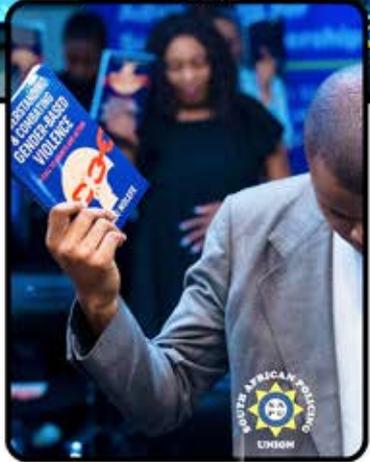
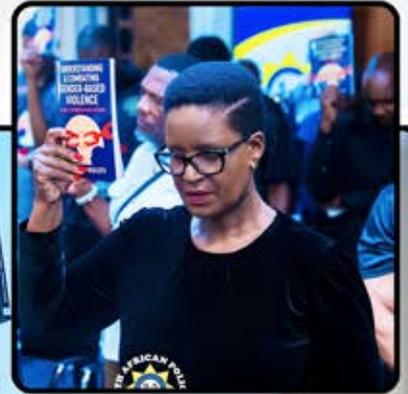


## TOGETHER, THROUGH Ubuntu and Action END GBV



**INSIDE**  
Ubuntu & Action  
#OneMillionVoices  
GEMS March  
RTMC Struture  
BMA  
Legally Speaking  
MA-SAPU

# EDITOR IN CHIEF COMMENT

01

As Viva Msebenzi, we remain guided by the mandate entrusted to us by the 2022 Congress – a mandate that calls for decisive and meaningful action against Gender-Based Violence (GBV), a scourge that continues to tear apart the fabric of our society.

In this edition, we place a deliberate focus on this critical issue. We are proud to announce the recent launch of our book, *Understanding and Combatting GBV : A Call for Ubuntu and Action*. Through this important body of work, we confront the realities of GBV by unpacking the facts and challenging the dangerous myths that continue to perpetuate violence and silence victims. Knowledge must be our first line of defense and awareness must translate into action.

GBV has no place in our communities. It is not a private matter, nor is it a cultural norm – it is a violation of human dignity and a direct attack on the values we stand for as a society. The time for silence has passed; the time for action is now.

As part of our ongoing commitment, ***we call upon all members, stakeholders and society at large to join the One Million Voices Against GBV Campaign.***

Every last Friday of the month, we encourage everyone to wear black as a symbol of solidarity, remembrance and resistance against GBV. This simple act represents a united stand, a visible reminder that we refuse to normalize violence in any form.



Tumelo Mogodiseng  
GENERAL SECRETARY

Furthermore, we urge all to embrace and practice Ubuntu, the cornerstone of African ethics. Ubuntu reminds us that **“I am because we are”**. It calls for compassion, respect, accountability and collective responsibility. It is this very principle that sets us apart and provides a moral compass to confront societal challenges such as GBV.

Let us rise together, not only in words, but in action. Let us protect the vulnerable, challenge harmful behaviours and build a society rooted in dignity, equality and justice.

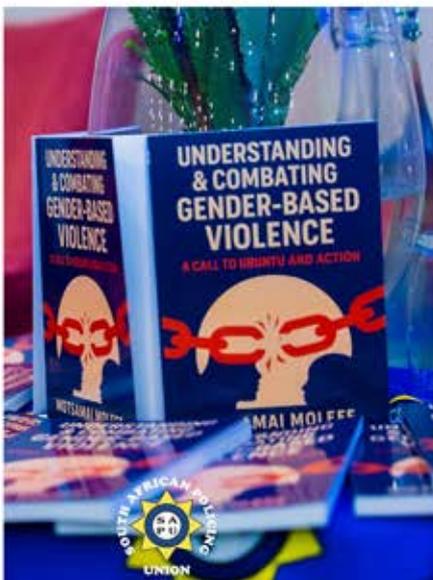
As our SAPU slogan reminds us,

**“Together we will make the difference”!**

In that same spirit, we reaffirm our collective resolve : Together, we can end GBV! This is not a fight for a few, it is a responsibility for all. Through unity, awareness and decisive action, we can build safer communities and restore the dignity of every individual.

