

DIGITAL NEWSLETTER



# MSEBENZI

12TH EDITION



MAY 2026

PROTECT THE PROTECTORS

# WORKER'S MONTH

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Sililanabo



# EDITOR IN CHIEF'S COMMENTS

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The month of May is globally recognized as Workers' Month, beginning with Workers Day on the 1st of May. However, as SAPU, we do not merely celebrate this period - **we commemorate with heavy hearts, as we reflect on the continuous loss of lives of our members within the safety and security sector.**

Every day, police officers and other law enforcement officials put their lives on the line in service of society, yet many are killed in the line of duty as if their lives do not matter and as if they are not workers deserving of **dignity, protection and appreciation.**

Our members face dangerous working conditions, exploitation, long hours, emotional trauma and increasing attacks from criminals, while society often remains silent and the Government's response continues to fall short.

For years, **SAPU has consistently called for police killings to be declared an act of treason against the state and democracy.** An attack on a police officer is not only an attack on an individual, it is an attack on the rule of law, peace and the safety of communities. Unfortunately, despite our calls, very little meaningful action has been taken.

As we observe Workers' Month, we call upon the Government, civil society, communities and all sectors of society to recognize members of the safety and security sector as workers and as human beings who are part of the same communities they serve. **Before becoming police officers, correctional officials, traffic officers or security personnel, they are sons, daughters, mothers, fathers, brothers and sisters from our communities.**

Despite the pain, trauma and continuous killings faced by our members, **under the spirit of Ubuntu, we still wish all workers a meaningful and peaceful Workers' Month.** We salute every worker who continues to serve with dedication under difficult conditions. **Ubuntu reminds us that "I am because we are", and through unity, compassion and mutual respect, we can build a safer and more caring society for all workers.**

As SAPU, we remain committed to fighting for safer working conditions, dignity, recognition a justice for all workers within the safety and security sector. Together, we must build a society that values and protects those who protect it.



**TUMELO MOGODISENG**  
GENERAL SECRETARY



## TRANSLATION OF SECURITY OFFICERS IN SAPS INTO THE POLICE ACT SAPU DISPUTE ROADMAP

**SAPU TABLED A POSITION PAPER IN THE SSSBC DURING 2015**, and negotiations around the matter dragged as Employer did not come with a mandate during council meetings.

SAPU decided to lodge a dispute as we perceived Employer to be using delaying tactics, and the dispute went on arbitration during 2022 and DPSA was joined by employer causing delays on the matter also arguing that matter should go to PSCBC or to CCMA as there are security officers in other departments so they claimed that it was a transversal matter, which SAPU disputed arguing that security officers in SAPS performs different duties that of other departments since SAPS in nature is unique and the dangers they are faced with, other securities in other Government departments.



## TRANSLATION OF SECURITY OFFICERS IN SAPS INTO THE POLICE ACT SAPU DISPUTE ROADMAP

SAPU confirms that the date for arbitration is the 29 June 2026 and that is where arguments will be made by SAPU on why the translation should be effected for Security Officers in SAPS. We have started a journey and SAPU will see the journey to its finality without backing down.

SAPU disputed those derailing efforts, the commissioner made a jurisdiction ruling against SAPU saying SSSBC does not have jurisdiction. SAPU took the ruling to the Johannesburg Labour Court on review as we believed the Commissioner erred in his ruling. On the 29th August 2025, a judgement was made by the labour court agreeing with SAPU that SSSBC has jurisdiction to hear the matter, shortly after a date was requested from the SSSBC to be set down for arbitration.



