



Numsa Media Monitor

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A daily compilation of local, national and international articles dealing with labour related issues

South African workers

NUM declares wage dispute with Eskom

SABC, 16 July 2016

The National Union of Mineworkers (NUM) on Friday declared a wage dispute with Eskom after they reached a deadlock in negotiations.

NUM spokesperson Livhuwani Mammburu said in a statement the union "deplores Eskom's dirty tactics and the arrogant attitude displayed during the wage negotiations".

The NUM wants a wage increase of 12 % for the highest paid employees and 13 % for the lowest-paid. Eskom is offering 7 % .

Mammburu said the union and the employer could not find common ground by Friday afternoon and the dispute would be referred to the Commission for Conciliation, Mediation, and Arbitration (CCMA) on Monday.

"The NUM is extremely disappointed and angry that Eskom still refuses to close the apartheid wage gap within the company," he said.

"It is a matter of fact that white employees still earn more money than black employees within Eskom, even when they do the same job.

This is a serious discriminatory practice that Eskom must address as soon as possible."

Among other demands, the NUM wants a one year wage agreement, selling of leave, closing of the "apartheid wage gap", and a housing allowance of R5000 a month.

Last month, the NUM accused Eskom executives of paying themselves massive bonuses of R6 million each and "leaking" a document on payments to workers in a bid to "weaken" the union during wage negotiations.

Eskom spokesperson Khulu Phasiwe was not immediately available on Friday.

Last week Eskom concluded three loan facilities with the African Development Bank (AfDB), collectively worth about R20 billion.

The loans will be used to fund the power utility's general capital requirements, including new build projects, maintenance and refurbishment of generation plant, transmission, and distribution infrastructure, and skills upgrading.

This came soon after Eskom reported a sound financial and operational footing compared to a year ago as net profit went up to R4.6 billion in the year ended March, from a net profit of R200 million.

<http://www.sabc.co.za/news/a/5405f9804d82e29fa46fee4b5facb1b5/NUM-declares-wage-dispute-with-Eskom-20160716>

Sapsu calls for talks to end hospital violence

Daily News, 15 July 2016

Durban - The union leading protests against outsourcing in Durban is calling for a meeting with the Department of Health in a bid to settle an increasingly violent labour dispute at public hospitals in the city.

The South African Public Service Union (Sapsu) said it wanted the Public Health and Social Development Sectoral Bargaining Council to lead a mediation process.

The union believes this process would help confirm its interpretation of the law - that it was mandatory to directly employ a worker after three months.

Moses Tsotetsi, union general secretary, was speaking to the Daily News on Thursday in the wake of the fatal shooting of two workers and the arrest of a third at King Edward VIII Hospital.

The union supported workers employed by companies contracted to five hospitals, two universities and eThekweni Colleges in Durban, said Tsotetsi.

He said their challenge to outsourcing was supported by amendments to the Labour Relations Act (LRA).

The workers, killed at the hospital on Wednesday, had allegedly been involved in a shoot-out with hospital security guards.

A security guard was shot in the leg and a nurse allegedly assaulted.

Asked why the workers had been at the hospital early that morning when the shooting occurred, Sapsu provincial secretary, Joe Sibiya, said he was unsure because their picket times were from about 7am to 4pm.

"We might never know because the people who could tell us were murdered and we don't have access to the other one because he is in jail."

He urged the government to “avoid such senseless loss of lives by committing itself in action to speedily resolve the matter by using the upcoming conciliation process before the council to find each other”.

At a press briefing on Thursday, Sibiya called the shooting of the two men a “brutal murder”.

Sibiya alleged there had been other “attacks” on workers, presenting police case numbers.

Some of the workers assaulted were present, and although they had opened criminal cases and knew who their alleged assailants were, no arrests had been made.

“It is also a fact that in all these government departments and institutions, there are other unions which have betrayed workers in support of continuous exploitation of workers instead of enforcing the new amendments to the LRA to assist the workers.

“These are the dangers of unions sleeping in the same bed with the employer, while workers become the victims,” said Sibiya.

He claimed the beneficiaries of tenders that outsource workers in the public sector were “connected to political elites”.

“It is a known fact that there are over 800 000 workers in the country outsourced in various government departments across the country.

“About 60% of the outsourced workers are in the Department of Health.”

In February the union had alerted the head of department about the matter, requesting a meeting to discuss the issue.

Last month the union sent a proposal on how the matter could be resolved - by way of appointments, said Sibiya, but they were yet to receive “any favourable response”.

Desmond Motha, spokesman for Health MEC Dr Sibongiseni Dhlomo, would not be drawn into commenting on what plan of action the department had for dealing with the disruptions at health care facilities.

“In a statement we said we have no problem with picketers as long as they do so within the confines of the law,” he said.

Called for comment on the matter, Phakama Ndunakazi, provincial secretary of the National Education Health and Allied Workers Union (Nehawu), said its leadership was engaged in a meeting with the Health Department’s senior management.