The time to act is now, and the power to create change lies in all of us!

**Together, through Ubuntu and action  
we can end GBV!**



Follow us on



**SAPU joined an action on the 21st February 2026 marching to the GEMS offices in Menlyn Maine and handed over a memorandum of demands to GEMS.**

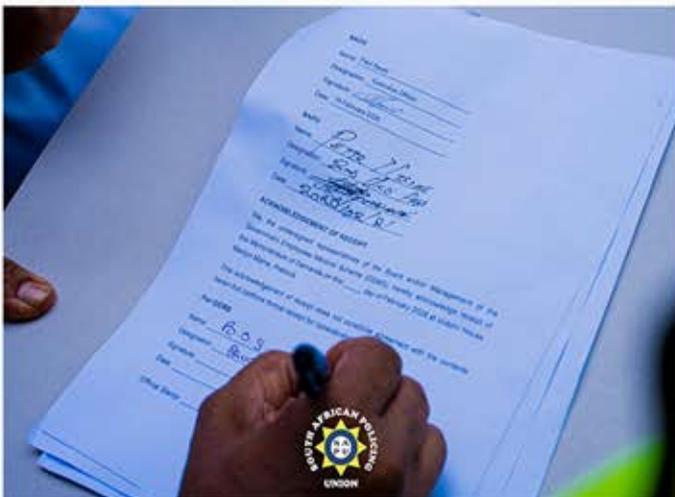


GEMS responded to the demands, and they are still not in line with the demands made as per memorandum handed to them previously.

Further engagements were held in the PSCBC after, in light of SAPU having received the not so positive response from GEMS. SAPU is joining the PSCBC on an appeal process of the current 9.5% contribution increase for the year **2026 to Council of Medical Schemes(CMS)**

This action is a legal process that SAPU is embarking on as to dispute the decision made by the GEMS Board of Trustees on the unaffordable contribution increase of **9.8% which is now 9.5%** informed by the Employer's contribution of 0.45% and not because GEMS reviewed anything.

As SAPU, we maintain our position that, **NO TO EXORBITANT HIKES FOR GEMS MEMBERS**, and we will continue this fight for the benefit of our members who belong to GEMS medical aid and their beneficiaries.



## SAPU ELECTS SAPU REPRESENTATIVES AT THE ROAD TRAFFIC MANAGEMENT AUTHORITY.



The gloomy rainy day of the **5th of March 2026** had no impact on the **Traffic Officers and Inspectors of the Road Traffic Management Authority** who exercised their right to elect their own union representatives. The South African Police Union has made headway by recruiting the **majority** of the National Traffic Police members under **RTMC**. The National Traffic Police members felt it was time for them to belong to a new home in the labour movement to address their **concerns on work related matters** that have affected them adversely so with no solution in sight.

The occasion was honored to be graced by the presence of **SAPU General Secretary Mr Tumelo Mogodiseng** who in his main address encouraged the National Traffic Police members to stay away from **corruption and the scourge of GBV** that has engulfed society.

The General Secretary advised members to seek assistance when they are faced with problems in their relationships and at home. The National Traffic Police officers then voiced their issues that they would like to be **resolved within their working environment**.

The National Traffic Police **elected their institutional chairperson**, deputy chairperson and the secretary amongst themselves with an additional **7 representatives** to form the RTMC Regional Council with the General Secretary confirming the structure as a national structure of the RTMC.



