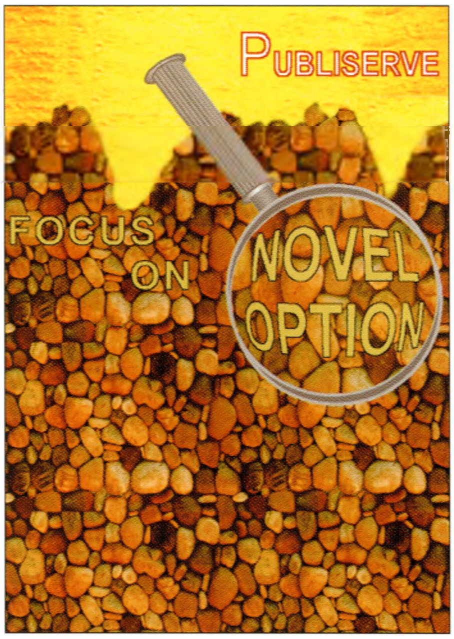
# The network concept

***Dis 'n betreklik nuwe ontwikkeling in die mediese fonds bedryf en iets waaraan mense nog moet gewoond raak. Dit hou egter groot voordele in vir almal wat daarby betrokke is, maar verg terselfdertyd goeie bestuur. PROCEDO het gaan kyk.***

Die NETWERK-OPSIE in Publiserve se reeks is die praktiese toepassing van die begrip kapitasie, wat beteken 'n gelyke fooi per persoon. Dit gaan daaroor dat dieselfde bedrag per persoon maandeliks aan iemand of 'n instansie betaal word, ongeag of die persoon ten behoewe van wie dit betaal word dit gebruik of nie.

In the case of the Publiserve Novel Network Option, a company called Prime Cure was chosen as the initial service provider. Prime Cure was selected because of their 33 excellent health care centres that were available to start up the network, their 5 satellite centres and the large number of contracted doctors' practices all over the country.

Prime Cure is paid a fixed amount per month for a set number of patients. It is to their benefit to get the patients well as soon as possible, as a patient who keeps on returning, costs them more money in the long run. This is also the reason why Prime Cure opts for preventative health care treatments (e.g. 'Flu




vaccinations) to make sure patients stay healthy.

Aangesien baie duidelike riglyne gestel en hoë standaarde gehandhaaf moet word, gebruik Prime Cure van die modernste tegnologie in sy sentrums, hoewel hulle geen ompaaie loop net om kostes op te jaag nie. Die feit van die saak is dat hoe meer effektief hulle is, hoe beter presteer hulle. En die pasiënt baat al die pad.

Sekere doktorspraktyke word ook vooraf gekeur en as hulle in alle opsigte, selfs met die verskaffing van medisyne, die mas opkom, word sodaniges ook genooi om hulle dienste aan die netwerk beskikbaar te maak.

The beauty of a network system is that there is no limit to the number of times you may visit the facility. There is also no "savings portion" that could become depleted. Certain restrictions for some procedures, e.g. prescription glasses, are in place, but these restrictions are limited.

Coupled to this system is the facility that members may go to any government hospital for major procedures or surgery. In these instances, the chances of depleting your funds is remote.

Baie van ons mense ontsien hulself tans 'n mediese fonds net omdat die tariewe die afgelope tyd so opgeskiet het. Met Publiserve se Netwerk is dit nou nie meer nodig nie - Novel is bes moontlik die mees bekostigbare in die mark, gegewe die uitstekende waarde vir geld wat dit bied.

# Causes of rising premiums of medical funds

**The salesman of a cookware company had a brainwave** to sell a set of pots to a family, coerce them to play along, get a partner in crime who owned a company that sells wheelchairs, crutches and prostheses to hospitals, to submit a false claim.

The crooked company paid for many pots, pans and cutlery, the salesman got rich, his partner shared in the spoils and next year when the medical fund premiums go up, the family will wonder why they belong to such an expensive fund.

**'n Vrou skei van haar man.** Hy benodig geld om die egskeidingsbevel te betaal en, omdat hy van tevore op sy vrou se skema was, en op advies van 'n geldskieter, verkry hy haar toestemming om die "laaste keer" 'n eis in te stel.

Die mediese fonds kry 'n eis van R73 000 vir behandeling vir malaria van die eggenoot vanaf 'n hospitaal in Ghana. Die dokumentasie lyk reg, die rekeninge is geteken maar die fonds doen tóg navraag.

Die dorp waar die hospitaal is, het nie 'n hospitaal nie. Die man het in die niet verdwyn en die geldskieter het sy deure toegemaak.

Die arme vrou weet van geen sout of water nie en word byna van die fonds geskors.

**Die dokter verskaf self die medisyne wat hy voorskryf.** Elke tweede pasiënt wat skynbaar nie kan bekostig nie kry 'n ekstra medisyne op die voorskrif, maar dit word nie aan hom gegee nie. Die pasiënt doen geen bybetaling nie.

Die mediese fonds betaal derduisende rande vir die "medisyne " wat die dokter nooit uitdeel nie. Die dokter is beboet en geskors.

# Waarom Voorafbefondsing?

Voorafbefondsing van mediese voorsiening by aftrede is dikwels 'n opsie wat aan voornemende lede van mediese fondse voorgehou word. Ons kyk krities daarna.

Dis 'n tragiese feit dat baie mense wat aan 'n mediese fonds gewoond geraak het deur hulle werkende lewe gedwing word om by aftrede (of baie kort daarna) maar hulle lidmaatskap te kanselleer en aangewese te raak op die sosiale mediese sisteem.

Die rede daarvoor is eintlik voor die hand liggend en dis verbasend dat slegs 'n klein persentasie iets daadwerkliks daaraan doen, hoewel die probleem mèèste van ons in die gesig staar.

Rofweg bereken, kan mens sê dat jou pensioen ±2% sal bedra vir elke voltooide diensjaar by die werkgewer. Dit beteken kortliks dat iemand met 30 jaar diens en 'n salaris van R4 000 per maand by aftrede, die volgende maand R2 400 sal hê om op te leef. En dan moet daar nog die gereelde aftrekkings soos belasting gedoen word!

Die doel van voorafbefondsing is om 'n ekstra bedraggie per maand opsy te sit gedurende die tye wat jy werk sodat dit later aangewend kan word as bydraes tot 'n mediese fonds wanneer jy dit die nodigste het en bes moontlik nie kan werk nie.

**Daar is kortliks 4 opsies oor hoe jy die geld kan belê:**

- **'n Gewone spaarinstrument by 'n bank of bougenootskap**

  Baie goeie idee, maar dit is ongelukkig tè maklik om geld te onttrek vir gewone gebruik. Bowendien is die rentekoerse maar middelmatig en dit is moeilik om sinvolle bedrae te akkumuleer.