In a veiled reference to Sapsu, Ndunakazi lambasted “people who don’t follow processes” to resolve issues.

“We support the call for the abolishment of outsourcing labour, but it becomes a different issue when you fail to engage in a manner that will not endanger others,” said Ndunakazi.

Imraan Keeka, MPL and DA spokesman on health in the province, called on Dhlomo and his officials to “get off the campaign trail” and resolve matters causing havoc at health care facilities.

<http://www.iol.co.za/news/crime-courts/sapsu-calls-for-talks-to-end-hospital-violence-2046039>

Samwu member wounded during Midvaal protest

eNCA, 14 July 2016

JOHANNESBURG – Protest action broke out in Meyerton on Thursday morning when municipal employees at the Midvaal Municipality barricaded roads with rocks and burning tyres.

According to a police spokesman, protests broke out at around 8am.

Public order policing were dispatched to the area to deal with the violence.

Police said that roads leading to the area have been reopened.

The South African Municipal Workers Union (Samwu) said their members are participating in the protest action.

A member was shot in the leg with a rubber bullet while two other members have been arrested.

Union shop steward Lucky Nhlapo says the workers are protesting about victimisation, promotion, racism, maladministration and sexual harassment, amongst other things.

eNCA.com approached the Midvaal Municipality for comment. However, no official who is authorised to speak to the media, was available.

<https://www.enca.com/south-africa/municipal-workers-protest-in-meyerton>

Violence in Midvaal fuelled by ANC, says DA’s Mashaba

Mpho Raborife, News24, 15 July 2016

Johannesburg - The violent protests taking place in the Midvaal Municipality – which is run by the Democratic Alliance – were being fuelled by the ANC, the DA's mayoral candidate for Johannesburg, Herman Mashaba, said on Thursday.

"Our friends from the ANC... are disrupting the municipality of the Midvaal," Mashaba told members of the public and students who had gathered at the University of Witwatersrand's Great Hall on Thursday evening to listen to a debate between the ANC's current MMC of Finance in the City of Johannesburg, Geoffrey Makhubo, Mashaba and Economic Freedom Fighters deputy president Floyd Shivambu.

Violent protests broke out in Meyerton on Thursday morning when Midvaal Municipality employees barricaded roads with rocks and burning tyres.

According to eNCA online, the protests broke out around 08:00.

The South African Municipal Workers Union (Samwu) reportedly confirmed that their members had, indeed, taken part in the protests. One person was shot in the leg with a rubber bullet, while two others were arrested, it said.

According to the union's shop steward, Lucky Nhlapo, the workers were protesting against victimisation, lack of promotions, racism, maladministration, and sexual harassment.

Samwu 'part of tripartite alliance'

On Thursday, a man wearing an ANC T-shirt told Mashaba that "the Midvaal was burning" and that the people on the ground were unhappy.

"Today as we speak now, the Midvaal is burning and that is because you are not listening to your black workers... We heard from some workers that you are not promoting people of colour, you are only hiring white people and promoting white people.

"I want to know, with such arrogant leadership of Midvaal DA, why should the people of Sedibeng and Midvaal vote for you?" the man said.

Mashaba responded by saying that members of Samwu automatically fell under the tripartite alliance of the ANC, SA Communist Party and Cosatu. This was proof that the ANC had a hand in the protests.

"They know very well that Samwu, which is part of the tripartite alliance, has been trying to destabilise our communities; and the people of Midvaal are not going to be held to ransom," Mashaba said.

"The people of Midvaal will really see it through to ensure that, at the end of the day, the ANC government will never be able to govern that municipality again."

Irresponsible comments - ANC

He said one of the ANC's own former mayors, whose name he could not immediately recall, had told his own party that they should learn from the way in which the Midvaal Municipality was currently being run.

Midvaal is the only DA-run municipality in Gauteng under the leadership of Bongani Baloyi. The party claims it is rated "the number one" municipality in the province.

ANC spokesperson Zizi Kodwa told News24 that Mashaba's comments were irresponsible.

"We get accused by many other parties, but Mashaba's accusations are those of a dying horse. If we were influencing the Midvaal Municipality, he should have reported it with law enforcement and not make a public statement. Mashaba does not have evidence for these accusations. We broke the back of the DA in the area and we are going to take the area back."

<http://www.news24.com/SouthAfrica/News/violence-in-midvaal-fuelled-by-anc-says-das-mashaba-20160715>

Cotton workers ink wage deal

Amy Musgrave, Business Report 15 July 2016

Johannesburg - The Southern Africa Clothing and Textile Workers' Union (Sactwu) has settled its wage negotiations in the woven cotton textile sector for this year.

The 8.25 percent package settlement increase would be retrospectively effective from July 1, said Sactwu general secretary Andre Kriel.

"This above inflation settlement is a major step forward in Sactwu's 2016 Living Wage Campaign," he said on Friday.