NEGOTIATOR GWEYANA ADDRESSING THE WORKERS

NEWLY ELECTED STRUCTURE

**SAPU welcomes the newly elected RTMC SAPU representatives and we encourage them to be steadfast and to lead by example as being a leader is a mammoth task that requires professionalism, integrity, loyalty and accountability.**

# SAPU ATTENDED THE BMIACF INITIATIVE IN MASERU BORDER POST

04

***SAPU attended the BMIACF Anti-Corruption Event that took place on 2026-03-10 at Ladybrand hall and subsequent to Maseru Port of entry for a walk-about at the borderline. We support this initiative based on that since its establishment during 2024 launched by the Minister of Home Affairs Dr Leon Schreiber.***

SAPU has joined the initiative to send a message to all law enforcement officers that they should resist the temptations that may lead them into participating in the corrupt activities. We are of a view that on top of being pro-active, it is important to make sure that if being pro-active did not work and corrupt activities have been committed, there is a need to deal with both the corruptor and the corrupted as we believe that this will eradicate corruption and all of its elements.



**We are appealing to all law Enforcement Officers that they should resist temptations that could lead them into corrupt activities, as corruption has negative impacts like unknowingly allowing a murderer crossing the border illegally only to commit further crimes within the Republic.**



The fight against corruption needs collaboration and SAPU collaborated with BMA and willing to further collaborate with other initiatives that seek to fight against corruption for we clearly know that corruption has ripple effects which can lead to our children inheriting a corrupt society and we should avoid it at all costs.

SAPU also joins those who celebrates and honor members who remain corrupt free and who resist the temptations of being corrupted and our message to them is that they must carry on.



## WHEN TO REFER AN UNFAIR LABOUR PRACTICE DISPUTE TO THE SSSBC.

There has been a long and existing practice in SAPS that an unfair labour practice dispute ( i.e. promotion, demotion, benefits,etc.) must first be ventilated through the SAPS grievance procedure. The grievance procedure is located in SSSBC Agreement 3/2005. (Annexure E thereof).



### **The following principles is established in terms of the said grievance procedure:**

A grievance may be invoked within 120 days after the date upon which the grievant becomes aware of the grievance or might reasonably have been expected to become aware of the grievance; After a period of 120 days, condonation must be sought from the National Commissioner; Condonation will only be considered and granted in exceptional circumstances; If the grievance is not resolved in terms of the grievance procedure, and a certificate is issued at the internal mediation process, a grievant has 30 days to refer the matter to the relevant bargaining council (e.g. SSSBC, CCMA, etc.).

The Dispute Resolution Procedure of the SSSBC is attached as Schedule 1 to the SSSBC Constitution . The latest version thereof is captured in SSSBC Agreement 2/2023.

The following clauses of the said Procedure are relevant: Clause 1.5(b) : This procedure applies to....unfair labour practice disputes after the internal grievance procedure has been exhausted ; Clause 3.2: Prior to any dispute of right being referred to the Council, the aggrieved employee must have exhausted all internal procedures as set out in clause 1.5 (b) above; Clause 3.5.1 (2)(b) :In terms of section 191(1)(b) of the Labour Relations Act,1995 a referral must be made within 90 days of the date of the act or omission which constitutes the unfair labour practice, or within 90 days of the date on which the employer became aware of the act or occurrence.

**The above can be explained in terms of the following example: A grievant becomes aware on day 1 of her/his non-promotion. The grievant has 120 days to lodge a grievance. In this example let us assume that the grievance is lodged on day 51. The grievance is then ventilated through the various steps of the grievance procedure, and although a grievance is suppose to be finalised within a relatively short period, we are all aware it can take up to a few months to have a grievance finalised. In our example let us assume the grievance is resolved and a mediation certificate issued on day 111 (that is 60 days after the grievance was lodged). The matter is then referred to the SSSBC on day 131 ( that is 20 days after the mediation certificate was issued). In terms of the grievance procedure read with the SSSBC Dispute Resolution Rules, all of the above steps have been taken within the prescribed timeframes (i.e. the grievance was lodged within 120 days and the referral was done within the 30 day period).**

Although clause 3.5.1(2)(b) stated that a referral must be made within 90 days of the act or omission, there was a general interpretation that the 90 day referral period does not start to run before the internal grievance has been exhausted.

That interpretation has been turned on its head with the Labour Court judgment of NTEU obo Moeketsi v CCMA(2022)ZALCJHB 226. In this judgment the court ruled that the 90 day period does not run after the grievance procedure has been exhausted, but from the date of the unfair labour practice (i.e. the date of the non-promotion).

