

SASBO NEWS



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Best wishes for 2023!



The Sasbo delegates at the 2022 National Executive Congress wish all Sasbo members and their families all the best for the year to come. Together as a union, we are stronger!

INSPIRING ASSISTANCE FOR OUR JOURNEY INTO 4IR

Deputy general secretary, Ben Venter, who heads up Sasbo's technology initiatives, and is a member of the Presidential Commission on 4IR, gave Congress 2022 a comprehensive and absorbing up-date of the union's journey into the 4th Industrial Revolution (4IR).

It was a talk that provided invaluable career-development guidelines for individual members.

Ben's biggest immediate news digitally speaking was his report that the Sasbo App launched earlier this year has already become a favourite means of communication among members who are praising its quick and easy access.

Reporting on the Presidential Commission's aims he said that it had been created to –

- Develop an integrated country strategy and plan to respond to 4IR including detailed

interventions to be carried out achieving global competitiveness of the key economic sectors (agriculture, finance, mining, manufacturing, ICT, and STI);

- Advise on a technology research and development programme to advance 4IR;
- Advise on strategies for skills development and future of work;
- Make recommendations on enabling relevant infrastructure for SA to participate in the digital economy;
- Make recommendations on an institutional framework and mechanism to coordinate 4IR programmes;
- Make recommendations on approaches to address inclusivity and the digital divide;
- Make recommendations on interventions to enable innovation and entrepreneurship, and for SMMEs to take advantage of the 4IR;
- Advise on strategies to mobilise resources



Deputy general secretary, Ben Venter.

to support the 4IR interventions; and

- Make recommendations on mechanisms to measure the impact of interventions on 4IR.

In Sasbo's journey to find the best possible solutions for its members, the union has embarked on a Fact-Finding Mission. Among its most interesting findings were the

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Emulating the Sasbo model could save SA

Plagued by divisions, inefficiencies and corruption, South Africa is in deep social and economic trouble.

The way it is heading there is worse to come.

All shades of opinion agree about that.

How can the country extricate itself from this mess?

Sasbo will show the way. As General secretary Joe Kokela said in his presentation to the union's 2022 National Executive Congress:

'Sasbo is respected as the voice of sobriety and common sense solutions.'

Earlier he had pointed to the liberations and unions that self-destruct by diverting to divisive and delusional ideologies.

How has Sasbo achieved its 106 years of successfully advancing its members' wages, working conditions and job security to possibly the best in the country?

From day one the union's founders eschewed politics as a divisive influence that would divert it from its reason for being.

From day one the union's members considered themselves as vital a factor in the companies they serve as management and the shareholders.

Trained to serve a demanding and discerning public, finance workers take pride in delivering top quality service.

From day one back in 1916 they demanded the same standards of efficiency from their union officials. Thanks to their erudite staff selection and scrutiny, never in 106 years has their union been weakened by profligate or dishonest full-time officials.

To create a larger profit pool to redistribute, from day one it has always been a goal of Sasbo members to help their companies to prosper.

Initially, the banks went out of their way to ignore and even destroy Sasbo.

That disregard changed suddenly and

dramatically in 1920 when Sasbo staged the world's first bank strike.

Through all of the ensuing 100-plus years the union has had a hand in shaping the finance industry's employment conditions; and building them to arguably the best in the country.

Sasbo's rich mix – its members range from senior managers to service workers -has made it a mine of HR expertise. With Sasbo on board, managements have ceased wanting to go it alone.

Because of its strength and numbers and profound negotiating skills the union has seldom had to ask its members to take to the streets to help it to get its job done.

The resultant stability creates more wealth to share.

Sasbo helped to pioneer race and gender equality in the workplace and in its structures decades before equality was placed on the social agenda.

In 1979/80 Sasbo became perhaps the first union worldwide to re-evaluate jobs as an equal partner with management.

Recently, when the Fourth Industrial Revolution threatened, Sasbo became the first union in the world to initiate a global study tour and follow-up seminar with representatives of management and government as members of its team.

The way forward

Let us now imagine a South Africa in which the Sasbo approach becomes the model that all of labour and management and the municipalities strives to emulate.

That instead of being at one another's throats, companies and municipalities and their employees work together as teams to create stable and efficient organisations.

A world in which individual employees become aware their future prosperity depends on their efficiency and productivity.

As those who should know better frequently fail to either recognise or acknowledge, no worker or union can respect bosses who lack the skills or interest to get the job done and who want only to line their own pockets.