The agreement was reached under the auspices of the National Textile Bargaining Council (NTBC).

Employers were represented by the SA Cotton and Textile Processing Employers' Association.

About 4630 workers employed in 70 woven cotton textile factories nationally will benefit from the two-year agreement.

It covers sectoral determinations, retirement fund contributions, and bargaining council levies.

Kriel said the deal would now be submitted to Labour Minister Mildred Oliphant to gazette it and extend it to cover all non-unionised employers in the sector.

<http://www.iol.co.za/business/news/cotton-workers-ink-wage-deal-2045826>

Lonmin to consider economic realities in wage talks with Amcu

Clement Manyathela, EWN, 15 July 2016

The union has reiterated its demand for a R12,500 minimum wage per month.

JOHANNESBURG - Lonmin mine says it will have the country's economic realities in mind when it starts wage talks with the Association of Mineworkers and Construction Union (Amcu) next week.

The union has reiterated its demand for a R12,500 minimum wage per month, which amounts to a 56% raise.

The strike led by Amcu in 2014, hit platinum producers hard, forcing them to cut jobs, close some mines and in some cases make cash calls to investors.

Lonmin's Sue Vey says they are optimistic they will find common ground.

"We are aware of the economic realities of our current circumstances and we believe each party will have their stance, but we will find each other."

<http://ewn.co.za/2016/07/15/Lonmin-to-consider-economic-realities-in-wage-talks-with-Amcu>

Minister calls for quick platinum wage deal

Nqobile Dlodla & Tiisetso Motsoeneng, Reuters, 15 July 2016

CARLETONVILLE, South Africa (Reuters) - Platinum mining firms and South African trade unions should conclude wage talks quickly to avoid the protracted disputes that led to a five-month strike two years ago, mines minister Mosebenzi Zwane said on Friday.

"I wish that everybody can negotiate with cool heads and avoid a strike and speedily resolve these negotiations," he told reporters at a Sibanye Gold mine.

Talks between unions and the mining companies started this week.

The Association of Mineworkers and Construction Union (AMCU), the biggest union in the sector, is demanding pay hikes of more than 50 percent, while a smaller union, the National Union of Mineworkers, is seeking a 20 percent increase.

The demands are well above inflation at 6.1 percent. Africa's most developed economy is struggling due to lower commodity prices and drought. The International Monetary Fund estimates almost zero growth this year.

South Africa has the biggest and most lucrative platinum reserves but labour unrest and regulatory uncertainty have dampened investor appeal.

The strike in 2014, which was led by AMCU, hit Anglo American Platinum, Impala Platinum and Lonmin, forcing them to cut jobs, sell mines and, in some cases, make cash calls to investors.

<http://af.reuters.com/article/investingNews/idAFKCN0ZV1DG>

Open democracy and union pay demands

Terry Bell, City Press, 17 July 2016

ONCE again, as platinum sector wage talks start, we have the spectre of a strike being raised along with confusion about a R12 500 pay demand. And there is almost no reference to the union meetings that brought forward the demands that are being placed before the mining houses, nor of the various grades, pay scales and allowances.

What these membership meetings illustrate is that there are still areas in an increasingly autocratic world where an open democratic process operates. This is not something to be ignored: it should be hailed.

At none of these membership meetings of the Association of Mining and Construction Union (Amcu), the majority union in the sector, was the question of the need to strike raised. As general secretary Joseph Mathunjwa notes: "We have no demand for a strike."

These meetings have apparently confirmed the demand for entry level pay of R12 500 a month, along with a "living out allowance" to be aligned with the increased cost of rents charged for mine housing stock. Amcu members also want the "split shift" system of underground working for two Saturdays a month to be abolished.

What is clear, and should have been over the years, is that being a miner is not a simple or single purpose job. In the first place, mine workers labour both above and

below the earth's surface and they have a variety of jobs that require different skills. As in other industries, there are also varying pay scales.

In the stygian depths, in the tunnels and stopes as well as at the rockface, the men who carry out the bone jarring and muscle-wrenching drilling are the most critical, and generally higher paid, workers. These are the rock drill operators. Without them, no mining takes place.

They were the platinum sector miners who launched the now iconic R12 5000 basic pay demand at Marikana in August 2012. But it was a demand quickly taken up by other underground workers, many of whom were on a basic pay level of R5 600 a month or less.

These differences in work regimes and wages tend to be ignored in media reports. And it is a fault mining houses choose, in their own interests, not to rectify, often quoting rock drill operator pay and bonuses to illustrate that miners are not as poorly paid as the unions claim. For their part, the unions tend to quote the basic rate paid to miners on the lowest grade. Media adds to the confusion by quoting both sides without context.

After the August 16 massacre four years ago, there were more strikes and tough negotiations. As a result, the lowest basic rate has risen substantially to some R8 000 a month, with improvements in allowances. Rock drill operators also improved their lot, with a basic rate of around R10 000. But there are also other benefits, including productivity bonuses.