- **Effektetrustaandele**

  Indien jy op 'n gereëlde basis, byvoorbeeld maandeliks, aandele aankoop, kan hierdie metode een van die beste maniere wees waarop die gemiddelde man sy geld kan spaar. Ongelukkig is hierdie geld ook op redelike kort kennisgewing beskikbaar en dalk tè maklik opvraagbaar vir die doel van voorafbefondsing.

- **Buying an insurance policy**

  This is an excellent idea. You can fix the term to coincide with your retirement date and the money available when the policy matures can be saved in a capital preservation fund to be paid out at regular dates so that medical aid contributions can be met. The only problem is that this type of policy is bought with after-tax money and means that even though the proceeds are tax-free, there is no immediate tax relief for the member.

  Some opportunistic marketers recently tried to add these insurance premiums to those of the medical aid to provide for pre-funding. This practice was quickly stopped by the authorities as it effectively meant that the State was subsidising the insurance premium as well. That was a bit too much for the employer.

- **Purchase a retirement annuity**

  Probably the best of the four options is a retirement annuity or RA as it is known in the insurance industry. An RA requires fixed contributions over a pre-determined period and is similar to an insurance policy. Because its purpose is to provide for retirement, there are certain advantages which are not available with an ordinary policy. For example, your contribution is tax-deductible, resulting in a saving of up to 40% of your contribution from income tax. (Ask your financial adviser to explain this to you.) The proceeds of an RA are split into two portions. One-third can be paid out in cash, which can then be saved for large medical expenses. The remaining two-thirds can be used to pay you a monthly income, which can then be used to cover part or all of your medical fund contribution.

Whichever way you look at it, saving now for your medical expenses after retirement is very sensible as, once you retire, you will need to spend your money wisely.

Publiserve has recognised the need for pre-funding and application forms now offer a pre-funding product from Metropolitan Life - FUTUREMED. Please note that this product is totally separate from the medical fund itself and is not compulsory!

The table below will give an indication of the expected payouts of the product.

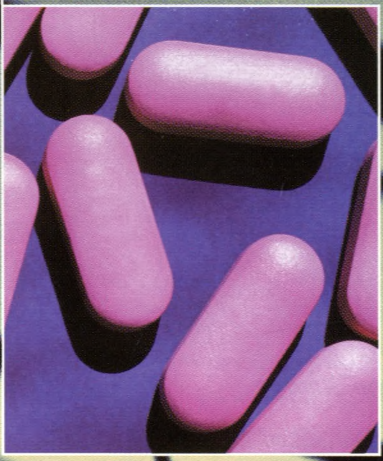
## FUTUREMED

### ILLUSTRATIVE MATURITY VALUES @ 12%

| Age | Premium | Retirement Age 55 | Retirement Age 60 | Retirement Age 65 |
|---|---|---|---|---|
| 20 | R100 | 466 163 | 751 304 | 1 358 031 |
| | R125 | 608 775 | 980 278 | 1 772 605 |
| | R150 | 750 807 | 1 209 254 | 2 187 181 |
| 25 | R100 | 255 958 | 414 158 | 751 304 |
| | R125 | 333 690 | 540 138 | 980 278 |
| | R150 | 411 423 | 666 118 | 1 209 254 |
| 30 | R100 | 138 698 | 226 713 | 414 158 |
| | R125 | 180 749 | 295 538 | 540 138 |
| | R150 | 222 800 | 364 363 | 666 118 |
| 35 | R100 | 76 113 | 122 420 | 226 713 |
| | R125 | 99 041 | 159 528 | 295 538 |
| | R150 | 121 969 | 196 636 | 364 363 |
| 40 | R100 | 40 379 | 67 343 | 122 420 |
| | R125 | 52 488 | 87 603 | 159 528 |
| | R150 | 64 595 | 107 863 | 196 636 |
| 45 | R100 | 19 578 | 35 274 | 67 343 |
| | R125 | 25 473 | 45 849 | 87 603 |
| | R150 | 31 368 | 56 425 | 107 863 |
| 50 | R100 | - | 16 604 | 35 274 |
| | R125 | - | 21 62 | 145 849 |
| | R150 | - | 26 637 | 56 425 |

# FutureMed

***Providing for quality healthcare during your retirement***



*For more information abou*

## FutureMed

Phone

0860 100 284

METROPOLITAN
LIFE

# Closure of SANDF Women's College

**The transformation of the South African Defence Force has dealt a severe blow to 30 PAWUSA members who were stationed at the Women's College in George.**

Our members, who were employed in various capacities such as gardening, laundry and maintenance, now face a bleak future with services transferred to Oudtshoorn and other bases. Although redeployment is promised, uncertainty stills hangs in the air.

The positive part to this story is that the Defence Force will still be responsible for the members' employment benefits (at least until retrenchment packages are instituted), even though members would probably soon find themselves working at other departments located in the area, such as Correctional Services, SAPS, Welfare and Training and Education.

Equally welcome is the Employer's assurance of counselling, both with regard to physiological matters and a promise to help in the preparation of CVs and assistance with interviews at other State Departments.

Julian Moodley (Vice President), R Chandler (N.C.) and D Williams who attended the three-day meeting, also had the benefit of discussing the possibilities of "re-skilling" existing staff with authorities within the SANDF.

This culminated in a visit to the Southern Cape Learning Resource Centre at Pacaltsdorp, which they not only found informative but also inspiring. They arranged for official SANDF support and funding for members to attend some of the training.

**- J. MOODLEY**

***Some of the staff members at the Women's College, George***

EDITOR'S COMMENT:

*The downscaling of Government departments is a trend that one can only hope to delay but it is in fact a reality that can't be stopped. The forces behind these changes are simply of an international scale and a sign of our time. THE NATURE OF WORK HAS CHANGED!*

*Now is the time to realise that no one is safe in his traditional working environment and that everybody should start thinking of the concept of multi-skilling.*

# Your rights - U regte

There are five acts governing the application of labour, the environment in which it should function, and the principles and procedures around the application of skills and work.

These acts are still in the process of being refined, even though they have been in operation for some time. The regulations spelling out the exact applications and their interpretation sometimes tend to be open to conflicting interpretations.

Die PAWUSA ledesake-afdeling beskik oor die kundigheid en die bronne om vrae en onduidelikhede op te klaar en om probleemsituasies te beredder.

Lede is welkom om hulle navrae te rig aan:

**Die Sekretaris**
**Ledesake**
**Posbus 2759**
**Kaapstad**
**8000**

of direk te skakel met Sipho Mabasa by telefoonnommer (021) 461 5950 of faksnommer (021) 461 8216.

LABOUR SNIPPETS WILL BE PUBLISHED REGULARLY TO INFORM, EDUCATE AND MAKE OUR MEMBERS AWARE OF THEIR RIGHTS AND OBLIGATIONS.

