



NEHAWU

National Education Health & Allied Workers' Union

OFFICE OF THE SECRETARIAT

E-Mail: Secretariat@nehawu.org.za

NEHAWU House
56 Marshall Street
Marshalltown
P.O. Box 10812
Johannesburg, 2000

Tel: (011) 833-2902
Fax: (011) 833-0757

Website: www.nehawu.org.za

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NEHAWU statement on its preparations for the National Day of Action in the Social Development Sector

The National Education Health & Allied Workers Union [NEHAWU] in this new year, 2017 has, as a first meeting of its national meetings, convened on the 12th – 13th January a Public Social Development National Meeting in Johannesburg. The importance of this meeting was to robustly discuss a way forward and road map in relation to the demands tabled in the Public Health and Social Development Sectoral Bargaining Council [PHSDSBC] by the union in August 2015.

Sadly, the union wishes to inform its members, workers in general in the sector and the public as a whole that to date the employer has dismally failed to table a counter offer after several negotiations conducted since 2016. As a result of this inability from the side of the employer, NEHAWU declared a dispute and received a certificate to exercise its right to strike.

With employers' lack of willingness to play the ball, the union decided to consult and mobilise its members and workers in general towards taking the matter to the streets. In this regard, the union decided to embark on a plan of action which commences with consultation of its members and structures culminating into a National Day of Action proposed to take place on the 10th February 2017.

Currently, all provinces and regions are directed to widely consult every member in order to compile all issues facing them in the sector ranging from conditions of service and profession including service to South African citizens. Ultimately, at the end of mobilisation programme, the union will organise a National march to highlight its dissatisfaction with how the employer has been and still handling our issues.

Indeed, Social Service professionals are the lowest paid professionals yet expected to give hope and confidence to the development of citizenry and creating a sustainable and active citizens for social development.

Unfortunately, workers in this service are not compensated in a dignified manner and valued as critical contributors at the point of service.

For instance, the current OSD does not promote the principles of attracting and retaining professionals to preserve this precious service in a sustainable manner for social development. As a matter of fact, in its current form, the Social Service professionals retire or die poor hence our demands for the review are as follow:

- **Review of Resolution 1 of 2009:** Occupational Specific Dispensation (OSD) for Social Service Professional and Occupations
- **Social Work category:** Entry level for Social Workers to be salary level 10, Supervisor entry level 11, bring back assistant Director at entry level 12, Retain Social Work Manager (DD) at entry level 13
- **Child and Youth Care Workers (CYCWs) Category:** CYCW grade 1 (CYCW) = Salary Level 7, CYCW Team Leader grade 2 (Senior CYCW) = Salary Level 8, CYCW Supervisor grade 2 (Chief CYCW) = Salary Level 9
- **Social Auxiliary Workers (SAWs) and Assistant Community Development Practitioners (ACDPs) category:** Entry level for Social Auxiliary Workers and Assistant Community Development Practitioners to be 7
- **Community Development Practitioners (CDPs) category:** Entry level for Community Development Practitioners 8
- **Delinking of Accelerated Grade Progression from PMSD system and reduction of years for qualification of grade progression:** Qualification for Accelerated grade progression be delinked from performance assessment, pending the introduction of a compatible and effective system. Qualification for Accelerated Grade Progression be reduced from 5 years to 3 years. Qualification for grade progression be reduced from 10 to 5 years, 20 to 15, 30 to 20 years respectively.
- **Introduction of a new PMDS tool:** In terms of clause 3.4 of Resolution 1 of 2009, employer was supposed to have developed a new performance management and development system for social service professions and occupations within twenty four (24) months from the date of signing the agreement and they have failed to do so.
- **Rural Allowance:** We demand for the introduction of rural allowance for Social Service Professionals and Occupations.
- Provision of a conducive working environment and working tools including insourcing all outsourced employment services.

Our members and workers in the sector have ran out of patience with the intransigent and arrogant management that does not place the interest of workers and South Africans at the centre of the social conditions of our people.

As a result, the union is compelled to organise a national march to register our demands. At this point, we call upon the Minister of Social Development to pay urgent attention and concede to our demands, equally calling her to regard this

national day of action as a warning shot as we are prepared to engage in rolling mass action until our demands are met.

Failure to pay attention or find solutions to our demands, we unfortunately left with no option but to accelerate our mobilisation into a full blown strike as our union is prepared to hold the bull by its horns and even to sleep with the hyena.

Issued by NEHAWU Secretariat

Bereng Soke (General Secretary) at 082 455 2713; Zola Saphetha (Deputy General Secretary) at 082 558 5968; Khaya Xaba (NEHAWU Media Liaison Officer) at 011 833 2902 - 082 455 2500 or email: khaya@nehawu.org.za Visit NEHAWU website: www.nehawu.org.za



KHAYA XABA

Media Liaison Officer

Tel: +27 11 833 2902 Ext: 60636

Mobile: +27 82 455 2500

Email: khaya@nehawu.org.za

NEHAWU HEAD OFFICE

National Education Health and Allied Workers' Union

56 Marshall Street | Marshall Town | Johannesburg

PO Box 10812 | Johannesburg | 2000

Tel: +27 11 833 2902 | Fax: +27 11 833 0757 (Secretariat)

Website: www.nehawu.org.za

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