If the referral is made outside the 90 day period, an application for condonation must be submitted.

In the light of the above, it is suggested that the following procedure be followed in lodging a grievance and referring an **unfair labour practice (ULP)** dispute to the SSSBC:

- Once the act/omission that gave rise to the ULP has taken place (i.e. the non-promotion) immediately lodge a grievance (**do not wait for the 120 day period to run, as the 90 day period to refer a dispute to the SSSBC also starts to run concurrently**);
- Try to expedite the grievance by keeping SAPS to the timeframes as prescribed in the different steps of the grievance procedure;
- If the grievance is finalised (i.e. a certificate of non-resolution is issued) within the **90 day period**, refer the matter to the SSSBC and attached the certificate;
- if the grievance is **not finalised within the 90 day period**, refer the matter to the SSSBC within the **90 day period and attach the grievance form** to the referral.

**It will no longer be possible to refer a dispute to the SSSBC outside the 90 day period, without filing a condonation application.**

**As condonation is not easily granted, especially in the case of a grievant being assisted by an union representative, it is important to refer a dispute within the 90 day period from the occurrence thereof.**

**ALSO DO NOT REFER AN ULP DISPUTE TO THE SSSBC WITHOUT FIRST LODGING A GRIEVANCE.**

**SAPU leadership** met with the Police acting minister for the first time on the 23TH march 2026 to discuss matters of mutual interest as stakeholders.

## ON TOP OF THE AGENDA WERE

1. PSAP members long outstanding matter to be addressed by the Minister
2. Promotion policy
3. Restructuring that is not implemented
4. Lastly how to boost morale of members with the latest developments at the **Madlanga commission**



SAPU PRESIDENT AND GENERAL SECRETARY WITH POLICE ACTING MINISTER PROFESSOR FIROZ CACHALIA

## #SAPS #NationalGolfDay

**SAPU PART**  
OF SAPS GOLF DAY  
WITH PRESIDENT  
**MATSOSE,**  
**2ND VICÉ**  
PRESIDENT NTSIME,  
#MASAPU DIRECTOR,  
MR MULALO DIRECTOR  
AND MR PHASHA



A fundraising initiative in support of the SAPS Education Trust (#SAPSET), this event combines recreation with purpose. Proceeds from the SAPS National Golf Day Challenge are directed towards funding the educational needs of dependents of members who lost their lives in the line of duty.

Follow us on





## Special Option Selection Period for Tanzanite One Members Opens from 9 March 2026 - 9 April 2026



This is your opportunity to assess your healthcare needs and financial circumstances and choose the Option that best caters for you and your family's healthcare needs

### Switch your option via:

- ✓ USSD: \*134\*20018#
- ✓ Call centre: 0800 00 4367 (toll-free)
- ✓ Website and Member mobile app

DISCOVER THE  
**BRILLIANCE  
OF GEMS**

Contact details  
0800 00 4367 (toll-free)  
enquiries@gems.gov.za  
www.gems.gov.za

- @GEMSMEDICALAID1
- @GEMSMEDICALAID
- Government Employees Medical Scheme



Use the QR Code  
to download the  
GEMS Member App

- 
- 
-



SAPU GP SECRETARY  
SPEAKING TO LEARNERS



## SAPU AT JUBILEE MALL

SAPU GP attended a career expo at Jubilee Mall in Hammanskraal from the 25th March 2026. The engagement was with High School learners on their career choices.

We engaged them on the Law Enforcement Agencies we organize in and that Law enforcement doesn't only end with chasing criminals. It was a meaningful engagement even with other community stakeholders. Relationships are formed to uplift the name and image of SAPU



## DCS SPORTS DAY



SPORTS DAY  
ORGANIZED WITH  
SAPU  
MEMBERS  
PARTICIPATING AT  
DCS KHOSI  
MAMPURU II

# GROWING SAPU IN PROVINCES

10



SAPU members  
with NUMSA



SAPU Free State  
Secretary

## FREE STATE

SAPU Free State celebrated  
**HUMAN RIGHTS  
DAY** in collaboration with NUMSA.  
The theme was  
**Women's rights are HUMAN RIGHTS.**

## WESTERN CAPE

SAPU WC leadership  
giving support to its own members  
at court **AGU 11**  
Proof that this  
organisation will stand  
with you during hard times.