How wonderfully that would rescue the country from the brinks threatening massive infrastructural failures and human suffering.

The lead must come from management.

As those who should know better frequently fail to either recognise or acknowledge, no worker or union can respect bosses who lack the skills or interest to get the job done and who want only to line their own pockets.

As with Sasbo in 1920, ignored, bullied and deprived workers have no alternative but to resort to militant action.

Where does the power lie in the human relations equation?

Surely it is with capital and the managements so richly rewarded for their alleged superior knowledge and experience?

If the unions with which they are required to deal are inexperienced and have rough edges it is up to them to engage with them to help them to understand the bigger picture.

Failure to do so is a failure to manage.

Only when both sides move away from the divisive and delusional ideologies that Sasbo warns against and begin meeting as partners will South Africa be able to begin rescuing its threatened institutions.



LEGAL REPORT

Gizelle shared with Congress some of the most noteworthy cases the union handled on behalf of its members.

Up-dating delegates on the continuing work of her department she told them:

- Sasbo's Staff Manual, Policies and Procedures are currently under review to align with new labour workplace reforms
- A databank was created with all legal files received and the capturing of movements for the period 2015 – 2021.
- All the Human Resources files of staff were updated
- Mandate forms from members were updated to ensure that mandates are captured correctly for execution as intended
- Union documents were reviewed to comply with POPIA

The following new bills and codes have been promulgated:

- The Gender-Based Violence and Femicide Draft Bill (NCGBVF) finalised and tabled at Nedlac by the Department of Women, Youth and People with Disabilities (DWYPD). It aims to enhance mechanisms to eliminate gender-based violence and provides for the establishment of the National Council on Gender-Based Violence and Femicide.

- Code of Good Practice on the Prevention and Elimination of Harassment in the Workplace (GG 46056).
- Comments on the draft Protection and Support of Whistle-blowers' Policy were welcomed.
- The Conduct of Financial Institutions (CoFI) Bill. The Bill provides a regulatory framework for financial institutions' conduct that will, among others, protect financial customers by:
 - promoting their fair treatment and protection;
 - supporting transparent and efficient financial markets;
 - promoting trust and confidence in the sector as well as innovation and the development of and investment in sustainable innovative technologies; processes and practices;
 - supporting sustainable competition in the provision of financial products/ services;
 - promoting financial inclusion and transformation; and
 - assisting the Reserve Bank in maintaining financial stability.

Sasbo's Legal Department will continue to provide excellent legal services to members.



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demand for these top 10 skills identified by the World Economic Forum.

Complex problem solving – having the mental elasticity to solve problems we've never seen before and being able to solve them in a landscape that's changing all the time getting more complex by the minute.

Critical thinking – the use of logic and reasoning to evaluate issues and problems and weigh up the pros and cons of each approach.

Creativity – with the avalanche of new products, new technologies and new ways of working, employees are going to have to become more creative to benefit from these changes.

People Management – managers must know how to motivate their teams, maximize their productivity and respond to their needs.

Co-ordinating with others – collaboration is crucial in any work environment, and it involves strong communication skills.

Emotional intelligence – that is how adept we are at adjusting our behaviour depending on the mood of colleagues, partners, family members and our internal feelings.

Judgement and decision making – organisations will be able to access more data and will need employees who can sift through the numbers, find actionable insights, and use big data to inform business strategy and decisions.

Service orientation – anticipate new consumer values and translate them into product offerings and become even more knowledgeable about the processes involved in meeting these demands.

Negotiation – this is a vital interpersonal skill that robots cannot yet handle.

Cognitive flexibility – i.e. the ability to use the different ways of thinking – creative brain, mathematical brain, critical thinking brain, etc. quickly and easily.

Ben also shared career roles that will stay stable, new roles that will become regular jobs and roles that will be phased out.

"Our journey into the 4IR has brought Sasbo and its members into the 21st century and beyond and we are taking the banks with us.

"We have consulted with them and advised them to prepare them to be ready for the changing environment of 4IR and to make sure that they keep their employees – our members – on the forefront of this movement so that their careers can only grow and adapt to the new normal.

"Our members are highly appreciative of our efforts to help them survive the 4IR and prosper in it. This is a far cry from 2002 when only 33% of the members surveyed felt that their union was helping them to advance their careers.

Overview of the insurance sector



Ben Botha is the assistant general secretary responsible for Sasbo's involvement with the insurance sector. Here is a summary of the progress report he delivered to Congress 2022.

delivered to Congress 2022.