Now a new round of talks has begun and Mathunjwa is expressing confidence that they will progress more smoothly than in the past. "Last time [the companies] thought they would break Amcu. Now they understand that we are here to stay," he noted on Wednesday.

He also confirmed that the union would be open to negotiating separate agreements with different mines, taking account of job retention, costs and profits. "Or we can bargain centrally," he said. Clearly, the requirement is for the mining houses to be honest about their financial positions.

But it would be naive to hope - as the great British reformer, William Morris did about a strike by British miners 123 years ago - that the approach in such talks would be to advance the "practical equality of economic condition amongst the whole population".

However, that, in essence, is what the trade union movement has historically demanded: in a world of plenty, none should go hungry and all should have equal opportunity to develop to their fullest capacity. And the route to that was always seen as open democracy.

<http://www.fin24.com/Economy/Labour/InsideLabour/inside-labour-open-democracy-and-union-pay-demands-20160715>

'Crucified' Phiyega may lose fight for job: Popcru

Zintle Mahlali, Independent Media, 15 July 2016

Johannesburg - Popcru members, who are long-time supporters of suspended National Police Commissioner Riah Phiyega say she may lose her fight to remain in her job.

The union's president Zizamele Cebekhulu said on Friday that even though Popcru acknowledged the police's involvement in the Marikana massacre, they remained displeased that Phiyega was being "crucified" for her handling of the police services.

"We still disagree that Riah Phiyega was wrong. We have got over nine deputy national commissioners who are still at work now. But a person who is suspended is a national commissioner who was (in the position for) two months when Marikana happened," said Cebekhulu, who was addressing over 500 delegates at Popcru's central executive committee meeting in Johannesburg.

Phiyega turns to court in bid to save her job

The union said it knew from the beginning that Phiyega was not going to survive the Farlam Commission of Inquiry into the Marikana shootings.

"We will always maintain this principal that we support Riah Phiyega whether she wins the case or not because we know that under the circumstances, she is not going to win this case," said Cebekhulu.

"The deputy national commissioners still go on with their work. But we have a leader who is a woman, who is being crucified for what happened in Marikana and others are walking free – we disagree with that," said Cebekhulu to loud applause.

Phiyega was widely criticised for her actions on the days leading up to the August 2012 massacre which left 34 miners dead.

The commission recommended a board of inquiry into Phiyega's fitness to hold office, after it found fault with the police's tactical plan to deal with the striking miners.

Since that fateful day, Phiyega has continued to fight to clear her name and return to her job at the latest commission, the Classen inquiry, probing her fitness to lead the SAPS.

<http://www.iol.co.za/news/crime-courts/crucified-phyyega-may-lose-fight-for-job-popcru-2045931>

Cosatu warns farmers who prohibit workers from voting

Lucas Mothibedi, SABC, 15 July 2016

The Congress of South African Trade Unions (Cosatu) has warned farmers against a claimed reluctance to release workers to vote in the August 3 municipal elections.

The labour federation says it has visited several farms in Ventersdorp and Stella in North West where workers were allegedly refused time-off to vote in previous elections.

Cosatu says it will dispatch hundreds of members to farms on voting day, to ensure that there's compliance.

“We will take action for any employer or a farmer who will deny workers to go and exercise their rights. We have been identifying many areas especially Ventersdorp, Stella and Groot-Marico where at the last elections workers were denied their right to go and vote. This time we will make sure we take action for any action the employers will take. So all workers must be released to go exercise their right vote,” says North West secretary, Job Dliso.

<http://www.sabc.co.za/news/a/7a3b40804d80dbc485a3cf4b5facb1b5/Cosatu-warns-farmers-who-prohibit-workers-from-voting-20160715>

‘Business unionism’ destroying union movement

Independent Media/ANA, 16 July 2016

Johannesburg – It is evident that some union leaders have been captured by big business, causing divisions within the trade union and labour movement, SA Communist Party general secretary Blade Nzimande said on Saturday.

“Compounding the difficult situation facing workers and the progressive trade union movement are tendencies such as business unionism that have developed to a point where they are causing internal divisions,” Nzimande told the Police and Prisons Civil Rights Union (Popcru) – a Congress of SA Trade Unions affiliate – central executive committee meeting in Kempton Park, east of Johannesburg.

“There is a glut of a wide range of financed products that are not only marketed by corporations engaged in hyper competition. Promoting their interests, those products are also marketed by some union leaders who have been captured in one way or another, or have established mutual interests with those corporations.”

He said internal contests within some trade unions were actually corporate rivalries engaged in competition and sponsoring these contests, “even where there should be consensus and no need for such contestation”. These incidents impacted negatively on worker unity.

“When corporate capture fails, such corporate interests do not hesitate to cause fragmentations, splits, and sponsor the formation of new unions. The nexus between the grinding impact of the capitalist crisis on workers and the rise of corporate influence for business in trade unions has created serious problems,” Nzimande said.