## MEETING



### SAPU HELD A MEETING WITH PSETA CEO AND MANAGEMENT

On 2026-05-11, SAPU held a meeting with Public Service Education Training Authority (PSETA) CEO Ms. Bontle Lerumo and Management. **The purpose of the meeting was to ensue a relationship with the training authority and to collaborate on different fronts including training, campaigns on Gender Based Violence and other campaigns.** SAPU General Secretary Cde Tumelo Mogodiseng pointed out during the engagements that we take gender based violence seriously thus we have a book in collaboration with Professor Molefe of One Million Voices Campaign titled : **UNDERSTANDING & COMBATING GENDER BASED VOILENCE with a slogan**



**“A CALL TO UBUNTU AND ACTION”.** The CEO of PSETA Ms. Bontle Lerumo commended SAPU on the stance in fighting against GBV and highlighted some initiatives on the same issue were strengthened collaboration will help moving forward.



# STAKEHOLDER PLACEMENT



Are you a GEMS member on the Emerald Benefit Option?



Switch to the Emerald Value Option (EVO) before 31 October 2026 and save! As an EVO member, you receive the same benefits as Emerald, subject to care coordination rules. **By switching from Emerald to EVO, you may save up to \*16% on your monthly contribution.**

*\*This is based on comparative calculations of the GEMS Scheme Rules*

## HOW TO SWITCH?

- ✓ Dial \*134\*20018#
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- ✓ Use the self-help facility by calling 0800 00 4367 (toll-free) and following the voice prompts
- ✓ At a GEMS Walk-in Centre
- ✓ On the GEMS Member App
- ✓ Send an email to [enquiries@gems.gov.za](mailto:enquiries@gems.gov.za) or Send a fax to 0861 00 4367



\* Savings may vary based on subsidy eligibility and number of dependants.

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# SAPU KWAZULU NATAL MAKING EDUCATION FASHIONABLE



The Acting Chair of Umzimkhulu Comrade **Senzo Mbhele** achieved his **Bachelors in Policing**.

We at SAPU encourage our members and the leadership to study to better themselves and as our motto states

**“ we make  
education  
fashionable ”.**



Comrade Magubane attached to the Durban Westville Correctional Centre and who is the Secretary of Durban South Region, has been promoted to the rank of Captain, congratulations are in order from SAPU KZN and wish him well in his new position.



Acting Deputy Provincial Chairperson of KZN Comrade Dlamini represented members that were charged with defeating the ends of justice and failure to perform duties, SAPU won the matter and the members were ecstatic of the victory .



## SOME OF THE ACTIVITIES THAT TOOK PLACE AT SAPU WESTERN CAPE



Continuation of structures along with recruitment within the Province Acting Provincial Secretary, Merae Otto with member during a recruitment drive



SAPU were also supporting soccer players within the Province by a football tournament in aid of recruitment strategy.



The Province being invited for first radio interview which was held at **radio CCFM** and discussing the issue of mental health within all law enforcement agencies.



The Acting Provincial Chairperson addressed High school learners at a school in Atlantis and highlighted **GBV, Drug and substance abuse and Anti Bullying.**



## SAPU MPUMALANGA ASSISTED A POLICE TRAINEE TO THE SERVICE AFTER THE MEMORANDUM OF AGREEMENT WAS TERMINATED

SAPU in Mpumalanga assisted in reinstating the Police Trainee to the service. The Divisional Commissioner, Human Resource Development, suspended the trainee from continuing Basic Police Development Learning Programme on 4 December 2024, due to a medical condition, with benefits.

The Police Trainee submitted a progress report where the medical practitioner declared her fit to continue with training, and an application for upliftment was submitted as required. The member also conducted a physical assessment, and she passed.



SAPU Mpumalanga investigated the matter and discovered that there was an administrative omission on the side of the employer during the process. The member performed administration duties at the designated police station while waiting to be recalled back to the Basic Training College in Tshwane Academy until February 2026, when she noticed that her contract of Memorandum of Agreement had been terminated on 28 February 2026 without her being formally informed about the reasons why her contract was terminated. SAPU Mpumalanga investigated the matter and discovered that there was an administrative omission on the side of the employer during the process.

