

ABAKWA-SARS EZINGXOXWENI ZEMIHOLO NENYUNYANA YABASEBENZI

Pretoria, 23 kuNdasa 2019 – I-National Education Health and Allied Workers Union (NEHAWU) kanye ne-Public Servants Association (PSA) sebenike abakwa-SARS isaziso sezinsuku eziyi-7 ngesinyathelo sokubhikisha ukusukela mhla zingama-28 kuNdasa 2019. Lokhu kulandela icala elafakwa inyunyana kwa-CCMA ngenyanga kaNhlolanja wezi-2019. NgoLwesibili mhla ziyi-19 kuNdasa 2019, i-CCMA ikhiphe isitifiketi esithi udaba aluxazululekanga. Abakwa-SARS bayabuthokozela ubudlelwane abanabo nezinyunyana obesekelwa umgomo owodwa abanawo wokuzinikela okwesekwa yibo bonke abasebenzi bakwa-SARS.

Isivumelwano esikhona seminyaka e-3 abakwa-SARS abangena kuso nezinyunyana siphelwa yisikhathi mhla zingama-31 kuNdasa 2019. Ngenxa yalokho, abakwa-SARS nezinyunyana, bemelwe izinyunyana ezimbili ezaziwayo, i-NEHAWU ne-PSA, baqale izingxoxo ngenyanga kaLwezi wezi-2018. Izingxoxo zaqala ngomhlangano wokuzama ukusombulula lolu daba owawuxhunyaniswa ngabakwa-CCMA ekuqaleni kukaLwezi 2018. Lo mhlango wokubonisana wazilekelela izinhlangano ukuba zizinikele ekuxoxisaneni okunobulungiswa, ukuziphatha ngendlela evulelekile, ukuthembeka, ukuba neqiniso kanjalo nokusonjululwa kwezingxoxo ngokushesha. Emhlanganweni wokuqala osemthethweni wezinhlango ezizingxoxweni, usihlalo we-SARS National Bargaining Forum, uMnu. Mahmood Fadal, wethula uhlaka lokusebenza lwezingxoxo kanjalo nemithetho ezolandelwa yizinhlangano ngesikhathi sezingxoxo ukuze lwemukelwe yizinhlangano.

Mhla zingama-20 kuLwezi, izinyunyana ngokubambisana zethula uhlu oluhlanganisiwe lokuyizidingo ezingama-26. Izidingo bezibandakanya ukunyuswa kwemiholo kuwowonke umuntu ngo-15%, kanye nezinye izidingo ezingama-25. Abaphathi babe sebecela ukucaciselwa ngalezi zidingo ukuze bezokwazi ukubona ukuthi zizoba yizindleko ezingakanani nokuthi bangakwazi yini ukuhlangabezana nazo. Izingxoxo ziqhubekile kuZibandlela 2018, kuMasingana, kuNhlolanja nakuNdasa 2019.

Ngesikhathi sezingxoxo kwabe sekuhoxiswa izidingo eziyi-6 kwathi eziyi-9 zadluliselwa ethimbeni phakathi kwabaphathi nezinyunyana eliqokelwe ukuphenya bese liba nezingxoxo

emva kokuvunyelwana ngamaholo; kwabe sekuvunyelwana ngezinye izidingo ezi-3. Izidingo ezisemqoka nezisadingidwa ezingxoxweni yizo lezi zokunyuswa kwamaholo ngo-11.4%, isikhathi sesivumelwano samaholo, ukunyuselwa kwabasebenzi ngokwezigaba zabo, ukuhlinzekelwa kwezinsuku zokubhekana nezimo zomndeni kanjalo nokuhlala ekhaya ngaphambi kokubeletha, imiklomelo yokusebenza isikhathi eside kanjalo nezipho uma umuntu eshiya emsebenzini.

Ngenxa yezimo zomnotho ezikhona, abakwa-SARS bazithola bengamile kahle kwezezimali. Ngenxa yokuvuleleka nokuba sobala, abakwa-SARS bavumile ukusungula ithimba elizojutshelwa ukubheka izimali zabakwa-SARS. Kube nemihlangano eminingi lapho izinyunyana nabaphathi bakwa-SARS bebheke khona izindlela zokonga ezizosiza abakwa-SARS esimweni sezimali ukuya phambili. Okunye okuzophakanyiswa yithimba eliqoqiwe kuzoqala ukusebenza kunyakamali ozayo.

Ngenxa yokungami kahle kwezezimali, abakwa-SARS baqale ukuphakamisa ukunyusa imiholo ngo-4%, kube yisivumelwano seminyaka emi-3 kuhambisana ne-CPI. Izinyunyana zona zabuyekeza isidingo semiholo sisuka ku-15% saya ku-11.4% kubo bonke abasebenzi okuzoba okwesikhathi esisodwa. Abakwa-SARS babuyekeza esabo isiphakamiso sisuka ku-4% saya ku-7% okuwukunyuka okwehlukene.