The SACP has in recent times taken a stance against what it calls corporate and state capture. The party has criticised the governing African National Congress for not probing allegations against the wealthy politically connected Gupta family, accused of buying political influence across the country’s state entities. The Guptas have maintained they have done nothing wrong and say they welcome any investigations into the allegations.

<http://www.iol.co.za/business/companies/business-unionism-destroying-union-movement-2046119>

How exorbitant exec pay stacks up against minimum wage demands

Lameez Omarjee, Fin24, 15 July 2016

Johannesburg – Average levels of executive pay remain exorbitantly high, relative to that of entry-level workers, according to a report by PwC.

PwC's Executive Directors' Remuneration report highlights pay increases for executives, which are viewed as excessive by the general public.

"It is clear that executive remuneration has grown substantially over the past two or three decades," said Professor Jannie Rossouw, head of the School of Economics and Business Science at Wits University. "Earning more than R20m a year is not acceptable. It is not commensurate with the risk taken by these companies."

PwC's research shows that executives of JSE-listed companies earned increases above the inflation rate. Increases awarded to chief executives for large caps in the services sector were the highest, at 6% for 2015. Earnings for executives in the resources sector, which includes mining, were among the lowest, but executives still earned increases, emphasised Gerald Seegers, head of people and organisation for PwC Africa. Chief executives of large caps in the resources sector earned 1.3% more in 2015.

This contrasts with the current minimum wage demand in South Africa, which is set at R3 500 per month. The minimum wage is based on absolute poverty levels of providing a minimum level of food intake for workers and their immediate dependents, as well as the bare essentials. The benchmark for each country is specific, explained Seegers.

The UK introduced a living wage, based on more elements to sustain a decent standard of living. The living wage is a good guideline for large profitable companies to set entry-level pay for their full-time workers, the report stated. This value is estimated to be within the range of R7 000 and R10 000 for South Africa.

Total guaranteed package (TGP) levels and increases given to CEOs, CFOs and executive directors:

	2014 R'000s	% Increase	2015 R'000s	% Increase/ Decrease
All of JSE				
Upper quartile	5 556	8.7%	6 040	8.7%
Median	3 298	6.2%	3 694	12.0%
Lower quartile	2 080	3.4%	2 147	3.2%
CEOs				
Upper quartile	7 135	7.7%	7 697	7.9%
Median	4 130	4.8%	4 572	10.7%
Lower quartile	3 064	2.1%	3 134	2.3%
CFOs				
Upper quartile	4 190	9.0%	4 649	11.0%
Median	3 656	6.8%	3 213	-12.1%
Lower quartile	1 968	3.5%	1 901	-3.4%
EDs				
Upper quartile	3 703	8.4%	4 229	14.2%
Median	2 573	5.9%	2 805	9.0%
Lower quartile	2 011	5.2%	1 985	-1.3%

Source: PwC analysis

Curbing executive pay

The report shows a shift in thinking in terms of “pay morality”, explained Seegers. Better disclosure of executive pay involves disclosure of how variable pay is earned. Variable pay is subject to performance. The concept of pay morality means that an executive’s performance is also measured against job creation and other social development goals, besides returns on investment and value generation.

Newly-appointed UK Prime Minister Theresa May introduced more regulation for executive pay and South Africa is expected to follow the trend in time, added Seegers.

If remuneration committees and executives cannot exercise self-restraint, the only option for government will be to introduce higher personal income tax for exorbitant incomes, said Rossouw.

“As a country, with people living in poverty and executives earning close to R20m and R30m, we cannot afford to pay for this. The social fabric of this country cannot carry it,” he added.

Shareholders can speak out against the exorbitant earnings by executives, but it is up to the executives to exercise restraint.

“I am waiting for a South African chief executive to stand up and say that their salary has reached an unacceptable level, which is not in the greater interests for the good of the country,” said Rossouw.

PwC’s Gini coefficient for employed South Africa is estimated at 0.43. This is less than the World Bank’s national statistic of 0.65. Another approach companies are taking to reduce the inequality gap is to calculate their own Gini coefficient and compare it to national average and industry norms.

<http://www.fin24.com/Economy/how-exorbitant-exec-pay-stacks-up-against-minimum-wage-demands-20160715>

Gender-wage gap persists - PwC

Lameez Omarjee, Fin24, 15 July 2016

Johannesburg - Gender equality in business is still proving difficult to achieve, a study by PwC revealed.

According PwC’s Executive Directors’ Remuneration report, the gender-wage gap for executives in companies listed on the AltX is 70 base percentage points, with males taking the majority (85%) of the share in earnings.

“The discrepancy in the gender pay gap still exists and it is not improving,” said Gerald Seegers, Head of People and Organisation for PwC Africa. The discrepancy is at executive level and at lower employment levels, he added.

