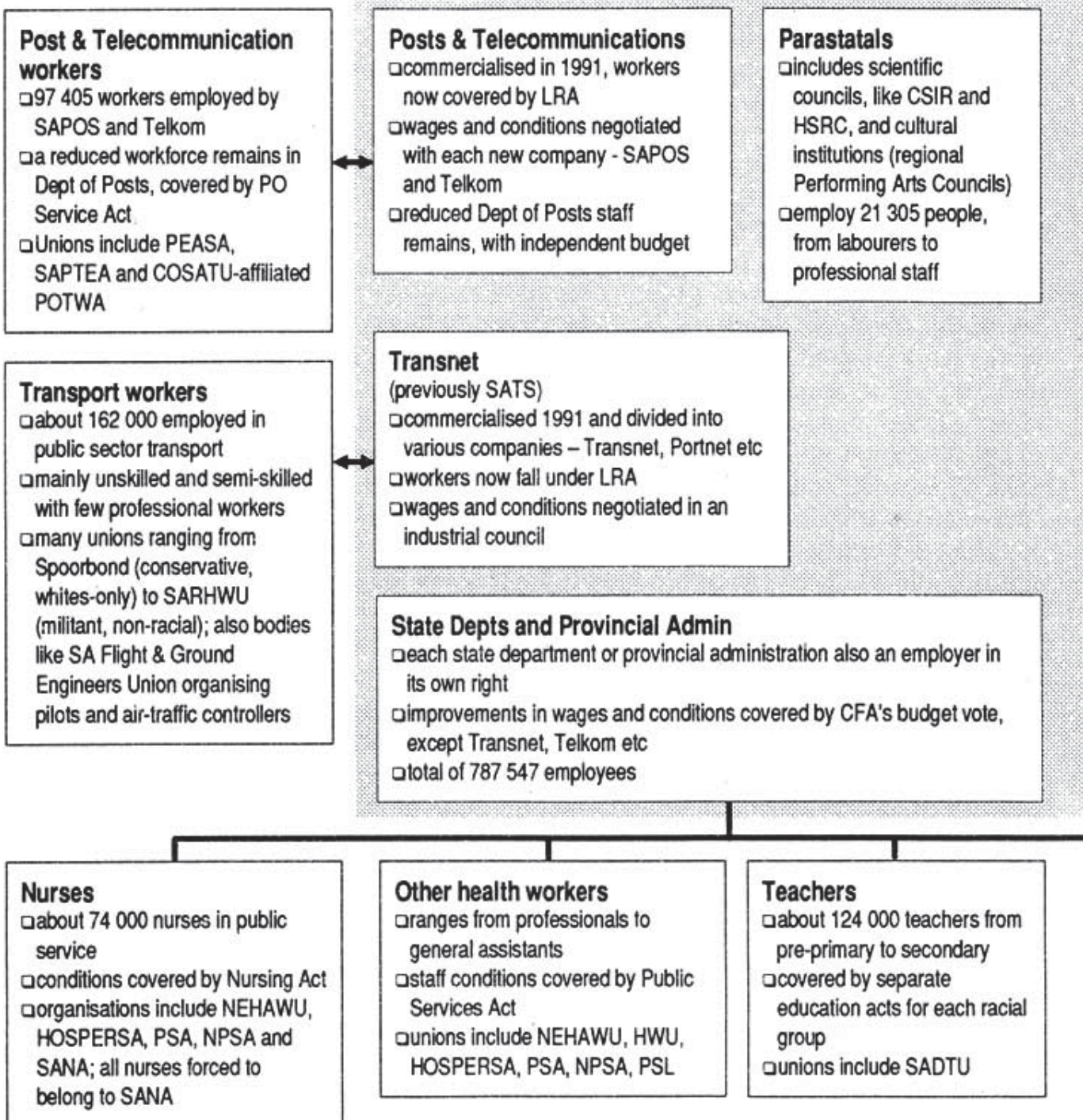
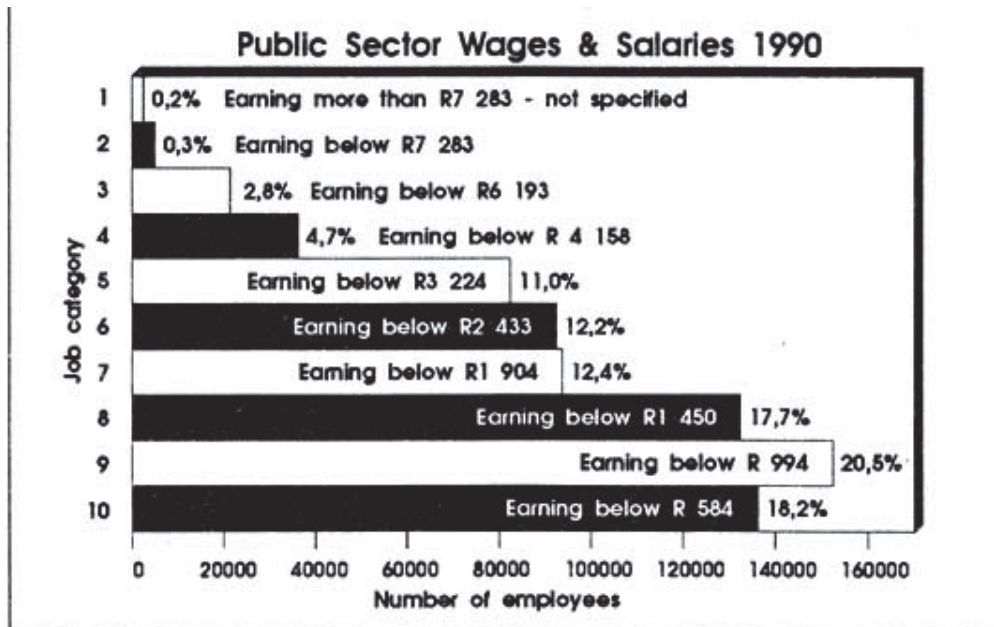