SAPU Western  
Cape at work and launching  
**structures**  
to grow the union and  
service members.



Kulls river newly  
elected structure.



Newly elected  
structure in Da Gamaskop.

Mosselbay sea border  
unit newly  
elected structure

Follow us on



# SAPU AND IT'S PARTNER LAUNCHED A BOOK ON GENDER-BASED VIOLENCE

11

The issue of Gender Based Violence remains a concern as highlighted in the latest 3rd Quarter Crime statistics on cases related to the same, and SAPU welcomes the declaration by the President of GBV being a national disaster, thus as SAPU and its partner one million voices campaign collaborated and held a dialogue on 2026-02-19 in Gauteng declaring GBV as a National Moral disaster where accountability must be taken by everyone when it comes to issues relating to the Gender Based Violence.

*The dialogue also included the launching of a book titled: **UNDERSTANDING & COMBATING GENDER-BASED VIOLENCE A CALL TO UBUNTU AND ACTION** authored by Professor Motsamai Molefe. This is where we are jointly making a call to everyone that let us put an end to:*

- Gender-Based Violence and Femicide
- Rape & Sexual Assault
- Murder & Brutality
- Police killings

“WE STAND FOR A  
Gender-Based Violence  
FREE society, and it must be  
ACHIEVED in our LIFETIME



# NOTICE OF SAPU CANDIDATES FOR POLMED VOTING 2026

11

## MS MV KWETEPANE

SAPU LIMPOPO CHAIRPERSON



HERE ARE OUR CANDIDATES TO BE VOTED FOR  
THE UPCOMING POLMED A.G.M TO  
REPRESENT YOUR BEST INTEREST AT THE BOARD OF POLMED.



## BRIGADIER (RETIRED) JOHAN DAVID GRIESEL

VOTING DATES TO BE COMMUNICATED

Follow us on



# JOIN THE MOVEMENT AGAINST GBVF



**STOP GBV**  
One Million Voices

## ENOUGH IS ENOUGH

### STAND

### SPEAK

### ACT

#### LET'S PUT AN END TO:

- Gender-Based Violence & Femicide
- Rape & Sexual Assault
- Murder & Brutality
- Police Killings

#### BREAK THE SILENCE

- Support survivors ◀
- Report violence ◀
- Speak up against injustice ◀
- Educate our communities ◀

BE ONE IN A MILLION

### JOIN NOW!

We are building a wall of sound that cannot be ignored. We need YOU to make it reach one million.

#### How to Join:

Follow the Movement by scanning these QR Codes to follow our pages.



#### OUR PARTNERS:



Your voice matters. Your action saves lives.



Contact us  
+2784-337-6766

Website

[onemillionvoices.co.za](http://onemillionvoices.co.za)



# MA-SAPU FINANCIAL SERVICE

13

TAILOR MADE SCHEME ESTABLISHED FOR SAPU MEMBERS.