More CEOs, heads of state and other leaders are committing to gender equality goals. There are more female graduates in historically male-dominated fields such as mining, construction, civil and mechanical engineering and aeronautics.

Globally, progressive executives recognise that gender equality in their business is ethical and good for business, the report stated.

Women face challenges that, on average, their male counterparts do not. In 66 countries, women take on an extra 10 or more weeks per year of unpaid childcare work. According to the report, among 37 highly developed countries (20% of the global population), women undertake 75% of total childcare responsibilities.

This negatively impacts the education of females and inhibits their participation in the labour force. It also affects women’s choice of career, as it forces them to seek part-time work or work in the informal sector, which is more accommodating of their childcare duties, the report stated.

A 2015 study by the Overseas Development Institute, estimates that between now and 2025, gender parity has the potential to boost global GDP between \$12trn and \$28trn. The unpaid work undertaken by women is valued at \$10trn a year...13% of global GDP.

<http://www.fin24.com/Economy/gender-wage-gap-persists-pwc-20160715>

South Africa

ANC branch chair, kids survive hail of bullets at home

Ntombi Mbomvu, GroundUp/News24, 17 July 2016

Pietermaritzburg - Nonhlanhla Khumalo, the ANC Machibisa branch chairperson in Ward 22, Pietermaritzburg, fears for her life and her family's safety after their home was raked with gunfire.

Khumalo, who has held the position for more than 10 years, opened a case at the Plessislaer police station following the terrifying incident at around 20:30 on Wednesday.

"I had just got home from a community meeting. We were watching television in the lounge with my three children when we heard gunshots. They were very close and that is when we realised it was aimed at us," she said.

"All of us had to lie on our stomachs. Some of the bullets came through the main door to the kitchen. We stayed down until they were finished. We immediately called the police, but they only came midday [the following day]."

According to ANC members who were at Khumalo's home when Groundup visited, the attack was politically motivated.

The Ward 22 councillor, Pat Jaca, has been replaced by Xolani Ngongoma as the candidate for the upcoming elections.

The ward has two factions, one supporting Jaca, the other Ngongoma. Khumalo supports Ngongoma.

The ANC members visiting Khumalo said Ngongoma has the support of most local residents. Members of the community also present, agreed, and accused Jaca of being behind the attack.

"Most of us here have been attacked by his boys," one of them said, speaking on condition of anonymity.

"He has stopped us from having community meetings at KwaPoyinandi community hall. The only people who hold meetings at the hall are him and his people. We now hold our meetings in one of our member's houses.

"We don't care what he does. If it means we die for supporting Ngongoma so be it," the resident said.

Khumalo accused Jaca of abusing his position as councillor to benefit his friends. "He has done enough damage in the ward."

Jaca denied the allegations.

"I'm 63-years-old, and I don't have the energy to fight for the title of being ward councillor. I don't have people whom I send to attack or hurt others. My focus is on business and nothing more."

Police spokesperson Colonel Thulani Zwane confirmed that a case of attempted murder and malicious damage to property had opened at the Plessislaer police station.

"The motive is unknown at this stage and no arrests have been made."

<http://www.news24.com/SouthAfrica/News/anc-branch-chair-kids-survive-hail-of-bullets-at-home-20160717>

A battle of ANC versus ANC looms in KwaZulu-Natal local poll

Nce Mkhize, Business Day, 15 July 2016

THE battle to lead the ANC in KwaZulu-Natal might have been fought and won, yet battle scars run skin deep: supporters of ousted premier Senzo Mchunu are choosing to ditch the party and contest upcoming municipal polls as independents.

In eThekweni Municipality alone, where 103 wards will be contested in the August 3 elections, there are at least 58 independent candidates, many of them known ANC members who represented the party in past elections.

Some of these are outgoing councillors who were isolated after siding with the losing Mchunu faction against provincial chair Sihle Zikalala, who emerged victorious in the November 2015 provincial conference. The conference had to be re-run four times within just a few months in what is the ANC's biggest region nationally.

These independent councillors are standing as "community councillors" and their posters still carry the green, gold and black colours of the ANC.

On Thursday, some independent candidates said they believed the ANC was still their home and they hoped to return to reclaim it in the future.

One of them, who asked not to be named for fear of reprisal, said: "We decided to stand after we got backing from the overwhelming members of our communities. The current ANC PEC (provincial executive committee) decided to go with their own people."

She claimed the independents got a quiet nod to run from provincial leaders of the South African Communist Party, which has been vocal in campaigning against unfairness in the ANC list processes.

However, the SACP is now officially singing a different tune. The SACP's provincial deputy secretary Mathews Ndlovu said that although it was common knowledge the nomination process for councillors in KwaZulu-Natal "has not been fair and has been marred by fraud in many regions", the party had decided to stand behind the ANC in the local poll.

He said candidates popular with communities had been replaced with unpopular candidates, sparking community protests in many areas.

