**FEDUSA MESSAGE OF SUPPORT**

**PSA GAUTENG BRANCH ANNUAL GENERAL MEETING**

**FEDUSA REPRESENTATIVE (TBC)**

**26 OCTOBER 2023**

**PUBLIC SERVANTS ASSOCIATION LEADERSHIP**

**DEPARTMENT OF HIGHER EDUCATION AND TRAINING**

**ALL PROTOCOLS OBSERVED.**

**A VERY WARM GREETINGS TO ALL AND THANK YOU FOR AWARDING US THE OPPORTUNITY TO BE HERE TODAY.**

**LADIES AND GENTLEMEN, IT IS IMPERATIVE THAT WE BRING TO LIGHT THE SIGNIFICANT CHALLENGES THAT AFFECT OUR NATION, SPANNING FROM THE PUBLIC SECTOR TO HIGHER LEARNING INSTITUTIONS. FORTUNATELY, SOME OF THESE ISSUES HAVE ALREADY BEEN HIGHLIGHTED IN THE MAINSTREAM MEDIA.**

**IT IS A WORRYING TIME FOR THE PUBLIC SERVICE IN THIS COUNTRY AHEAD OF THE MEDIUM-TERM BUDGET POLICY STATEMENT AND THE DETERIORATING FISCAL POSITION OF LOW GROWTH, LOW REVENUE AND HIGH BORROWING COSTS. IT IS REPORTED THAT THE NATIONAL TREASURY WILL ANNOUNCE DEEP BUDGET CUTS THAT WILL HARM SERVICE DELIVERY.**

**THE PUBLIC SERVICE SECTOR NEEDS TO BRACE ITSELF FOR THOSE BUDGET CUTS GIVEN THE FACT THAT THE SECTOR IS ALREADY STRUGGLING WITH A LOT OF CHALLENGES HOVERING AROUND AND IT WILL ONLY GET WORSE.**

**GIVEN THE PENDING BUDGET CUTS AND WITH GOVERNMENT DEPARTMENTS ALREADY SHORT-STAFFED, WHAT DOES IT MEAN FOR THE PUBLIC SERVICE? IT MEANS IT IS GOING TO ONLY GET WORSE. CHALLENGES SUCH AS POOR REMUNERATION, WORKER BENEFITS, CORRUPTION, AND FRAUD WILL ALSO CONTINUE TO CARRY. HAVING THAT SAID, PUBLIC SERVANTS ARE THE MUSCLES THAT ACTIVELY REINFORCE ORDER AND COORDINATION IN OUR FUNCTIONING GOVERNMENT AS WE KNOW IT, DESPITE THE OVERARCHING CHALLENGES.**

**THE CHALLENGES RUN DEEP TO THE POINT THAT THE PUBLIC CRITICISES PUBLIC SERANTS OF POOR SERVICE OVERLOOKING THE FACT THAT THEY ARE OVERWORKED, SHORT-STAFFED, AND OFTEN UNDERPAID.**

**DESPITE THE CRITICISM FROM THE PUBLIC ABOUT THE POOR SERVICE OF GOVERNMENT DEPARTMENTS. THEY SERVE THE PUBLIC WITH PRIDE.**

**PUBLIC SERVANTS NEED TO BE RESPECTED AND PAID HANDSOMELY… WITHOUT THEM THE COUNTRY WILL COME TO A STANDSTILL.**

**FEDUSA SIGNIFICANTLY PROVIDES VARIOUS TRAINING SESSIONS FOR ALL OF ITS MEMBERS INCLUDING THE PSA, THE TRAINING SESSIONS INCLUDES CCMA CASE HANDLING, CONSTITUENCY CAPACITY BUILDING, AND ADVOCACY TRAINING SESSIONS AMONGST MANY OTHERS WITH THE SUPPORT OF THE DEPARTMENT OF HIGHER EDUCATION AND TRAINING (DHET).**

**THE SIGNIFICANCE OF THESE TRAINING SESSIONS ARE TO EMPOWER AND CAPACITATE WORKERS. THEREFORE, FEDUSA STRONGLY ENCOURAGES UNIONS TO SEND MEMBERS TO THESE TRAINING SESSIONS.**

**THE CHALLENGES THAT FACE HIGHER EDUCATION ARE DISHEARTENING AND NEED URGENT INTERVENTION.**

**HOW MANY HIGHER LEARNING INSTITUTIONS HAVE WE SEEN MAKING HEADLINES FOR ALL THE WRONG REASONS? UNISA, FORT HARE, AND DURBAN UNIVERSITY OF TECHNOLOGY JUST TO MENTION A FEW.**

**THE COMMON DENOMINATOR IN ALL THESE CHALLENGES IS CORRUPTION AND MALADMINISTRATION. MANY HAVE DIED BECAUSE OF THESE CHALLENGES; THEIR DEATH SHOULD NOT BE IN VAIN.**

