# **NEHAWU**

**National Education, Health & Allied Workers Union**

**P.O. BOX 77 000**

**Nelson Mandela Metropolitan University**

**6031**



**CHAIRPERSON’s REPORT**

Comrades, allow me to take this opportunity to thank you all for the opportunity that I have been afforded to lead under the NEHAWU NMMU branch of. I would like to acknowledge the support that I have been provided by dedicated cadres of our movement in keeping us and the union going.

The challenges that facing our branch ranges from the political, socio-economical as well as organizational. I would like to deal with these challenges separately in order to make our members to understand the context on which these challenges came about.

**Political Challenges**

You will recall that in 2010 Nehawu was deliberately denied the fundamental right of representing its constituency at the NMMU Salary Negotiations and also denied the opportunity to discuss the Conditions of Service. Nehawu leadership with the help of the regional office fought tirelessly to get to the bottom of the matter. For example, we had a series of meetings with management team regarding the matter but each time we come closer to scoring opportunity the goal posts were shifted by management.

There is a tendency by management and HR to report irresponsibly, for example, it was recently that management and the other union had some discussion about parity. The report was damaging on Nehawu side, our members could have interpreted it differently and decided to resign. We would like to put it on record that Nehawu constantly engaged management on parity and we will continue to engage.

**Socio-Economic Challenges**

Nehawu would like to comment about EDS. In 2010 all staff members signed EDS forms and we trust that you have learned some lessons from the whole process, how it works and how scoring is done. Nehawu leadership is attending a series of meetings and workshops and it has come to a point where we are skeptical about EDS. The leadership skepticism emanates from the fact that it looks like there are more problems than solutions.

The current position is that staff members are required to complete the EDS forms in 2011 with the view that in 2012 February staff members who have made it will be rewarded accordingly.

With regard to Conditions of Service, Nehawu leadership is currently jointly working with Nteu. We had a joint meeting with Nteu in January 2011 to discuss some of the issues which includes among others, sport leave, family responsible leave, housing allowance and so on. The joint submission was submitted to management.

**Organizational Challenges**

Operating on the multi-campuses institution has never been easy. This leadership has to battle for the survival of the organization. NEHAWU is still struggling in terms of membership, we are currently meeting the threshold and we are sitting at 25, 68 % but we are not comfortable hence in 2010 we organized competitions with the view of improving our numbers.

To reach out to all our members, we had a road-show at the beginning of August 2010, we have visited our members in George, Missionvale and Second Avenue campuses. We tried to organize a visit in Bird Street campus but there was response. We also visited our members in various departments. The whole initiative was successful and we managed to solve some of the problems raised by members.

Interviews and promotions, Nehawu is still not adequately represented because our members are not making themselves available. This issue is complex in the sense that most of our members are not line-managers and therefore it is difficult for them to decide to represent Nehawu at interviews and promotion sessions. They must firstly request permission from their line-managers.

**Office Administrators**

Needless to say that the employment of the full time office administrator has brought the stability in our branch as all the information concerning the union is received in the office. The office is functional and queries are being handling by the office and then channeled other issues to the leadership where possible. Since 2006, we have employed four administrators, of which three have moved on for greener pastures.

We would like to thank the services of Yolanda Jacobs our first Administrator, our second administrator Edwin Khomo, our third administrator Thando Rubusana and current administrator Thobile Majola.

**Branch Leadership**

The current leadership is as follows:

Chairperson: Comrade David Bogopa

Deputy Chairperson: Comrade Brightness Mangolothi

Secretary: Comrade Nomfundo Mpepo

Treasurer: Comrade Sgo Boniwe

Shop-stewards: Comrade Sammy Elie (Residence)

Comrade Edward Konzaphi (Technical Services,

Sport Fields)

Comrade David Hendon (Technical Services)

Comrade Nokuzola Kosi (Postal Services)

Office Administrator: Thobile Majola

**Committee Representatives**

Catering Committee: Comrade Lusanda Cain

Tendering Committee: Comrade Zola Bob

Transformation & Equity: Comrade Thando Rubusana

Health Care Committee: Comrades Tlhalo Radithlalo and Phumelele Gama

Job Evaluation Committee: Comrade Beryl Leeuw

**Working Relationship with other organs of the organisation.**

This leadership has been visible to the activities of the region, provincial and national. The working relationship with the region has been improved.

Cde N. Norman

Cde M. Vakala

Cde T. Banda

Cde D Jacobs

Cde Lehloma Ramajoe (National Office)

**Special Thanks to the following comrades for making themselves available in carrying out the union activities:**

Lusanda Cain Phindile Mbengo Tlhalo Radithlalo

Beryl Leeuw Thando Rubusana Phumelele Gama

Zola Bob Mandisa Somniso Doreen Hendricks

Pelisa Hlanga Yandisa Makaluza Bongiwe Mkuhlu

Ndileka Jacobs Dumisane Myataza Takalani Ramukumba

Mzi Noholoza Mxolisi Ncapayi Noluntu Dyubele

Patrick Genge Mandilakhe Nqeyi Lawrence Motebele

Athol Muller Gcobisa Mabuda Mzi Noholoza

Andile Kase Lungisile Baskiti Bonginkosi Mbatha

**Conclusion**

The minimal success that could have been achieved by this leadership has been overcrowded by the challenges that we had to face. We sincerely hope that this leadership will lift the name of NEHAWU at NMMU. We are appealing for support from members.

Thank you

David Bogopa

NEHAWU - Chairperson