"If some of those who were not happy decide to stand as independent, it is the decision of that community. As the SACP we will not punish those within our ranks who decide to stand as independent, because doing that would be acting against the very democratic principles which we uphold. But it is up to the ANC what it does with its members who stand as independents," Ndlovu said.

ANC KwaZulu-Natal spokesman Mdumiseni Ntuli was not available for comment on Thursday, as he was busy electioneering. But Zikalala has previously said those who

stand as independents against candidates selected by the party will not be accepted back into the its fold. "By standing as independent candidates they would have expelled themselves from the ANC and we will move on without them. There will be no going back," he said.

Political commentators say it is still unclear how these councillors will fare in the upcoming poll.

"Many of them are unhappy with the processes that led to the compilation of the list. Others have been sidelined, not because they performed badly during their last term, but simply because they fell on the wrong side of the factional battle raging within the ANC," said Sifiso Kunene, a political analyst with the Centre for Participatory Democracy.

Kunene said these divisions were an illustration that the Zikalala faction has failed to accommodate its defeated rivals and this might eat into the ANC support base and rattle its power in some municipalities.

<http://www.bdlive.co.za/national/politics/2016/07/15/a-battle-of-anc-versus-anc-looms-in-kwazulu-natal-local-poll>

Tearful Blade ready to call time on the SACP

Qaanitah Hunter, Sunday Times, 17 July 2016

ACP general secretary Blade Nzimande has given the strongest indication yet that he will not be a candidate when the party holds its elective conference next year.

Nzimande - who supported President Jacob Zuma's rise to power, although they have since fallen out - said yesterday he had served at the helm of the party for long enough, and it was time for new leaders.

His comments are expected to spark a fierce succession debate in the party.

"I think I have been here for too long," he told the Sunday Times on the sidelines of a Police and Prisons Civil Rights Union meeting.

"That is my feeling ... The SACP must continuously renew itself."

This is the first time in the 18 years he has held the position that Nzimande has indicated he wants to step down. But he will have to convince his backers as some want him to stay.

Although talk of succession has often been muted in the organisation, one of the strongest contenders to take over from Nzimande is SACP second deputy general secretary Solly Mapaila.

Mapaila's candidacy is supported by most of the party's provincial structures and the Young Communist League.

In previous interviews, Mapaila has backed Nzimande to continue as party general secretary.

Nzimande broke down in tears while addressing the meeting in Kempton Park after he was presented with a key to the SACP's new headquarters in Johannesburg's city centre, which was bought by Popcru.

"I always wanted that before I leave SACP, it should have its own building," a tearful Nzimande said.

Cosatu president Sdumo Dlamini comforted Nzimande as he talked to Popcru delegates.

The SACP is currently housed in Cosatu's headquarters and has been accused of freeloading off the trade union federation.

Nzimande's comments on renewal in the party come at a time when party leaders are questioning its role in the ANC-led tripartite alliance.

He made reference to a discussion among party leaders about the liberation movement [ANC] "capturing" the SACP and whether the political appointment of SACP leaders was a means by which the ANC was co-opting these leaders, thereby weakening the party.

In the past, the party has been quick to insist that this is not the case.

<http://www.timeslive.co.za/sundaytimes/stnews/2016/07/17/Tearful-Blade-ready-to-call-time-on-the-SACP>

SABC

Hlaudi must stay at SABC, says Popcru

Zintle Mahlati, Independent Media, 15 July 2016

Johannesburg - SABC COO Hlaudi Motsoeneng should continue to transform the public broadcaster and should remain in his position, says Police and Prisons Civil Rights Union (Popcru) president Zizamele Cebekhulu.

The union leader took a swipe at the ANC's subcommittee communications chairman Jackson Mthembu on Friday for calling out Motsoeneng for banning the airing of the destruction of public property.

Cebekhulu was addressing over 500 delegates at Popcru's three-day central executive committee meeting in Johannesburg.

Mthembu said the SABC lacked managerial expertise at the highest level, and called on Communication Minister Faith Muthambi to hold an inquiry.

"You just don't talk about rights no matter who you are. Rights must be contextualised," said Cebekhulu.

"We are surprised that people in Parliament are interpreting rights, even our own Jackson Mthembu is going on about the rights. He can't be the one to stand up and say Hlaudi Motsoeneng is wrong," said Cebekhulu to loud applause from delegates.

"He can't follow the descending voices that say 'burning of country must be publicised'."

He encouraged union members to support Motsoeneng.

“We say Hlaudi Motsoeneng must continue to transform the public broadcaster and he needs to be supported,” he said.

<http://www.iol.co.za/news/politics/hlaudi-must-stay-at-sabc-says-popcru-2045896>

International

A further two days of strike action hits ScotRail services

BBC, 16 July 2016

RMT union members working for ScotRail are taking part in a further two days of strike action.

A number of services on Saturday and Sunday have been cancelled or reduced, although ScotRail has claimed that 76% of routes will operate as normal.