The Public Sector

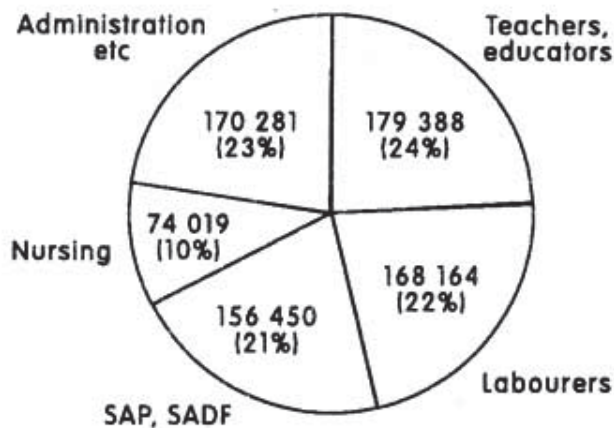


The Laws

Public sector workers are covered by a number of laws. Most fall under the Public Service Act, the Public Service Regulations and the Public Service Staff Code. The main laws affecting public sector employment are:

- Public Service Act 111 of 1984
- Education Affairs Act 70 of 1988
- Nursing Act 50 of 1978
- Defence Act 44 of 1957
- Police Act 7 of 1958
- Prisons Act 8 of 1959
- Post Office Service Act 66 of 1974
- Labour Relations Act 28 of 1956

Broad composition of Public Service



Self-Governing states

- Lebowa, KwaNdebele, Gazankulu, KwaZulu, QwaQwa
- not covered by SA legislation, separate negotiations take place
- CFA budget covers improvements to conditions of service
- 203 022 employees in civil services of these 'states'

TBVC

- Transkei, Bophuthatswana, Venda, Ciskei - nominally independent
- each has its own Public Service Commission
- other figures in this chart exclude TBVC

Homelands (no of civil servants employed)

- Bophuthatswana 54 637
- Transkei 88 545
- Ciskei 39 500
- Venda 24 000

Commission for Administration (CFA)

- headed by a Director-General
- advises cabinet and each state department on labour matters and other matters concerning the public service
- represents state in dealing with labour relations at central/national level
- negotiates with unions/staff associations on wages & conditions; labour legislation; other matters of mutual interest

Universities/Technikons

- improvements in wages and conditions financed in part or full by Treasury
- difficult to negotiate; apparently not covered by any labour law

Other educators

- about 55 000 academic staff employed in tertiary education
- unions include UDUSA
- NEHAWU organises general employees

Local Government

- municipalities and other local authorities providing range of services
- most workers fall under LRA
- a few workers performing municipal services fall under provincial administration, and Public Service Act

Municipal workers

- about 285 000 employed, from labourers to professional staff
- almost 50 unions, but SAMWU the largest with 65 000 members

Services personnel

- about 156 000 employees in police, army and prisons
- **police** – may only join unions with permission of Commissioner of Police; POPCRU trying to organise
- **prisons** – warders may only join unions with permission of Commissioner of Prisons; POPCRU has over 1 000 members
- **military** – civilian employees (cleaners etc) covered by Public Service Act; Professional soldiers covered by Defence Act and Military disciplinary code.

Other civil servants

- remaining public service employees range from engineers to general assistants
- about 168 164 labourers and 170 281 other civil servants
- all covered by Public Service Act
- at least 11 unions including Public Servants Association, PSL, NPSA and NEHAWU