# Pension fund number havoc addressed

**In the last edition of PROCEDO, we reported on (and warned members about) the confusion between Persal/Persol numbers and actual pension fund numbers as well as the resultant delays in the payment of gratuities and pension benefits.**

This was followed by a letter to the Defence Secretary highlighting the problems with pension payouts and the unacceptable state of affairs.

In February 2000 the Secretary, Mr Maselele, attended a special Bargaining Council meeting where he assured attendees that immediate attention would be given to the problems.

He also explained that the amalgamation of the various TBVC states and the old homelands into one pensions department, created untold administrative problems, resulting in a full audit of all the figures. Obviously, this cannot be done overnight and is therefore a long-term project.

Another issue arising from the meeting was the question of the disparity between civilian pensions payouts and those of military staff who contributed at the same rates!

The results were quite positive, and the Secretary gave the assurance that the D.O.D. would task the Department of Finance and their own pension officials to:

- Provide an explanation as to the disparity in the pensions payouts.
- Ensure that all staff would have valid pension numbers by the end of May 2000.
- Provide ongoing feedback on the audit being done.
- Provide a detailed booklet and explanatory video for people intending to retire.
- Investigate methods of speeding up pension payouts.
- Educate members by way of a bulletin on pensions and related issues.

PAWUSA undertook to provide the Employer with particulars of specific problems.

If you have any enquiries in this regard, please contact Julian Moodley on **(021) 787 3377** or **082 789 6478**.

# Multi-skilling pays dividends

**MITCHELLS PLEIN:** In 1997, when workers approached leaders in Mitchells Plein to facilitate some training to end the then deadlock in further education and multi-skilling, no one realised just how close to fulfilling a dream they were. All it needed was some determination, a kind ear and lots of drive to pull it through.

Nie-doserende personeel in hierdie gebied was vasbeslote dat hulle stimulasie en verdere opleiding nodig het om hulle vir die nuwe omgewing toe te rus en, na vele vergaderings met die Kaapse Onderwysdepartement wat aanvanklik nie hiervoor ingestel was nie, het 'n komitee onder leiding van Nathan Cottle tóg daarin geslaag om 'n simpatieke oor te vind in die vorm van die "Safer Schools" organisasie.

Vir die jaar 1998 tot 1999 is 'n bedrag van R70 000 geskenk wat opleiding in onder meer vergaderingprosedure, kommunikasievaardighede, die Arbeidswet en etlike ander noodsaaklike ontwikkelingsareas ingesluit het. Nodeloos om te sê, die opgewondenheid was groot en die mate van selfvervulling het min grense geken.

For some of the developmental areas, the help of UWC was called in and, even though it cost a fair price, the rewards were well worth it.

When 110 members received certificates on 10 April, the sponsors (including Cape Technikon), were sufficiently impressed to donate a further R120 000 for the year 2000!

Over and above the academic excellence achieved, the committee, consisting of a school principal, circuit manager and a number of general assistants, also decided to further the general awareness of the environment in local schools.

This culminated in the donation of 2 000 shrubs, trees and other plants to schools in the district, as well as the establishment of a central garden equipment centre from which essential tools and equipment can be obtained for the upkeep and general beautification of the area.

Just goes to show. Where there's a will . . . Go, Mitchells Plein, go!!

*Back Row: L-R Mr. Makusana (WCDE), Vusi (Township schools), Mr. Treganing (Dept Environmental Affairs), Mr. Engel (Mitchells Plein Schools), Nathan Cottle (Project Manager) Sipho Mabaso (AGS: Marketing & Membership)*

*Front Row: L-R Mr. E. Daniels (Sponsor), Mrs Smith (Mitchell's Plein Schools) Mr. Job (Area Manager WCDE)*

# Salarisonderhandelings - die drama duur voort

**In die laaste uitgawe van PROCEDO het ons aan u die aanloop tot die salarisonderhandelings, die Werkgewer se stoomrollerbenadering en die gevolglike stramheid in die daaropvolgende prosesse probeer verduidelik.**

Die proses duur egter voort, maar die onderhandelaars het ongelukkig nog steeds dieselfde benadering wat hoegenaamd geen vriende maak nie.

It is, for example, a well-known secret that the arbitration case relating to salaries for people in essential services is still merrily lingering on and was, in fact, recently deferred to June of this year. The implications of this case will most certainly impact on this year's negotiations and have a bearing on things that were decided last year!

Another anomaly is that the negotiators publicly admit that relationships have broken down, but still expect the Unions to co-operate and see to it that the transformation programme is successful.

By implication, it is also clear that decisions have already been taken on who, where and how they want to transform but, once again, without any consultation with the Unions!

How can they expect to foster better relationships, when they continue to do exactly the opposite of the spirit of the agreements and the CONSTITUTION?

Erger nog, die Staat se verteenwoordigers laat weet dat hulle dringend met die Unies wil praat maar (glo dit as u wil) een vir een. Mens wonder dan oor die doel en wese van 'n sentrale bedingingskamer en kan maar slegs vermoed dat hierdie 'n amateuragtige poging is om verdeeldheid te skep óf om een van die vakbonde as uitverkoper te brandmerk.

Nee wat, as die Werkgewer sy goeie trou wil begin bewys, sal daar 'n totale verandering in die denkpatrone van die onderhandelaars moet kom. Selfs die naïefste van ons kan nie meer glo dat die regte van werkers gerespekteer word nie.

Hierdie jaar se salarisonderhandelings het reeds weer begin. Minister Trevor Manuel het egter ook al sy (veel geroemde) begrotingsrede gelewer. Hy het dus reeds 'n goeie idée van hoeveel hy in sy beursie het vir ons verhogings!

Dit, ten spyte daarvan dat ons in die verlede aangedring het om deel te wees van die begrotingsproses. Sommige vakbonde soos PAWUSA het betyds hulle salariseise ingedien sodat hulle die toon kon aangee van wat hulle lede verwag, maar ander (geen pryse as jy kan raai wie nie) het dit tot datum nog nie gedoen nie.

Ons sal u op hoogte hou van wat by die onderhandelings gebeur en sal verwoed baklei teen die aanhoudende veranderings aan die spelreëls terwyl die wedstryd aan die gang is.

Dit is egter duidelik dat sekere dinge vooraf besluit word en dat van die bedingingsprosesse maar slegs as formaliteite beskou word.

Dis egter 'n gevaarlike spel en mens moet dalk maar die lesse uit die geskiedenis leer - Mense laat net toe dat hulle misbruik word tot op 'n punt . . .

# Case dismissed!

I enclose a short report on cases in our District that we were able to either resolve or conclude (mostly) in favour of our members. Kindly ask other Districts to publish their encounters so that we can learn from their experiences.

- **Soetzenberg and two others vs. W.C.E.D.**

  The member and two colleagues participated in an unlawful strike together with 13 other workers. Only our three members were charged, fined and given a final warning. The case was referred to the CCMA, which ruled that it had no jurisdiction. Private arbitration. We agreed to a final warning by the Employer.

