



# VIVA

AUGUST 2025

9<sup>th</sup> EDITION

# MISEBENZU

SOUTH AFRICAN POLICING UNION DIGITAL

# NEWSLETTER



# EDITOR IN CHIEF'S COMMENTS



## Leadership, Ethics, Governance and Sustainability

In this edition of Viva Msebenzi, I invite everyone to reflect on values that shape not only our union, but also the society we live in: Leadership, Ethics, Governance, and Sustainability. These principles may sound abstract, but they have very real meaning for workers, communities, and the future of our nation.

### Leadership Rooted in Ethics

Leadership is not about titles or position, it is about service, responsibility, and accountability. A true leader does not simply command; they inspire trust and embody the values of justice and fairness, also leadership cannot be separated from ethics. Every decision we make as leaders and members is not only about what we do, but also how and why we do it.

***“Leadership without ethics is simply power without purpose.”***

### The Four Ethical Lenses

There are many ways to think about ethics. Each one offers lessons for us as a union and as citizens:

- **Deontology:** Some actions are right or wrong regardless of the outcomes. Defending workers' rights and human dignity is not optional – it is a moral duty.
- **Consequentialism:** We must weigh the outcomes of our actions, Ethical leadership means asking: will this decision uplift our members and improve their lives?
- **Virtue Ethics:** Ethics is also about character. Leaders must be courageous, honest and compassionate – virtues that inspire trust and unity.
- **African Ethics (Ubuntu):** “I am because we are”, Ubuntu calls us to solidarity. The pain of one worker is the pain of all; the victory of one is a triumph for all.

### Governance: Ethics in Action

If ethics is the foundation, governance is the structure built on it; Good governance in our union means **transparency, accountability** and **inclusivity**. It ensures that every member's voice matters, and that leadership is not about secrecy or personal gain, but about trust and responsibility. *“Without good governance, even the most inspiring speeches remain empty words.”*

### Sustainability: Building for Tomorrow

Sustainability is about ensuring that what we build today will endure tomorrow, For SAPU, this means:

- Securing lasting benefits for workers and their families.
- Strengthening structures that will outlive individual leaders.
- Investing in the next generation of workers and leaders, sustainability also extends to our communities. We cannot thrive as workers if our communities are torn apart by crime, inequality, and despair.

***“To lead with ethics is to build not only for today, but for generations to come.”***



# SAPU MAKING IN-ROADS IN THE SECURITY INDUSTRY

The security industry falls under the **Safety and Security Sector** and SAPU is organizing within the sector. During the **2024** Central Executive Committee meeting held at Sun City in the **North West** resolved to make amendments to the SAPU Constitution to give effect to have the Security Industry inclusive in the Constitution. Subsequently the **Department of Employment and Labour** approved the amendments and SAPU continues to organize members in the industry.



It is a known fact that most workers in the Security Industry face exploitation and abuse from employers and as a worker-controlled union we cannot sit and not fight for the rights of these workers. SAPU currently have members within the Security Industry and we are making a call to all workers in the industry to join SAPU in numbers as to have their rights protected within their employment spaces; also to be eligible to enjoy great SAPU benefits.





## SAPU WESTERN CAPE HELD A SPECIAL PROVINCIAL CONGRESS

SAPU Western Cape held a special Provincial congress on the 7<sup>th</sup> August 2025 where provincial structures were represented by delegates to the congress. It has been a quiet milestone that the Acting provincial leadership was elected into their positions as follows: Acting Provincial Chairperson Comrade **Andre Van Tonder**, Acting Deputy Chairperson Comrade **Joseph Bothman** and Acting Provincial Secretary Comrade **Merae Otto**. SAPU congratulates the leadership on their new roles and they will uphold Servant Leadership to our members in the Western Cape province.



Our newly elected regional office bearers of Southern Cape, Acting Chairperson **Cde Jantjies**, Acting Deputy **Cde Piedt**, and Acting regional secretary **Cde Matutu**. Welcome to the PEC and we wish you all the best with your election within your region.



Newly elected Acting Deputy Regional Chairperson of West **Cde Makgato**. The Regional Chairperson **Cde Qakala** remains in his position as well as the Regional Secretary **Cde Mkula**.



AUGUST, 2025

# GAUTENG WOMEN IN LEADERSHIP CELEBRATES WOMEN'S DAY.

Women in leadership of Gauteng collaborated with the **Changing Attitude Movement** celebrating Women's Day on **2025-08-09**. The conference was held in Soweto focused on critical topics such as Gender Based Violence and Femicide, the challenges of persons living with disabilities, raising a child living with disabilities, mental health, healthy diet, and the importance of being financially wise for a secure future. The event was informative seeking to uplift women by equipping them with the knowledge and tools to improve their lives and strengthen communities they live in.



## #SAPUCARES

# SAPU-NORTHERN CAPE AND CCMA TRAINING FOR SHOP STEWARDS



SAPU Northern Cape (**SAPU-NC**), in partnership with the Commission for Conciliation, Mediation and Arbitration (**CCMA**), hosted a three-day training focused on the Best Practice Resource Manual for Shop Stewards and Advice Officers.



The training aimed to equip shop stewards with the necessary knowledge and skills to effectively carry out their responsibilities as shop stewards in their respective workplaces. This initiative reflected SAPU's ongoing commitment to capacity building, professional development, and excellence in union leadership.



# SAPS COLLEGE RECRUITMENT 2025/2026 INTAKE

SAPU took time to welcome and recruit the trainees who are doing their police training at different SAPS Academies across South Africa during different open days that were arranged between June and July 2025.