**A 2018 REPORT BY THE PUBLIC SERVICE COMMISSION INDICATES THAT CORRUPTION IS WIDESPREAD IN ALL LEVELS OF GOVERNMENT AND THAT IT IS COSTING THE COUNTRY BILLIONS OF RANDS EACH YEAR.**

**WE CANNOT LET CORRUPTION AND MALADMINISTRATION RUN OUR INSTITUTIONS TO THE GROUND. WHEN WILL THOSE WHO ARE WRONG BE HELD ACCOUNTABLE?**

**THESE HIGHER LEARNING INSTITUTIONS ARE THE CORE FOUNDATION OF TRANSFORMING THE STATE OF OUR COUNTRY. IF WE DO NOT PROTECT THEM FROM THESE INJUSTICES THEN HOW WILL WE FUNCTION AS A COUNTRY?**

**WHAT IS MORE DISHEARTENING IS THE FACT THAT THERE ARE COURT INTERDICTS THAT PREVENT SOME OF THESE INSTITUTIONS FROM BEING PLACED UNDER ADMINISTRATION.**

**WHAT DOES THIS SAY ABOUT US AS A COUNTRY? IT SENDS OUT A BAD MESSAGE TO CULPRITS THAT THEY WILL NEVER BE HELD ACCOUNTABLE.**

**LADIES AND GENTLEMEN, INNOVATIVE STRATEGIES FOR WHISTLEBLOWERS NEED TO BE REINFORCED, THESE ARE COURAGEOUS INDIVIDUALS WHO ARE TAKING A BOLD STEP TO MOVE FORWARD WHILE TAKING IMMENSE RISKS. WE NEED TO GIVE WHISTLEBLOWERS SUPPORT AND SHOULD BE PROTECTED AGAINST ALL ODDS. THEY PLAY AN IMPORTANT ROLE IN FIGHTING CRIMES IN INSTITUTIONS.**

**LET US EQUALLY UNITE AND PROTECT OUR INSTITUTIONS AND RESTORE THEIR DIGNITY!**

**ANOTHER CHALLENGE IN THE HIGHER EDUCATION LEARNING SECTOR IS THE LEADERSHIP OF THE NATIONAL STUDENTS FINANCIAL AID SCHEME (NSFAS).**

**A WEEK AGO, NEWS24 REPORTED THAT THE CEO OF THE NATIONAL STUDENT FINANCIAL AID SCHEME (NSFAS), ANDILE NONGOGO, ACTIVELY PARTICIPATED IN CHOOSING COMPANIES TO DISBURSE ALLOWANCES TO BENEFICIARIES OF THE R47-BILLION FUND.**

**NONGOGO, WHO HAS BEEN SUSPENDED, WAS GIVEN UNTIL MONDAY TO GIVE THE NSFAS BOARD REASONS WHY HIS CONTRACT SHOULD NOT BE TERMINATED FOR FACILITATING THE MALADMINISTRATION, WHICH LED TO MORE THAN 80,000 STUDENTS NOT RECEIVING THEIR ALLOWANCES ON TIME.**

**WE HAVE SEEN STUDENTS PROTESTING FOR MONTHS AND MISSING OUT ON CLASSES BECAUSE OF THIS ISSUE. THIS IS VERY DISAPPOINTING THAT STUDENTS GET TO SUFFER THE CONSEQUENCES OF THIS ALLEGED MALADMINISTRATION. WHEN DOES IT END?**

**THE FEDERATION THAT REPRESENTS THE LABOUR FORCE IN BOTH THE PRIVATE AND PUBLIC SECTORS CALLS FOR SUSTAINABLE SOLUTIONS TO ADDRESS THESE CHALLENGES.**

**MAY YOU KINDLY USE THIS MEETING TO ADDRESS MATTERS AFFECTING THE FUNCTIONING OF THE DEPARTMENT AND THE UNION. I HOPE THE MEETING WILL YIELD POSITIVE RESULTS THAT WILL CONTINUE TO STRENGTHEN THE RELATIONSHIP BETWEEN OF THE PSA AND DHET.**

**IN CONCLUSION, I WOULD LIKE TO TAKE THIS OPPORTUNITY ONCE AGAIN TO THANK THE PSA FOR INVITING FEDUSA TO THE BRANCH ANNUAL GENERAL MEETING (GAUTENG).**

**QUOTING ONE OF OUR BRILLIANT MINDS, THE LATE NELSON MANDELA**“THE POWER OF EDUCATION EXTENDS BEYOND THE DEVELOPMENT OF SKILLS WE NEED FOR ECONOMIC SUCCESS. IT CAN CONTRIBUTE TO NATION-BUILDING AND RECONCILIATION.”

**THANK YOU**

**END**