- **NN Scholtz vs. Parkhurst Primary**

  The member was dismissed for being absent from work for a period of 36 days, and challenged the case because the Employer was inconsistent in that he retained another worker after a similar incident involving an absence of 110 days. Used shedules: 8(3)(6), 8(4)(3) and 8(7)(b)(iii).

  The member was reinstated retrospectively.

- **Visagie vs. Meadowridge Primary**

  The principal was making life intolerable for the employee. The member won the case and the principal was referred for counselling.

- **Matthews vs. Dennegeur (Governing Body)**

  This case involved a dispute over who was in fact the Employer, the governing body or the WCED. The latter withdrew from the case, and the dispute related to who had final say over the Employee's conditions of service. It was found that the WCED is the final employer and the Governing Body had to apologise.

- **Ms. Nel vs. Imperial Primary**

  The member is a contract worker who receives no benefits. She requested leave, but at a later stage salaries paid to her during the period of absence were recouped. We argued that the Employer should not have granted the leave knowing that she would not be paid. The Employer conceded and appointed her on a full-time basis with all leave condoned.

The above cases are only some of the encounters between the employer and members. However, not all cases went well. We lost some cases in which the member was not completely honest, resulting in the Union Official losing face. In other instances, we found that a very tough stance was taken against offences of a sexual nature. We obviously do not condone this conduct and, in all instances, we found that the allegations were true.

# HOTT becomes an issue

Human organ and tissue transplant (HOTT) is something that not many people give a thought to until such time that the need for such a procedure becomes necessary.

PROFWRAP has a benefit specifically for this purpose. The insignificant amount of ± R11,00 covers up to R700 000 costs in the event that a "soft tissue" transplant becomes necessary for a patient.

Kidney dialysis of up to R400 000 is also covered. This means that one of the most expensive (but essential) treatments is available to policy holders, should they opt to add this benefit to the voluntary part of their PROFWRAP policy.

## RAPE – CRISIS COVER ON THE CARDS

According to newspapers, rape is one of the most prevalent crimes in our country today. This symptom of a sick society not only inflicts humiliation, emotional trauma and physical abuse but carries with it the germ of further deterioration of moral standards.

We all agree that rape must be punished. No single person must be allowed to force their will or lust upon another, probably weaker human. But what of the victim who is normally left cowering, fearful and without recourse?

What real aid is available to prevent more damage and leave the victim with hope for retribution and recovery? How does one compensate for such a great injustice?

The answer is not simple and the damage, once done, is seldom repaired. The best one can hope for is to at least provide efficient medical care, counselling, both for the victim and close family. To try to ensure that further damage like AIDS, is prevented and that the most sympathetic circumstances are available after such a terrible ordeal.

**PROFWRAP** will try to address this need for women. More details available soon.

## Dekking vir die groot "K"

Seker een van die mees gevreesde woorde in die woordeskat is kanker. Dit maak nie saak in watter vorm dit uitslaan nie, Kanker bly bes moontlik een van die mees gevreesde siektes.

Die rede daarvoor is voor die hand liggend: Kanker impliseer lyding. Lang uitgerekte siekwees periodes voordat die slagoffer genadiglik weggeneem word. Dit impliseer pyn,ongemak, swaarkry en verlies.

Maar dit hoef nie noodwendig so te wees nie . . .

***KANKER KAN OORWIN WORD***

Mediese praktisyns sal jou egter vertel dat dit noodsaaklik is dat kanker so gou moontlik gediagnoseer moet word sodat die nodige behandeling kan begin en die siekte, indien moontlik, in die kiem gesmoor kan word.

Weens die aard van kanker lê sy gevaar juis in die feit dat dit vinnig kan versprei na ander dele van die liggaam en wat mens die weerlooste maak is die feit dat jy nooit seker is waar dit kan uitslaan nie. Vroeë diagnose bly dus van die uiterste belang.

## AGGREGATE – UNCERTAINTY

. . . and few things are as bad and tiresome as nagging, persistent uncertainty.

AGGREGATE beteken in Afrikaans "in geheel" of "as 'n groep" en dis juis hier waar die probleem en die onsekerheid ontstaan; Wanneer het 'n persoon dekking teen 'n spesifieke gebeurlikheid as mens nie seker is waarteen daar dekking verskaf word nie?

Hoe seker kan mens wees dat daar vir spesifieke situasies voorsiening gemaak is as jy jou dekking met duisende ander persone moet deel ter wille van 'n goedkoop premie? Sal jou eis uitbetaal word as daar toevallig 'n paar massiewe eise voor joune was wat die fonds uitgeput het?

Profwrap, die nuwe versekeringsproduk wat binnekort bekend gestel word maak spesifiek voorsiening dat fondse beskikbaar is vir lede wat die siekte opdoen.

Hoewel dit slegs 'n onderafdeling is van die groter produk is dit tog gerustellend om te weet dat die opsie beskikbaar is om spesifiek vir hierdie soort gebeurlikheid voorsiening te maak.

Meerbesonderhede volg sodra die fyner besonderhede gefinaliseer is.

**We apologise that some articles that had to stand over for a later edition due to other urgent matters**

# 2000 se beurswenners

Die gesprek het begin met 'n bespreking oor die meriete van die beurse wat toegeken is: Hoe bepaal mens tog watter geval die mees verdienstelike is? Wie help jy te midde van soveel nood en latente uitmuntenheid wat slegs 'n hupstoot nodig het?

Wesley George, President van PAWUSA, som dit die beste op met sy lakoniese opmerking, "Ek wens dit was nie jaar 2000 se beurse nie, maar eerder 2000 mense wat ons kon gehelp het".

According to Rocky Peters, chairperson of the bursary subcommittee, the biggest challenge lies in stretching the available funds to the maximum in order to help as many students as possible. "Those in the more affluent financial brackets simply have no idea of the great need for financial support for a "luxury" such as studies. The people we help come from homes where even basic necessities like electricity, water and food cannot be taken for granted."

The men and women who are responsible for allocating funds, share a passion for their newest role. "Yes," said Julian Moodley (Vice President), "we still fight for the rights of our members and against unfair labour practices and for equitable dispensations. But in today's climate of competition, the struggle has just become more complex. It's not only Union matters, but economic enablement too!"

So deur die gesprekke kom hierdie tema telkens weer op. Ekonomiese bemagtiging is nou nodiger as ooit tevore. Dit kan slegs gedoen word deur die ekonomiese terrein te betree en om aggressief fondse te werf wat tot die voordeel van lede en hulle kinders aangewend kan word.

Die voertuig waardeur dit gedoen word, naamlik Pawusa Investment Company, is in plek en die resultate van die eerste jaar se arbeid is reeds sigbaar - 71 studente het beurse ontvang wat wissel tussen R1 500 en R3 000. En met die kleingeld gaan verskeie persone nog verdere opleiding ondergaan!!