This initiative is quite a milestone recognizing the addition to the manpower of SAPS, also seeing young and very enthusiastic police trainees having answered to the Constitutional mandate to serve and to protect the inhabitants of the Republic and their property.

The SAPS Training Academies visited by SAPU were **Tshwane** and **Moloto** combined, **Bishop Lavis**, **Mthatha**, **Mankwe**, **Oudtshoorn**, **Phillipi**, **Graaf Reinet**, **Ulundi** and **Bisho**.

SAPU wish to thank all trainees whom after listening to the SAPU presentations with great benefits offered by the organization, took a decision to become our members. We re-affirm our commitment to serving you guided SAPU values. For those who went through the passing-out parade in August 2025, SAPU wishes you well in your policing career and for those who are still in training, we are looking forward to your passing-out parade and seeing your careers taking off under the **Safety and Security Sector**.



# SAPU TAKES THE RULING ON TRANSLATION OF SAPS SECURITY OFFICERS TO THE LABOUR COURT

SAPU took the battle faced by Security Officers in SAPS to the bargaining council (**SSSBC**) for negotiations with the Employer demanding their translation into the Police Act, looking at the nature of the job that they do. After several deliberations Employer did not agree to the demand made by SAPU, where a dispute was then lodged, and the matter was taken to arbitration. The arbitration was faced with a jurisdiction challenge raised by SAPS and DPSA where the Commissioner ruled that SSSBC has no jurisdiction to entertain this dispute and SAPU disagreed with the ruling and during **2022** the ruling was taken for review at the Labour Court by SAPU seeking to set it aside as we believe that SSSBC is the right platform that must entertain this matter.



**SAFETY AND SECURITY  
SECTORAL BARGAINING COUNCIL**

After many years SAPU waiting for a date, it was then confirmed for the **26 August 2025** where SAPU Lawyers presented and argued the case before the Labour Court Judge and awaits for a judgement on the jurisdiction ruling; members affected will be informed of the outcome once it has been handed down and is received.

It is important to point out that SAPU has not yet started arguing on the translation case merits as yet, as it was interrupted by the jurisdiction ruling which was made. We can only be able to ventilate on the matter once we finalize dealing with the jurisdiction fiasco.





# LEGALLY SPEAKING

## THE CLOCK IS TICKING.....WHEN TO REFER A MATTER TO THE CCMA OR BARGAINING COUNCIL.

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Section 191 (1)(b) of the Labour Relations Act, 1995 is quite prescriptive and straightforward insofar as it dictates the timeframes within which an unfair dismissal or an unfair labour practice dispute must be lodged with the CCMA or the bargaining council. A dismissal dispute must be lodged within 30 days of the date of dismissal and an unfair labour practice dispute must be lodged within 90 days of the date of the act or omission or within 90 days of the date on which the employee became aware of the act or occurrence.

In SAPS, as is the case in many institutions, there is an internal grievance procedure which must first be followed before an unfair labour practice dispute can be lodged with the bargaining council.

In terms of SSSBC Agreement 2/2023: Dispute Resolution Procedure, clause 1.5 (b) thereof, an unfair labour practice dispute can only be referred **after the internal grievance procedure has been exhausted. Clause 3.2 also states in this regard that before any dispute of right can be referred to the Council, the aggrieved employee must have exhausted all internal procedures.**



In practice the provisions of the LRA, read with the SSSBC DR Procedure will entail that for an unfair labour practice dispute, an employee must first exhaust the internal grievance procedure and ensure that the matter is referred to the bargaining council within the 90 day period, even if the grievance procedure has not been exhausted.

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The onus is on the employee ( and his/her representative) to ensure that the grievance is managed in terms of the prescribed timeframes for each step of the procedure. The ideal position is that a mediation certificate must accompany the referral form to the SSSBC. If the grievance process has not been exhausted by the time of referral, proof must be submitted that the employee tried to facilitate the various stages of the grievance procedure and that the employer failed to comply with the timeframes.

There was previously an understanding in some quarters that the 90 day period for referral only kicks in once the grievance procedure has been exhausted. That notion has now been dispelled of as per the judgment in *Moeketsi v CCMA and others* (2022) ZALCJHB 226, Case No JR 1157/20. In the judgment the court emphatically stated that the 90 days period commences to run from an act or omission alleged to be an unfair labour practice and not from the date parties failed to achieve internal resolution of the act or omission.

In the case of an unfair dismissal dispute, the matter must be referred within 30 days of the date of dismissal

If a dispute is not lodged within the prescribed timeframes, a condonation application **must** accompany the referral. Failure to lodge a condonation application in an instance of an out of time referral, will lead to a ruling by an arbitrator that the council does not have jurisdiction to hear the matter. If in doubt kindly contact your local shop steward in this regard.





# **DIBANANI FUNERAL & MASAPU FINANCIAL SERVICES NO: 57240**

**Dibanani funeral cover** is a tailor made scheme established for SAPU members. The name Dibanani is derived from the Nguni word which simply means "let us unite". The foundation of Dibanani came after realising that many members are being overcharged by various schemes in the funeral and insurance sector

SAPU then as a union that looks after the interests and well-being of members not only in the workplace but also their immediate and extended families saw the need to have such a scheme. Dibanani funeral scheme rates are tailor made to be at a very low premium which is affordable to members and it is also the cheapest in the market

## **Our Basic cover include**

- Main member
- Spouse
- Children
- Stillborn Children

And you can cover up to 15 Extended family members.

Our cover starts from as little as **R32.80**

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**E-mail: [info@dibanani funeral.co.za](mailto:info@dibanani funeral.co.za)**



**MA-SAPU BOARD MEMBERS**