## OUR BASIC COVER INCLUDE

- MAIN MEMBER
- CHILDREN
- STILLBORN CHILDREN
- SPOUSE

AND YOU CAN COVER UP TO 15 EXTENDED FAMILY MEMBERS.  
**MEMBERS.**  
 OUR COVER STARTS FROM AS LITTLE AS **R32.80**



227 Lynnwood Road, Brooklyn, Pretoria

0129402616

info@dibananifuneral.co.za



### DIBANANI FUNERAL GROUP SCHEME RATES FOR FUNERAL BENEFITS

IMMEDIATE FAMILY	OPTION A	OPTION B	OPTION C	OPTION D	OPTION E	OPTION F	OPTION G
Member	R8 000,00	R13 000,00	R17 000,00	R19,000,00	R30 000,00	R50 000,00	R75 000,00
Spouse	R8 000,00	R13 000,00	R17 000,00	R19,000,00	R30 000,00	R50 000,00	R75 000,00
14 – 21 Children	R7 000,00	R7 500,00	R12 000,00	R12 500,00	R20 000,00	R30 000,00	R50 000,00
6 – 13 Children	R5 000,00	R5 000,00	R7 500,00	R10 000,00	R10 000,00	R20 000,00	R30 000,00
1 – 5 Children	R2 500,00	R2 500,00	R2 500,00	R5 000,00	R5 000,00	R10 000,00	R10 000,00
Birth -11 months	R1 250,00	R2 500,00	R2 500,00	R2 500,00	R5 000,00	R10 000,00	R10 000,00
Still born (from 26 weeks)	R1 250,00	R2 500,00	R2 500,00	R2 500,00	R5 000,00	R10 000,00	R10 000,00
<b>PREMIUMS</b>	<b>R32,80</b>	<b>R49,80</b>	<b>R63,30</b>	<b>R72,10</b>	<b>R101,50</b>	<b>R170,20</b>	<b>R253,20</b>

UMNCWABO / BEEF / IHKOMO BENEFIT	COVER AMOUNT	PREMIUM
Member	R15 000	R24,05
Member & Spouse	R15 000 Each	R37,80
Own Children (14 – 21)	R5 000	R18,50

PAYMENT PER MONTH	PREMIUM
R1 000,00	R11,50
R2 000,00	R23,00
R3 000,00	R34,50
R4 000,00	R46,00

OPTIONAL BENEFITS	COVER AMOUNT	PREMIUM
AIRTIME	R250,00	R8,00
CAR HIRE	R7 500,00	R36,00

UMNCWABO / BEEF / IHKOMO BENEFIT FOR EXTENDED FAMILY MEMBERS	UMNCWABO			
	Child Age 14 -20 years	Ages 21- 64 years	Ages 65 - 74 years	Ages 75 - 94 years
COVER AMOUNT	R5 000,00	R10 000,00	R10 000,00	R5 000,00
Total Premium	R18,50	R39,40	R98,50	R140,30

EXTENDED FAMILY COVERS	OPTION A	OPTION B	OPTION C	OPTION D	OPTION E	OPTION F	OPTION G	OPTION H	OPTION I	OPTION J
COVER AMOUNT	R5 000,00	R6 000,00	R7 000,00	R8 000,00	R9 000,00	R10 000,00	R15 000,00	R20 000,00	R25 000,00	R30 000,00
AGE										
0 - 6	R4,00	R4,70	R5,50	R6,30	R7,10	R7,90	N/A	N/A	N/A	N/A
7, 17	R4,00	R4,70	R5,50	R6,30	R7,10	R7,90	R11,90	R15,80	R19,80	R23,70
18-64	R17,40	R20,90	R24,40	R27,90	R31,30	R34,80	R52,20	R69,60	R87,00	R104,40
65-74	R44,30	R53,20	R62,00	R70,90	R79,80	R88,60	R132,90	R177,20	R221,60	R265,90
75-84	R63,30	R76,00	R88,60	R101,30	R113,90	R126,60	R189,90	R253,20	R316,50	R379,80
85-94	R84,40	R101,30	R118,20	R135,00	R151,90	R168,80	R253,20	R337,60	R422,00	R506,40

EXTENDED FAMILY COVER REPATRIATION	R2,43
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# CONTACT US

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## PHONE US

012 804 2088

 **Sililanabo**



**SAPU  
LEGAL**

## SPEAK TO US

**24/7** SMART ASSISTANCE  
CHATBOT  
**MEMBER MATE**

ALL SAPU, SAPU-LEGAL, MA-SAPU MEMBERS

WHATSAPP | 060 501 2582

OPEN MEMBER-MATE,  
TYPE HI,  
VERIFY YOUR  
MEMBERSHIP  
WITH  
ID NUMBER AND  
GET ASSISTANCE



SAPU SERVICE AT THE TIP OF YOUR FINGERS

## HEAD OFFICE

85/87 Rauch Avenue  
Georgeville  
Pretoria  
0184



Follow us on