In die woorde van Ruweida Mohammed, een van die komiteelede, is dit egter 'n moeilike aanpassing om te maak, d.w.s. van arbeid na sake.

"It took me a long time to really comprehend that what is being done here is to the direct benefit of the members. These days, one is so used to empowerment ventures benefiting only a lucky few, and I was very excited and surprised to see our results so soon. From now on, we are going to show what can be done!"

Die algemene gevoel by al die betrokkenes is een van 'n bewuswording van die vakbond se krag. Almal is egter eens dat hierdie krag nie in enkelinge gesetel is nie, maar eerder in die samewerking van derduisende van ons. Ter wille van ons kinders moet ons nou begin saamstaan.

## PAWUSA Beurse Toegeken

| BEURSHOUER | INSTELLING | KURSUS |
|---|---|---|
| D Farmer | Vaal Triangle Tech. | Marketing |
| O Philips | Cape Technikon | Commercial Administration |
| TJ Beukes | Pretoria Technikon | Sports Administration Marketing |
| BN Viljoen | Hugenote College | Diploma: Social Work |
| ST Voyi | Russell Road College | Management Assistant N5 |
| N Solomons | Protea College | NSC Accounting/Administration |
| S Qingana | Russell Road College | History of Art, Textile |
| B Louw | Westlake Technikon | Engineering (N1,N2) |
| LC Ravens | Peninsula Technikon | Cost & Management Accounting |
| DA Kapot | Peninsula Technikon | Cost & Management Accounting |
| MD Brear | Prestige College | Secretarial / Management |
| EJ Van As | George College | Ondernemingbestuur N4 |
| N Mtsitshe | Dr WB Rubusana Coll. | Junior Primary Teachers |
| CI Wentzel | Athlone Technical Coll. | Computer Technician |
| B Bedeker | South Cape College | Management Retail |
| WB Petersen | Peninsula Technikon. | Civil Engineering |
| A De Vries | Hugenote College | Diploma: Gemeenskap Ontwik. |
| MM Ngxande | Orange Free State Tech. | Information Technology |
| PM Bidli | PE Technikon | Mechanical Engineering |
| CJ Bailey | Cape Technikon | Nat. Diploma: Banking |
| EL Aaron | Free State Technikon | Digitale Stelsels II |
| LL Woods | Peninsula Technikon | Nat. Diploma: Fashion Design |
| LB Harmse | Peninsula Technikon | Radiologist |
| L Qeqe | East Cape Technikon | Internal Auditing |
| LS Brown | Russell Road College | Management Assistant |
| T Nogambula | PE Technikon | Business Management |
| CS Martin | WITS Technikon | Travel & Tourism |
| NR Gadeni | PE Technikon | Inventory Management |
| J Goets | Westlake Technical Coll. | Motor Mechanics |

*Pastoor Gavin Viljoen, Charlotte en Brenda, (Maatskaplik III)*

# Wenners . . . Wenners . . . Wenners

| | | |
|---|---|---|
| M Mgobozi | Peninsula Technikon | Mechanical Engineering |
| NB Vellem | PE Technikon | Commercial Administration |
| C Van Rooyen | Athlone Technical Coll. | Hairdressing |
| A v/d Scholtz | Cape College | Nat. Diploma |
| FF Williams | Peninsula Technikon | Technologist |
| L Lombard | Computer C/T College | Computer Courses |
| ER v Schalkwyk | Peninsula Technikon | Radiography |
| H Matthews | School of Paralegal Std | Junior Paralegal Diploma |
| T Madlokaz | PE Technikon | Diploma: Cost & Management Acc. |
| BW Leonard | Tygerberg College | Sports Management |
| N Le Keur | Technikon S.A | Small Business Management |
| A September | Bellville Technikon Coll. | Motor Mechanics |
| MA Gall | WP Technikon College | Electrical Engineering |
| WW Katoo | PE Technikon | Electrical Engineering |

***Sakhiwo Mbikwana Higher Diploma in Fine Arts & proud mother Nomava Gratitude Mbikwana***

***Sizelle Lombard -Rekenaar-Sekretarieel Diploma, Radiografie, Computer Career Training College.***

| | | |
|---|---|---|
| LG George | Stellenbosch | BCHD |
| A Jefta | Port Elizabeth | B. Com |
| GDW Oliver | (part-time) Unisa | LLB Degree |
| RJ Visser | Western Cape | B.Cur |
| AA Naidoo | Vista | B.Com Degree |
| N Madlingozi | Western Cape | B. Comm degree |
| TH Landu | Vista | B. Comm Degree |
| JM Hoorniet | Western Cape | Social Work, Psychology |
| BW Titus | Cape Town | B. Comm Degree |
| L Le Keur | Western Cape | LLB Degree |
| YB Gaoa | Vista | B. Compt |
| YS Prins | Port Elizabeth | B. Pharm |
| R Tiras | Western Cape | |
| RM Solomons | (part-time) Unisa | LLB Degree |
| N Gurahoo | (part-time) Unisa | LLB Degree |

| | | |
|---|---|---|
| R Tiras | Western Cape | Law |
| LI Cornelius | Stellenbosch | MB CHB II |
| LN Claasen | Vista University | B.A. Municipal Administration |
| HW Raymond | Stellenbosch | B.COMM |
| NF Jacobs | Medunsa | MEDICINE |
| DB Masinge | (part-time) UOFS | M.Sc: Degree in Geohydrology |
| MG Jackson | Unisa | B Com Degree |
| DC Louw | Cape Town | B.Sc |
| NY Mbatyoti | Cape Town | B.Sc (MED) |
| GA Champion | Pretoria | B.A. (HONS) Political Science |
| P Simanga | (part-time) Rhodes Univ | B.A. Social Work |
| JCB Mokotto | Free State | B.A. Human Science (HONS) |
| AAF Mdepa | Western Cape | LLB.I |
| J Seboko | Western Cape | B.A. II |
| G Adriaanse | Western Cape | BCHD II |

***Joseph C.B. Mokotto B.A. Hons. in Sportwetenskap Universiteit Vrystaat***

| | | |
|---|---|---|
| S Mbikwana | Fort Hare University | Higher Diploma in Fine Arts |
| NJ Buis | Stellenbosch | B. Comm |
| M Gordon | Western Cape | B.Sc Computer Science |
| SL Ruiters | Stellenbosch | Psychiatric Nursing |
| NE Gum | Port Elizabeth | B.Comm |

# The philosophy behind the bursary points system

If we could award a bursary to every member of this organization, we would. But there is only so much money and we must achieve the best results with what we have. This is how we motivate our points system:

- Only members or their dependants (own children) qualify. Members are awarded more points because they would normally have a shorter "opportunity span" than their children.
- Members who have been with the Union for many years and have contributed more than recently appointed people, have a marginally better chance of scoring points. If that member, however, worked within the structures of PAWUSA and made him/herself eligible for service within local, regional or national duty, it would be only fair to reward this good service and the time that they are away from their family.
- Die Beursfondse kom nie van ledegeld af nie en is kommissie wat verdien word deurdat ons sakevennote ons betaal vir die dienste wat ons lewer. Ondersteuning van die produkte wat regstreeks deur ons kanale bemark word, kan dus 14 punte werd wees en sodoende 'n voorsprong bewerkstellig.
- Die groei van die vakbond is noodsaaklik om oorlewing te verseker. Ons is net so ernstig om lede te beloon vir nuwe aansoekers as wat aansoekers om beurse is om die goeie nuus te kry.
- Dit dien geen doel om mense opgelei te kry in rigtings waarin daar geen toekoms is nie. Die doel van vrae 9 tot 12 is slegs om die "regte" studierigtings aan te moedig.
- Questions 13 and 14 give the panel the opportunity to use their discretion and to award bursaries to people who really deserve them.
- Bursaries will not be awarded for post-graduate studies. There are just too many other cases waiting in the wings and it is felt that people pursuing post-graduate studies should be able to fend for themselves.

As 'n persoon nie suksesvol is nie sal sy aansoek weer die volgende jaar oorweeg word, maar dit is vir logiese redes nie aanvaarbaar om in debat te tree met persone wie se aansoeke afgewys is nie.

As jy belangstel of enige navrae het, gesels met u N.K. lid oor die beurse.

# 'n Nagmerrie vir die komitee

**Vir die komiteelede wat betrokke is, is dit 'n nagmerrie: jy ken party van die aansoekers, jy verstaan die nood, maar jy weet ook dat sekere aansoeke dra meer meriete as ander. Sekere kinders se ouers het net doodgewoon meer gedoen om hulle kinders se beurstoekenning te regverdig.**

**Lees hoe die besluit geneem word:**

Daar word jaarliks derduisende kinders toegelaat om verder te studeer. 'n Baie klein persentasie kan egter hierdie geleentheid benut om bo die gemiddelde uit te styg, omdat daar nie genoeg geld is nie.

Dan is daar ook nog die kwessie van die ouers wat nie (soos die kinders) die voordeel van tyd aan hulle kant het nie. As hulle heropgelei moet word om die gesin aan die gang te hou, is die noodsaak van befondsing bes moontlik groter as in die geval van 'n kind.

Daar moet ook in gedagte gehou word dat die konsep van ekonomiese bemagtiging sekere **bestuurs- en sakebesluite** verg wat bloot nie ruimte laat vir emosionele oorwegings en "ag foeitog"- redenasies nie. As ons besigheid nie geld genereer nie kan dit nie voortbestaan nie. Sela! As daar nie 'n besigheid is nie is die beurse-geleentheid weg. Amen.

Om hierdie rede is 'n omslag ontwerp wat van nou af alle beursaansoekers se dokumentasie sal huisves. Dit is in twee aparte afdelings verdeel, waarvan die eerste gedeelte deur personeel voltooi sal word (sonder aansiens des persoons) en wat die aansoeker se plek op die prioriteitslys sal bepaal.

Die tweede gedeelte huisves die plek vir goeie oordeel, kennis van die opvoedkunde en dan ook subjektiewe oorwegings soos ouers se finansiële posisie, die kind se potensiaal en die dringendheid van die aansoek.

Beide hierdie afdelings tel 30 punte en die beurse word toegeken op meriete, maar vanaf die basis van die eerste 30 punte. Dit beteken dat persone wat ooglopend die vakbond ondersteun, beter sal vaar as die passassiers.

## NATIONAL COUNCIL MEMBER BENEFITS

It is not only our members' children that benefit from the PAWUSA BURSARY SCHEME, members themselves also benefit! Ask Navin Gurahoo of Maritzburg and he will tell you of the gratifying experience of working hard to better yourself (seven distinctions for his National diploma in Public Administration) and then find that YOUR Union supports you in your further studies.

Navin plans to finish his LLB in 2002 and has the highest praise for God, his supportive wife and the Union officials.

# Profwrap: New innovation for health professionals

— *continued from page 3*

- **Family Funeral cover**
  Covers your immediate family against funerals for R5000.00 (adults) and R2500.00 (children under 17)
- **Kidnap and Ransom cover**
  Offers up to R250,000.00 cover and the immediate use of trained negotiators.
- **Rape crises cover**
  Makes available drugs for use against possible AIDS infections (i.e. AZT), covers the cost of psychological treatment for the whole family after the event, and pays for medical examinations and treatment by a medical practitioner of your choice.
- **Human organ and tissue cover**
  Covers R250,000.00 for heart, heart-lung, liver, kidney, lung, pancreas & bone marrow transplants, including R50,000.00 immunosuppresive drugs. Maximum of two transplants (R500,000.00) during a lifetime is covered.
- **Big "C" (Cancer) cover**
  Provides a lump sum after diagnosis of all cancers (excluding skin cancer) to enable the client to afford immediate treatment and therefore a better chance of recovery.

Die premies en die versekerde bedrae wissel na gelang van die risiko wat in elke beroepskategorie betrokke is maar dit is in elke geval bekostigbaar, veral as mens in ag neem die gevare wat gesondheidswerkers daagliks in die gesig staar. *(Vervolg op bladsy18)*

# BEURSE: Toets gerus u saak aan die hand van die volgende dekblad:

**AFDELING A**

Naam van student: ..........................................................

**Punte toekenning**

1) Lid van PAWUSA — JA 5 punte — Nee **Diskwalifiseer** ☐
2) Verwantskap met lid: — Lid self 5 punte — Kind 3 Punte ☐
   Aktief in PAWUSA, d.w.s.: dien die lid op die oomblik (of het hy/sy vantevore) in enige van die strukture?
3) Plaaslik (3 punte) — Nasionaal (N.R. of N.U.K.) 5 punte ☐
   Finansiële ondersteuning van vakbondstrukture.
4) Lid van PUBLISERVE — 5 punte ☐
5) Lid van Ou Mutual of Metropolitan groepskemas — 3 punte ☐
6) Lid van PAWUSA Investment Company Korttermyn-skema — 3 punte ☐
7) Lede gewerf vir die vakbond ( 2 punte vir elke lid oor afgelope jaar) — 4 punte ☐