The member performed administration duties at the designated police station while waiting to be recalled back to the Basic Training College in Tshwane Academy until February 2026, when she noticed that her contract of Memorandum of Agreement had been terminated on 28 February 2026 without her being formally informed about the reasons why her contract was terminated. SAPU Mpumalanga investigated the matter and discovered that there was an administrative omission on the side of the employer during the process. The matter was taken up with SAPU Head office for intervention, and the member was reinstated and back paid for the salary loss during the termination period.

**Currently, the member is waiting to be informed when she must return back to Basic Training Academy to finalise her Basic Police Development Learning Programme.**



## CELEBRATING WORKERS' RIGHTS: SAPU'S INSPIRING INITIATIVE WITH DR. REGINALD CINGO SCHOOL

In the spirit of Workers' Month, the South African Police Union (SAPU) in the Free State proudly collaborated with the Dr. Reginald Cingo Secondary School in Kroonstad to honour the importance of May Day.

On the eve of this important public holiday, about 300 learners gathered at the school hall to hear a presentation from our Provincial Chairperson, Mpho Mahabane. The event focused on the history of May Day and the importance of workers uniting for fair labor wages and equal treatment in the workplace.

**We encouraged the learners to think about their future career paths and how they can prepare themselves for the evolving job market, particularly considering the role of artificial intelligence and new opportunities that come with it.**

The presentation was met with great enthusiasm and positive feedback from both the school and the Department of Education, which has since encouraged other schools to follow this collaborative example set by SAPU and Dr. Cingo School. **We are proud to continue empowering the next generation with the knowledge of their rights and the promise of a fair workplace.**



## ORGANISING SECURITY WORKERS



Just after couple of months of being recruited to SAPU, the Isidingo security members enjoyed the benefit of being represented with the labour matters.



North west shopsteward on CCMA Case No: NWKD171-26 in the matter between: SAPU obo Tshiamo Justice Segalo and 24 others vs Isidingo security. The respondent agreed to pay the applicants as per the spreadsheet that was attached as evidence. The respondents will pay the applicants in three groups on the following dates: 15th April 2026, 30th April 2026 and 29th May 2026

The respondent will deposit the various agreed amounts to each Applicant's bank account, which is known to the respondent



# SAPU GAUTENG ON HOW DOES THE CURRENT SOCIO-ECONOMIC STATUS AFFECT THE WORKFORCE

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A fuel price hike affects ordinary citizens in many ways. The impact is usually felt across transportation, food prices, household expenses and the overall cost of living. We have seen taxi fares increasing in two consecutive months in the same year and this has put more financial constraint on the workers who mainly rely on public transport to and from work on a daily basis. Further, we have seen a drastic food price hike.

We were shocked during our strategic plan training when the General Secretary gave us a breakdown of bread which is R23.00 and if one buys two loaves of bread daily for a month it amounts to R1426.00 to be precise and if the situation continues we will see escalation of crime in our communities and women will be left with no choice but to resort to prostitution for survival like in the past (apartheid, lawlessness may become the order of the day).



In circumstances like this, how do we become relevant as a trade union for workers within the safety and security sector in line with our vision as SAPU? Some of our objectives as a union is to champion all issues in the shop floor and in society that impacts on our members such as crime, housing etc.

To use the bargaining power of the Union to advance SOLELY the needs and aspirations of its membership. We need to flood the bargaining councils (PSCBC, SSSBC, NBCPSS) with position papers to force the employer to come up with a financial relief mechanism to ease the financial burden by providing employees with transport and to consider employees to work from home where possible like we did during COVID 19 pandemic.

Researches shows that employees are productive when they work at home and if not possible the employer must come with a relief mechanism. We further need to work with other organised labour with common interest and purpose who are affiliates of federations that take part in NEDLAC to force the employer.



