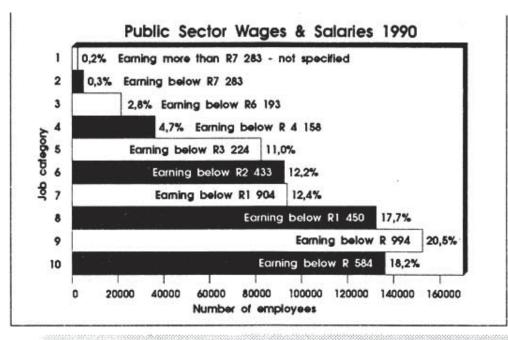
The Public Sector



Post & Telecommunication workers

- □97 405 workers employed by SAPOS and Telkom
- a reduced workforce remains in Dept of Posts, covered by PO Service Act
- □Unions include PEASA, SAPTEA and COSATU-affiliated POTWA

Transport workers

□ about 162 000 employed in public sector transport □ mainly unskilled and semi-skilled with few professional workers □ many unions ranging from Spoorbond (conservative, whites-only) to SARHWU (militant, non-racial); also bodies like SA Flight & Ground Engineers Union organising pilots and air-traffic controllers

Posts & Telecommunications

□commercialised in 1991, workers now covered by LRA □wages and conditions negotiated with each new company - SAPOS and Telkom □reduced Dept of Posts staff remains, with independent budget

Parastatals

□includes scientific
councils, like CSIR and
HSRC, and cultural
institutions (regional
Performing Arts Councils)
□employ 21 305 people,
from labourers to
professional staff

Transnet

(previously SATS)

□commercialised 1991 and divided into various companies – Transnet, Portnet etc □workers now fall under LRA □wages and conditions negotiated in an industrial council

State Depts and Provincial Admin

- each state department or provincial administration also an employer in its own right
- improvements in wages and conditions covered by CFA's budget vote, except Transnet, Telkom etc
- atotal of 787 547 employees

Nurses

□ about 74 000 nurses in public service □ conditions covered by Nursing Act □ organisations include NEHAWU, HOSPERSA, PSA, NPSA and

SANA; all nurses forced to belong to SANA

Other health workers

□ ranges from professionals to general assistants □ staff conditions covered by Public Services Act

unions include NEHAWU, HWU, HOSPERSA, PSA, NPSA, PSL

Teachers

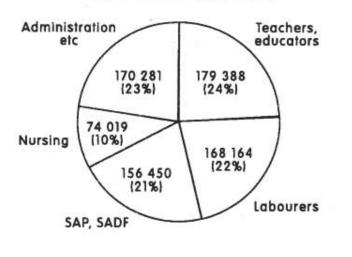
□ about 124 000 teachers from pre-primary to secondary □ covered by separate education acts for each racial group □ unions include SADTU

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





Self-Governing states

□Lebowa, KwaNdebele, Gazankulu, KwaZulu, QwaQwa

- unot 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'

Commission for

public service

Administration (CFA)

headed by a Director-General

advises cabinet and each state department on labour matters and other matters concerning the

prepresents state in dealing with

unegotiates with unions/staff

associations on wages &

matters of mutual interest

labour relations at central/national

conditions; labour legislation; other

TBVC Trans

Transkei, Bophuthatswana, Venda, Ciskei - nominally independent

- ueach has its own Public Service Commission
- other figures in this chart exclude TBVC

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Universities/Technikons

conditions financed in part or full by Treasury

adifficult to negotiate; apparently not covered by any labour law

Homelands (no of civil servants employed)

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

Other educators

□ about 55 000
academic staff
employed in tertiary
education
□ unions include UDUSA
□ NEHAWU organises

Local Government

umunicipalities 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

general employees

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

Services personnel

level

about 156 000 employees in police, army and prisons

apolice – 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

Immilitary – 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