SUBTOTAAL (Maks.) 30 punte ☐

**AFDELING B**

8) Is die inrigting 'n geregistreerde Universiteit, Technikon of Tegniese Kollege? — (5 punte) ☐
   Ander inrigtings (bv. privaatkolleges) — 2 punte ☐
9) Is hierdie die Eerste (1 punt), Tweede (2 punte), Derde (3 punte) of Vierde Jaar (4 punte) van u studie? — Maksimum 4 punte ☐
10) Studierigting: Wetenskappe (3), Ingenieurswese (3), Handel (3), Informasietegnologie (3), Sosiale Wetenskappe (1) — Maksimum 3 punte ☐
   Beroepsgerigte opleiding (bv. Ambag by Teg.Koll.of Technikon) (3)
11) Akademiese vordering (Verslag van die inrigting) — 4 punte ☐
12) Ander deelname (bv. leierskapsrolle, gemeenskapsbetrokkenheid, kultuur, sport, deeltydse werk, organisasiewerk) — 2 punte ☐
13) Sosiaal/ekonomiese situasie van die gesin (volgens oordeel van die paneel en stawende bewyse asook getuigskrifte van PAWUSA ampsdraers; bv. totale inkomste van GESIN, aantal kinders op skool/Kollege/Universiteit/studielenings by banke, ens.) — 10 punte ☐

MAKSIMUM 30 punte ☐

TOTAAL WAAROP AANGESLAAN KAN WORD: 60 punte ☐

**LET WEL:**

- Geen beurse sal vir studie na die vierde jaar toegestaan word nie.
- Geen PAWUSA-beurse word toegeken aan persone wat reeds beurse by ander instansies ontvang nie.
- Die beurshouer het geen verpligting teenoor PAWUSA nie, net soos die Unie geen verdere verpligting (bv. werkverskaffing) teenoor die beurshouer het nie.

**Voorgaande is die beoogde standaarde soos voorgestel deur die beursekomitee van 1999 en nagegaan deur 'n paneel van kenners waaronder kundiges van die Departement van Onderwys. Die voorstelle sal na die Kongres in September in die PROCEDO bevestig word.**

# What is PAWUSA INVESTMENT

**Changing with the demands of our times is sometimes quite difficult, especially if you have been lost in the globalisation rat race. Explaining why change is necessary, is probably more difficult, so bear with us while we try.**

During the 1980s, Americans became aware that their daily existence was starting to change. It didn't happen suddenly; instead it was a slow transformation of the essence of jobs as they once knew them. Suddenly, they were not the same.

People who could type and were experts at calculations were suddenly not in demand any more. Rather, they were expected to have mastered the art of computers because they were simply so much cheaper. No more retyping, just correct the mistake and reprint. No more hours spent manually calculating things - feed it into the computer and voila!

Trade barriers were lifted. Taxes on overseas products were gradually lowered. If China could do it cheaper than the farmer down the road - bad luck to the farmer. The world was becoming a "global village".

Wars, even cold wars (which implied economic isolation), became obsolete and were replaced with "regional conflicts" to which even the United Nations turned a cold shoulder. "What difference is there between a couple of hundred thousand more or less Hutus or Tutsis? Let's get on with making money!" This seemed to be the attitude.

Voorgaande is 'n baie vereenvoudigde poging om die skuif in denkpatrone te probeer illustreer en om te vertel dat hierdie vloedgolf van verandering nou ook ons land getref het. Verandering is ook besig om na ons oor te spoel en as ons nie die tekens vroeg genoeg lees nie, gaan ons verdrink.

Die ironie van die saak is dat mens nie jou vinger op 'n enkele oorsaak kan lê nie, maar dat dit tallose klein dingetjies is wat alles meehelp om dinge te verander. Die ergste is dat ons niks hieraan kan doen nie.

Reeds etlike jare gelede het die Bestuur van PAWUSA in binnegesprekke die voorgaande tendense gelees en debatteer. Die oplossings was voor die hand liggend, maar moeilik om te implementeer.

**Dit was duidelik dat die tradisionele rol van die vakbond besig was om te verander van arbeidsake en "struggle"-politiek na een van arbeidsake en ekonomiese bemagtiging!**

Om die arbeids-gedeelte vol te hou, was vir die vakbond maklik. Ekonomiese bemagtiging was 'n perd van 'n ander kleur, doodgewoon omdat die nood oor die jare heen so groot geraak het.

## Die oplossing

Al die lede van die vakbond is in voltydse diens van óf die Staat óf Staatsverwante organisasies en vind dit uiteraard moeilik om benewens hulle dagtaak nog ander pligte ook op hulle skouers te neem.

Business is also quite specialised these days, and one can hardly expect a Union Official to simply jump on the bandwagon and start running a company!

With this in mind (and virtually no funds with which to start up the venture), the NEC found a suitable partner with sufficient experience to advise on and conduct business transactions on behalf of the Union.

**The first step** in the process was to form **a Trust** that could own a shareholding in a business venture as well as dilute the risk of running a business in the name of the Union.

**The second step** was the founding of a **holding company** (called Pawusa Investment Company) to act as a base for all future transactions as well as the establishment of more companies in the future.

**Thirdly** came **Quattro Financial Services (Pty) Ltd.,** whose purpose is to operate in the arena of insurance, assurance and other regulated financial services, such as the selling of Publiserve.

As a **fourth step,** we registered **Quattro Auxiliary Services (Pty) Ltd.,** which would operate in the micro loan market and be in a position to offer beneficial rates to members. There were also plans to enter into buy-aid schemes at a later date.

**Step number five** saw us registering **Acumen Labour College,** in which we have a 40% stake. This enables us to do our own training while using external expertise and know-how.

**Nommer ses** was die oprigting van **Quattro Communications Company (Pty) Ltd.** wat 'n telefoonnavraagdiens is en spesialiseer in Publiserve mediesefondsnavrae. Ons vind dit egter ook handig om mikroleningsnavrae te hanteer en lede te help met probleme in verband met beurse! In hierdie onderneming besit ons ook 'n 60% aandeel. (Lede kan gerus die deellynnommer 0860-100-284 skakel om met die operateurs kennis te maak.)

Ons is tans besig met **stap sewe** en dit sal binnekort gefinaliseer word wanneer die maatskappy geregistreer is. Dit is **Quattro Communicats** wat reeds die samewerking van twee uiters bekwame direkteure het en moet omsien na die openbare betrekkinge van die ander maatskappye.

Die eerste treë met **stap agt** is ook al gemaak! Dit is om PAWUSA se maatskappye in pas te kry met moderne tendense asook om die **inligtingstegnologieveld** te betree. In hierdie verband is ons ver gevorder met samesprekings om 'n belang in 'n internet- en 'n programmeringsmaatskappy te bekom.