# SAPU LIMPOPO CARES



SAPU Provincial Secretary Lesiba Phukubye speaking at the Retirement of our member



Served 39 years of uninterrupted service and a loyal member of SAPU in good standing

SAPU bidding farewell to one dedicated police official Lt col S.R Boshomane who served with pride and dedication in the fight against crime. The member was attached to Provincial Investigating Unit. As he retired, SAPU would like to congratulate him and wish him well on his future

## A DIGNIFIED SEND OFF TO ONE OF US

**IN LOVING MEMORY OF CHIVIRIKANI NTIMANE**

MEMORIAL SERVICE: 08 MAY 2024 (FRIDAY) 15:00 - 17:00 (SHEO)  
MALAMULELE (HOME): 21.963506, 30.496247

FUNERAL SERVICE: 08 MAY 2024 (SATURDAY) 10:00, 06:00 AM  
VENUE: SPICA - BIRING (TITIKWELE)

Sillanabo, The Agency, Dikharani

SAPU Limpopo lost one of the dedicated staff member under MA-SAPU. Rest in Peace #ChivirikaniNtimane



# TRAINING OF GAUTENG FTSS AND PEC MEMBERS

**Gauteng PEC** with FullTime **Shopstewards** held a one day workshop on SAPU Strategic Planning and Business Plan.



The General Secretary of the organisation took the PEC and FTSS page by page of the strategic plan, making sure align with the **vision and mission** of the organisation as we execute and service our members in the province.

The workshop was held at SAPU Head offices on 13 May 2026.



# SAPU NORTHERN CAPE MILESTONES



*Making Education Fashionable / Capacity building*

SAPU-NC Acting Provincial Deputy Chairperson Cde Marchel Daniels and Provincial Secretary Cde Sabata Tshabedi completed their online skills course through National School of Governance on Introduction to Leading Change and Introduction in Project management. SAPU Provincial Administrator Mrs Kgomotso also completed NQF 5 in Demonstrating an understanding of Professional values and ethics.



Newly appointed Provincial Organiser Mrs Rianna Williams. Women are given employment opportunity within SAPU.



SAPU-DFR Regional FTSS Cde Lesege Thulare with Fidelity-Kathu Security Officers joining SAPU in Kathu



**SAPU visited Merydale SAPS for site visit and to engage member.**

There is great concern on the prison cells and Police safety in Namakwa and John Taole District. Dates have been set with Department of Employment and Labour as the employer is reluctant to address OHS and Police Safety despite numerous reports to employer.



# LEGALLY SPEAKING

by Div Odendaal

## WHEN EMPLOYMENT EQUITY IS NOT THAT EQUITABLE...

SAPU assisted a member with an unfair discrimination case at the CCMA, based on her non-appointment to a post that she was recommended for. The basis of the dispute was the fact that the member was recommended as the first preferred candidate by the interviewing panel. Besides herself, another candidate was recommended as the second preferred candidate. A third candidate who was also shortlisted, but not recommended by the interviewing panel, was eventually appointed to the pos



At the arbitration hearing SAPU, on behalf of the member, argued that the moderation panel, who decided not to follow the recommendation of the interviewing panel, but to appoint the third candidate, acted unfairly based on the fact that the third candidate was not recommended

### IN HIS AWARD, THE CCMA COMMISSIONER RULED THAT:

SAPS discriminated against the Applicant based on her race ( Indian female). She obtained the highest score and based on her experience and performance during the interview, she would have been the best candidate for the position;

It would not amount to unfair discrimination if SAPS promoted the third candidate,even if he was not the best candidate,if the decision was reasonable and with due regard to the instruction;

It was not disputed that the third candidate qualified for the position and that he was interviewed. He was scored and his score was within 10% of the Applicant's score. Therefore, in terms of the guidelines, the third candidate was a suitable candidate;

.On a strict reading of the National Instruction the correct approach would have been to re-advertise the post. I cannot find that it was irrational for SAPS not to promote the Applicant in circumstances where there is another suitable candidate that would enhance the employment equity profile of SAPS.