Ngenkathi izinhlangano ziya kwa-CCMA mhla ziyi-8 kuNdasa, izinyunyana bezihleli ku-11.4% kanye nezinye izidingo ezisele. Abakwa-SARS bona baye ku-6%. UKhomishana wakwa-CCMA wethule isiphakamiso sikakhomishana esingu-8% kubo bonke abantu isikhathi esisodwa. Ucele izinhlangano ukuba zikhulume nabaphathi bazo, bese zibuya kwa-CCMA mhla ziyi-13 kuNdasa 2019. Phezu kwesimo sezimali abakwa-SARS abakuso, abakwa-SARS bakwazile ukunyuka baye ku-7% owukunyuka okwehlukene, kanye nokunikwa kwezinsuku zokuhlala ekhaya ngaphambi kokubeletha, kanye nesivumelwano ngomklomelo wesikhathi eside. Ukuhlala ekhaya okuqondene nezindaba zomndeni kona kwahlehliselwa ezingxoxweni zesikhathi esizayo lapho okuzobe sekutholakele ukuthi kungaba namthelela muni.

Izinyunyana zisichithile isiphakamiso sikaKhomishana wakwa-CCMA, zabe sezinquma ukungasuki ku-11.4% wazo kubo bonke abantu, zaphinde zaphoqelela zonke ezinye izidingo ezisele ngaphandle kwemiklomelo yesikhathi eside kanye nezipho zokushiya

emsebenzini ngoba sekuvunyelwene ngakho. Emva kokungenelela kukaKhomishana wakwa-CCMA, izinyunyana zibe sezibeka etafuleni ukunyuka kwemiholo ngo-9% njengesiphakamiso esizoqeda lolu daba. Abakwa-SARS abakwazanga ukuvumelana nalokhu, bebedinga isikhathi sokuxoxisana nabaphathi. Umhlangano uhlelelwe uMsombuluko mhla zingama-25 kuNdasa ukuba izinhlango zizame ukuxoxisana zivumelane ngezindaba ezisele.

Abakwa-SARS bathemba ukuthi le mihlangano ehlelwe usihlalo we-National Bargaining Forum ngoMsombuluko noLwesibili izoba nemiphumela emihle, futhi kuzofinyelelwa esivumelwaneni. Abakwa-SARS bathola izimali ngesibonelelo sikahulumeni njengeminye iminyango kahulumeni. Ngenxa yokwehla kwemali engenayo nokunyuka kwamazinga ezikweletu, iSilinganiso seNcitho kaZwelonke (ENE) kaMgcinimafa kaZwelonke yeminyaka emi-3 kuyinciphisile incitho kahulumeni eminyakeni emithathu ezayo. Noma ngabe yisiphi isivumelwano abakwa-SARS abangena kuso kumele sibe kuhlaka lokusebenza kwe-ENE kule minyaka emithathu ezayo.

Abakwa-SARS bakholwa ukuthi ukunyaswa kwemiholo ngo-11.4% okufunwa yizinyunyana angeke bakwazi ukuhlangabezana nakho kulesi simo esikhona sezomnotho njengoba i-CPI ihleli ku-4.1% kuNhlolanja 2019. U-7% obekwe abakwa-SARS etafuleni ungamaphuzu angu-2.9 amaphesenti ngaphezulu kwe-CPI (okungukuthi, ungu-71% ngaphezulu kwe-CPI yangoNhlolanja). Abakwa-SARS banezinzuzo ezinhle ezihlomulisa abasebenzi kanti futhi bahamba phambili njengegama lomqashi ohamba phambili kule minyaka embalwa eyedlule. Abakwa-SARS banethemba lokuthi kuzofinyelelwa esivumelwaneni kugwemeke ukubhikisha kwabasebenzi. Bobabili abakwa-SARS nabasebenzi babo balokhu bezibophezele kwabazinikele kukho okungukuqoqa yonke imali okumele ize kuhulumeni, kanjalo nokuxhumanisa ukuhweba okusemthethweni eNingizimu Afrika nangaphandle kwemingcele yaseNingizimu Afrika.

Umkhankaso weMali Engenayo ka-2018/19 uphela mhla zingama-31 kuNdasa 2019. Ngokuhambisana nomoya wesiqubulo esithi Thuma Mina, abakwa-SARS bacela bonke abakhokhintela kanjalo nabahwebi ukuba bagcine izibophezelo zabo zentela ungakashayi umhla zingama-31 kuNdasa 2019. Njengoba sibheke okhethweni lwesi-6 lweNingizimu Afrika yentando yeningi, ukuntenga komnotho kanjalo nenkinga yezamandla, ukuzinza

nokudlondlobala kweNingizimu Afrika kuncike ekuzinzeni kwezimali. Abakwa-SARS babonga bonke abakhokhintela asebezigcinile izibophezelo zabo zentela benza izinkokhelo ezifanele.