SANTAM

Salary negotiations

Financial markets reported that Santam posted solid operating results under difficult economic circumstances dominated by the continued negative impact of Covid.

Based on the majority mandate of members a settlement agreement was accordingly concluded on a total increase of 5% overnight spend for the bargaining unit effective 1 April 2022.

In addition a further discretionary 0.25% spend had been secured and would be made available for anticipated promotions, interim increase, and compa-ratio adjustments across all grades in Santam.

Confirmation was also provided by Santam that given the results achieved members in the bargaining unit would receive a total spend of 12% on bonuses on 16 March 2022.

Per the settlement agreement:

1. The increase will be differentiated using performance ratings and compa-ratios as criteria.
2. Employees with a performance rating of 2.4 and below will not be eligible for an increase.
3. Employees with a performance rating of 3.0 and above with a compa-ratio of up to 100 will receive a minimum increase of 5%.

Sasbo's aim to place members in at least a similar or a better position in terms of their ability to improve their living standards was achieved in challenging circumstances and uncertain times.

Mandatory vaccination and return to work policy

Despite Sasbo's objections, Santam announced in September 2021 that it was implementing a mandatory vaccination policy that required South Africa-based employees to be vaccinated with effect from 1 January 2022.

Santam acknowledged that employees may have valid grounds for choosing not to

vaccinate, including medical grounds. It was agreed that the policy will recognise the right of those employees to object to being vaccinated and a process to manage exceptions was put in place.

Following ongoing engagements in 2022, Santam announced that all employees would move from the remote working model to the New Ways of Work hybrid model officially from 1 March 2022. This means that all employees were required to return to the office for at least a few days a week from then including that in some business units, the requirements of the business may necessitate a full-time return to the office from this date.

Aligned with the above, with effect from 1 March 2022, the following administrative arrangements to give effect to the Vaccination Policy and the New Ways of Work Hybrid Model were implemented:

1. All South African employees were required to provide proof of their vaccination status
2. Employees who were unvaccinated or who had not provided proof of vaccination were required to provide an independently verified proof of a negative Covid-19 test taken within the previous 48 hours each time they arrive at the office. The cost of obtaining such a test was for the employees' own account.
3. Failure to come to the office without a valid reason, as required in terms of the New Ways of Work, was to be regarded as a serious disciplinary matter arising from breach of a lawful instruction from the employer.
4. These arrangements remained in place until June 2022, at which time it was agreed that they would be reviewed.
5. Differentiated (higher) Group risk benefit rate would be applied to unvaccinated staff, including those who have not disclosed their vaccination statuses.
6. All contractors and suppliers working at or from Santam premises (including Sasbo officials) were also required to comply with the Mandatory Vaccination Policy.

Following ongoing objections by Sasbo during the June review, including the review of the risk assessment, Santam agreed to uplift the mandatory vaccination policy.

On 23 June it was announced that:

- All employees were required to return to work in the office for a minimum of two days per week from 1 July 2022
- Mask wearing became voluntary with immediate effect within the office

environment.

- Vaccination proof or negative Covid test result was no longer required for entry to the office with immediate effect. Any employee who tested positive for Covid-19 was expected to notify their line manager and not work from the office. Where possible, arrangements would be made to enable the employee to work remotely.
- There were no dismissals based on non-vaccination.

Saturday shifts – CE Contact Centres

In March 2022 Santam, advised Sasbo that with effect 1 April 2022, it intended implementing Saturday shifts for CE Contact Centres employees who were working Saturday shift voluntarily on an overtime basis.

Santam submitted that:

- Current operations in certain teams are not aligned to contracts and the rest of the CE teams, i.e. Retentions and Cross and Upselling teams.
- Current operations related to Saturdays are not aligned to rest of the Direct Contact Centre.
- Scheduled shifts through Workforce Optimisation (WFO) and in collaboration with each team members.
- Saturday shifts will continue to be worked from home, unless the line manager required different, due to negative productivity impacts or should you choose to work from the office.
- Applicable to all CE consultants
- No more overtime claims or payments.

Sasbo objected on behalf of its members to the implementation of unilateral changes to terms and conditions. Santam agreed to withdraw the 1 April implementation and proposed 1 May to allow for engagement and consultation.