# Structure of PAWUSA Investment Company

PAWUSA UNION

Trust

PAWUSA Investment Company

Publiserve Trust

Quattro Asset Management

| | | (PIC share-holding) |
|---|---|---|
| Marketing interventions in the regulated financial services environment | Quattro Financial Services | 100% |
| Service and products in less defined arenas e.g. micro loans and med-aid schemes, etc. | Quattro Auxiliary Services | 100% |
| Tele-centre with a focus on med-aid enquiries. Also out-source its communications skills to third parties | Quattro Communication Services | 60% |
| All training aspects but with specific focus on labour legislation and soft skills | Acumen Labour College | 40% |
| Minor shareholding in internet service provider, programming and human resources company | Lando International Group Technologies | 10% |
| In Process | Marketing Company | 100% |
| In Process | Another | 100% |

## Befondsing van die maatskappye

Hoewel ons nie die besonderhede daarvan bekend kan maak nie is dit voldoende om te sê dat ons vennoot in die onderneming tot dusvêr meeste van die oprigtingskoste en aanvangskapitaal as sy aandeel ingestort het. Pawusa moet slegs sy lede mobiliseer om aan die transaksie deel te neem sodat ons ons aandeel van 70% van die winste tot ons lede se voordeel kan aanwend.

## Aanwending van die winste

Verreweg die grootste nood is die verskaffing van beurse vir opleiding van lede en hulle afhanklikes. Beurse ter waarde van R200 000 is reeds toegeken en ons hoop dat dié bedrag in die volgende jaar minstens sal kan verdubbel!

Die Nasionale Uitvoerende Komitee van die vakbond het egter seggenskap oor die aanwending van die fondse en sal dit aanwend waar die grootste nood bestaan.

## How can I help?

Without the support of all Union members, it is impossible to achieve our goals. We are the first Union to actively do something to ensure that economic empowerment is not just a pipe dream. We must grow our ideals by ensuring expansion of our membership base and, most importantly, by supporting our company's products. The bottom line is that we only get financial support if the product is sold by an affiliate of PIC Many companies will now try to piggyback on our efforts.

## Other opportunities

There is more scope to this venture than meets the eye. Marketing and distribution companies such as ours need intermediaries - we are a chain of product providers within our own communities.

***If anyone, be it a member or official, spouse or employee, is interested in earning some extra cash by starting his own business venture, please contact our tele-centre on 0860-100-284 for more information.***

# PROFWRAP

*(continued from page 15)*

Om die koste laag te hou word gebruik gemaak van 'n kliëntedienssentrum en mens kan jou dekking verhoog, aanpas en van maand tot maand verander deur slegs die telefoon op te tel. Jou "bestelling" word deur 'n stem herkenningsmeganisme vasgelê en een maand later is jou polis verander en geniet jy die dekking van jou keuse!

Payment for your cover can be done either by debit order, through your bank account, or (for members of PAWUSA) added to their monthly Union contribution.

Please note that there is a waiting period of 30 days and official notification of acceptance after the first premium has been paid, before cover will commence.

**PHONE 0860 100 284 TODAY TO FIND OUT MORE**

# NEC MEMBER TO LONDON

Mrs Marilyn James, NEC member for Kwa-Zulu Natal, had the opportunity last year to attend a congress in Britain where she was given the opportunity to address the delegates on trade union matters in South Africa and particularly on PAWUSA and its views.

The congress had a strong focus on Woman's Rights and attention was given to the thorny issue of getting women in their rightful place in employee organisations.

***ANC exiles and Marilyn James (2nd from left) in London***

# Pawusa standpunt oor Hiv/Vigs

Ons aanvaar die standpunt van navorsers wêreldwyd dat VIGS aangebring word deur 'n immuun-abnormaliteit in die menslike liggaam.

Ons weet ook dat VIGS dodelik is ... dat mense daarvan sterf.

Ons ondersteun die standpunt van President Thabo Mbeki dat meer navorsing nodig is, dat vernuwende denke dalk net oplossings kan vind op ander plekke as waar daar huidig voor gesoek word.

Ons wend ons egter in die finale stadium na ons basiese beginsels van sedelikheid, Godvresenheid en geloof in familiewaardes en gemeenskapsgesindheid.

Daarom vra ons ieder en elk PAWUSA lid en sy gesin om veilig te leef eerder as om die risiko te loop van 'n vernietigende siekte wat slegs èèn uiteinde tot gevolg het - DOOD.

# Sakgeld vir 'n storie

So 'n paar van die manne wat tussen die lyne gelees het, het gesien hoe graag die Redaksie stories en bydraes wou gehad het en het toe gereageer. Lekker was die verrassing toe hulle verlede maand tjekkies van tussen R200 en R500 ontvang het.

Ons ontvang graag bydraes van enigiemand wat 'n mooi plaaslike storie het. As u nie seker is nie, bel gerus 083-325 9476 en bespreek dit met my. Vra is immers vry!

Onthou die volgende as u fotos instuur:

- Heg 'n beskrywing aan van die geleentheid, die spreker, die plek, departement of tak en sulke relevante inligting.
- Maak seker die persone op die foto is herkenbaar. Mens kan feitlik alles doen met 'n skerp foto, maar die langafstandskote waar niemand herkenbaar is, is niks werd en word uitgegooi.
- Sorg dat die persone op die foto skouer-aan-skouer staan en fokus op die gesig - niemand stel belang in 'n ou se klere nie!
- Moenie skaam wees om mense te vra om vir 'n foto te poseer nie - baie is later dankbaar.

Indien ons die storie nie aanvaar nie is daar werklik 'n goeie rede. Praat gerus met ons.

# You shape our future!

***(Undertaking by persons accepting nominations to PAWUSA committees.)***

PAWUSA establishes a number of committees and subcommittees at National, District and Branch level each year in order to put into practice the policies and projects of the union.

(The responsibility and priority of these bodies are to provide the widest possible range of services, facilities and functions for the broad base of the membership.

In order for the various committees to function effectively, all of their members should ideally be energetic, enthusiastic and dedicated and have enough free time to devote to essential committee meetings and projects to which they are seconded.

In accepting nomination for any district or branch committee position, a candidate should adhere to the following requirements and responsibilities, and accept the implications of the position.

He or she should understand that they will be expected to play an active role in district and branch affairs:

- Arrange regular meetings to discuss activities and organise events. Nominees must allocate time for this purpose.
- Because recruitment of new members is a National priority for the Union, nominees for posts must also accept that they have to play a leading role in this regard and set the example!
- Communication, furthermore, is essential. Officials must make the time to convey the messages from Head Office and also distribute communiques like the Procedo.

The strength and future of PAWUSA lies in its districts and branches. With an active district and branch committees and good leadership, members in the various districts will feel that they belong to a dynamic organisation.

If you live in a district that doesn't seem to organise very much, contact the district chairperson to see if the committee needs another volunteer. Chances are good that you won't be wasting your time and your contribution will make a difference.

One last thought . . . remember that a positive attitude can make the difference between success and failure. Don't be ruled by negative thoughts, they are only destructive in the end.

When people come to you with moans and complaints, try to put them in perspective. Try to see the bigger picture and don't forget that they may have another agenda. If there are genuine problems, try to solve them. You'll be amazed at what YOU can achieve.

GOOD LUCK!!!!!!!

**Sipho Mabaso**