The industrial action is over the union's concerns about trains operating without guards.

On driver-only-operation trains, the driver is asked to close the doors at stations, instead of a conductor.

ScotRail has said it would ensure a second member of staff was scheduled to be on board every train to assist the driver in emergencies.

However, the company has accepted there are occasions when a ticket examiner does not turn up for work that a train could run with only a driver and Scotrail has said it has union agreement for this.

The union believes the absence of a dedicated guard would make trains less safe.

ScotRail has predicted that this weekend's strike will not affect services to Troon, where the Open golf championship is being held.

<http://www.sabc.co.za/news/a/5405f9804d82e29fa46fee4b5facb1b5/NUM-declares-wage-dispute-with-Eskom-20160716>

Comment and opinion

Overinvoicing ploy is about keeping the party lights on

Peter Bruce, Business Day, 15 July 2016

THERE'S AN air of desperation in the efforts of the chairwoman of SAA, Dudu Myeni, to avoid the Treasury, to whom she theoretically reports, in her management of the airline's finances

Last year she triggered the firing of finance minister Nhlanhla Nene when he moved to prevent her from leasing a new fleet of Airbus aircraft through an unknown middleman at what would have been a huge cost and with no obvious benefit to the airline.

Now she has been caught red-handed trying to pay another middleman, an unlicensed financial intermediary she wanted to pay more than R250m, to advise her on restructuring SAA's R15bn debt. Normally, that would be the job of the Treasury.

SAA's treasurer, doing her job properly, warned that this was at least three times what the advice would normally cost and was suspended this week for her trouble.

I have seen this game before.

Almost 20 years ago while I was still editor of Business Day, we designed a weekly newspaper we wanted to insert in the paper, called Business Day Africa. But it needed to be profitable from the start and the only way to ensure that was to find a sponsor who could pay us, if not upfront, at least a guaranteed monthly amount totalling, if I remember correctly, R5m a year.

We approached a large state-owned company that was then trying to expand its influence in Africa. Yes, said the man we spoke to (I genuinely don't remember his name or position), R5m would be no problem, "but bill me for R10m".

Fortunately, my managers spotted the ploy. He wanted us to overinvoice him and he would pocket the remaining R5m.

That is more or less what I think has happened here: R250m is not even remotely reasonable pay for what SAA was asking BnP Capital to do. It would, I am sure, have pocketed some of the payment and the rest would have gone elsewhere.

Something very similar occurred in 2004, when PetroSA paid R15m to a thing called Invume Management to procure oil condensate, only for R11m of this to almost immediately find its way into the coffers of the ANC ahead of that year's election.

We have become so cynical in SA these days that it is naturally assumed the R200m or so that it would not have cost BnP Capital to deal with the SAA debt would have found its way into the hands of individuals. Some may have, but not all of it.

Left-wing political parties the world over always have difficulty funding themselves. They tend to be hostile to business, where these funds would normally lie and — unless they are dictatorial governments with large oil revenues like, say, Venezuela — they have to think up clever schemes such as the most recent SAA example.

It isn't confined to developing economies such as SA's either.

In the 1970s and 1980s, the Italian Socialist Party funded itself almost entirely illegally. Its model was copied by the Spanish Socialist Workers Party, which ruled Spain from the early 1980s until the mid-1990s. The schemes were ingenious.

The Spanish connived with big European and US companies. They established bogus front companies, mainly parading as consulting firms, which would then produce "reports" on a wide variety of subjects that the companies would then "buy".

Signalling problems on high-speed rail lines in Spain? No problem. Often the reports would not even exist. But the great and the good in the EU and US railroad or energy industries would pay millions of dollars for this fascinating new information. It all ended up in the party and was primarily the reason the Socialists, when it was all revealed, lost power.

Here in SA, not so much. Here the ripping off of the state is much more blatant and much less sophisticated. Overinvoicing is the order of the day. I don't know who tipped off the media or who passed documents detailing the extent of the latest SAA stunt to Outa (Organisation Undoing Tax Abuse), which is now taking the matter to court, but it is a pity in a way the thing has been stopped.

Yes, we save R250m (I hope), but if the right people knew what was happening, and they clearly did, and had allowed it to happen, then a prosecution would surely have followed and people would have gone to jail. The Hawks oh, wait, of course it wouldn't have gone to court.

President Jacob Zuma's power in the ANC doesn't only revolve around his patronage network. He also has to fund the party machine. There are thousands of people on the payroll in every nook and cranny of the country and there is an election looming. R250m would barely pay a few months' wages.

It is one of the reasons, I suspect, that while some ANC leaders may get excited by Hlaudi Motsoeneng at the SABC, you never see them put their hands up to stop the kind of amateurish games Myeni plays.

• *Bruce is editor in chief*

<http://www.bdlive.co.za/opinion/columnists/2016/07/15/thick-end-of-the-wedge-overinvoicing-ploy-is-about-keeping-the-party-lights-on>