On the other hand SAPS did not comply with their own national instruction. The moderation committee recommended a person that was shortlisted and not recommended. The Divisional Commissioner appointed a person that was shortlisted and not one of the recommended candidates;



# LEGALLY SPEAKING

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by Div Odendaal

Based on the above, the commissioner ruled that SAPS did not made themselves guilty of unfair discrimination by not appointing the Applicant but rather the third candidate.

It was this decision of the commissioner that SAPU took on review to the Labour Court. In the review judgment, the court found that where the third candidate was **not a recommended candidate, he ought not have been in the running for consideration at all, and the decision to apply the 10% rule in relation to the third candidate was irrational.** The court found that the CCCMA commissioner arrived at a decision that a reasonable decision maker could not have come to in dismissing the Applicant's unfair discrimination claim. Based on the above, the arbitration award was set aside. As the Applicant was sub-

## WHAT LESSONS CAN BE LEARNT FROM THE JUDGMENT:

Only recommended ( as oppose to shortlisted) candidates can be considered for appointment;

The so-called 10% equity rule of SAPS is only applicable between the first and second recommended candidates, and not anyone else. The rule implies that if the score between the first and second recommended candidates is less than 10%, the second recommended candidate can be appointed, **if that appointment will advance equity considerations.** The 10% rule of SAPS is not captured in any Instruction or directive, and as such it can be challenged under appropriate circumstances.

**THE ABOVE JUDGMENT IS CITED AS SAPU OBO SINGH V SAPS LABOUR COURT CASE NO JR56/24 DELIVERED ON 13 MAY 2026, AND CAN BE MADE AVAILABLE ON REQUEST.**



# TSHWANE VASBYT: 70KM ENDURANCE WALK

SAPU attended the VASBYT ENDURANCE WALK OF 70KM at Kgosi Mampuru Max Corectional Service on the 15th and 16th of May 2026. Our very own **2ND VICE PRESIDENT CDE PETER NTSIME, NATIONAL TREASURER CDE LORATO LEPHORO** were in the thick of things, partaking in the walk.



**LORATO LEPHORO**

**PETER NTSIME**



**PETER MOHLOBA**

**SAPU is committed in strengthening stakeholder relationship within our sector.**



# 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.



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Website

onemillionvoices.co.za



# REPRESENTATIVES TO BE VOTED TO SIT IN THE POLMED BOARD

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## NOTICE OF **SAPU** **CANDIDATES** FOR **POLMED VOTING 2026**

**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

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# MA-SAPU FUNERAL SERVICE

## OUR BASIC COVERS INCLUDE

- MAIN MEMBER
- SPOUSE
- CHILDREN
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## AND YOU CAN COVER UP TO 15 EXTENDED FAMILY MEMBERS

OUR COVER STARTS FROM AS LITTLE AS **R32.80** a month



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### 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 |
| PREMIUMS                   | R32,80    | R49,80     | R63,30     | R72,10     | R101,50    | R170,20    | R253,20    |

| UMMCWABO / BEEF / INKOMO BENEFIT | COVER AMOUNT | PREMIUM |
|----------------------------------|--------------|---------|
| Member                           | R15 000      | R24,05  |
| Member & Spouse                  | R15 000 Each | R37,80  |
| Ovam 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  |

| UMMCWABO / BEEF / INKOMO BENEFIT FOR EXTENDED FAMILY MEMBERS |                         |                   |                   |                   |
|--|-------------------------|-------------------|-------------------|-------------------|
| Ummcwabo   | Child Age 14 - 20 years | Age 21 - 64 years | Age 65 - 74 years | Age 75 - 84 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           |

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

| 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    | R266,00    |
| 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

## MA-SAPU AT TSHWANE VASBYT





# CONTACT US

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**CHATBOT**  
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VERIFY YOUR  
MEMBERSHIP  
WITH  
ID NUMBER AND  
GET ASSISTANCE



  





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