Subsequently alignment of working hours was not implemented on 1 May as the consultation process was not concluded. Finally in June, following ongoing engagements between the parties, based on the member mandate and after due consideration and inclusion of certain member proposals to mitigate the impact of the changes, it was agreed that the scheduling would continue for June and the working hours clause in terms of the employment contract would be implemented as of 1 July 2022.

Sasbo achieved the best possible and a positive outcome to a challenging situation

where the employer exercised its right to demand Saturday work in terms of the employment contracts signed by the members on appointment.

S189 restructuring

1. Reorganising of HR delivery
2. Santam Direct Reorganisation – Working Hours and Remuneration Model
3. Reorganisation of Postal Department
4. Santam Support Services
5. Reorganisation of CLCC Manco Structure
6. Durban Westville switchboard operators

Over the last two years we have encountered an unprecedented number of S189 restructures in the insurance sector. More than often, we faced business cases presented to Sasbo as proposals but where it was apparent that employers had already made final decisions and were merely going through the motions of ticking boxes as a subterfuge to present compliance with the requirements of S189 and avoid litigation.

Sasbo in all instances vigorously opposed such actions, compelled employers to consult, successfully demanded CCMA facilitation in large scale restructures, ensure that all alternatives were explored and that any retrenchments were a last resort.

Where retrenchments were inevitable, Sasbo ensured that beneficial voluntary options were available, that members received support as well as the best possible severance packages far more than the minimum prescribed by legislation and that members exited with their dignity intact. There were no forced retrenchments.

Santam disciplinary, incapacity and grievance codes and performance management processes

Over the last year there has been ongoing engagement with Santam. Sasbo has proposed numerous amendments including extension of the individual right to representation in disciplinary matters and grievance procedures as well as principal changes to the Performance improvement process.

Most of Sasbo's proposals have been agreed to at HR level, currently awaiting approval by Exco.

Sasbo serves on the Santam National Employment Equity Forum (NEEF)

The Santam NEEF was established for consolidation of input from consultations. They meet four times per year and are chaired by the Head of Employee Relations.

OLD MUTUAL

Salary negotiations

Sasbo was excluded from the 2022 salary increase negotiations, due to not meeting the thresholds contained in the 2017 Recognition Agreement.

Sasbo has always maintained that the 2017 thresholds were deliberately designed to

exclude the union from the negotiations.

The key factors that informed Old Mutual's decision about increases, were:

- The Covid-19 pandemic and the devastating effect to the economy continues to be a challenge for the organisation and its employees.
- The merit increase table differentiates increase for each role size and considers the current socio-economic impact on lower role sizes
- The annual CPI of 4.5%
- Potential Old Mutual medical aid increases
- The market competitiveness of remuneration of the different levels and general insurance increase projections.

The results were:

Role size I and J – 8%, K – 7%, L – 6.25%, M – 5.25%, N and O – 4.25%.

The Recognition Agreement is currently being re-negotiated to address the unfair and disparate thresholds.

A victory has been achieved in that it has already been agreed that through Recognition Sasbo will, when negotiations are concluded, take its long overdue seat at the Central Engagement Forum as well as the Business Unit Forums.

Sasbo requires 25% representivity of TGP staff job size O and below to participate in the next salary review.

Mandatory Vaccination Policy

After ongoing engagements and despite Sasbo objections, Old Mutual introduced a mandatory vaccination policy in November 2021 requiring all employees to be fully vaccinated by April 2022.

Following a townhall meeting in February, the Old Mutual CEO made it clear that employees had three options, be vaccinated, pay for weekly PCR tests of which Old Mutual will pay for 1 out of 4, or resign.

The policy was uplifted on 22 June 2022 and employees were no longer required to be fully vaccinated, wear masks or produce negative test results.

However, several members were dismissed for failing to vaccinate based on a finding of so-called "permanent incapacity". A demand was placed on Old Mutual to reinstate or reemploy the dismissed members, but the demand was rejected.

Accordingly, the dismissals have been referred to the CCMA as unfair dismissals and an application has been brought in terms of s191 of the LRA that these matters be joined and transferred to the Labour Court.

MFC advisor new remuneration model dispute

From initial engagements in May 2021 that carried on throughout 2021 and first quarter of 2022, Sasbo mitigated the potential negative

effects of the new remuneration model by, among other things, ensuring that proper consultation took place before implementation in January 2022.

Implementation was accordingly delayed by six months. Sasbo ensured that the basic guaranteed pay was unaffected, that benefits such as vehicle allowances were implemented and excluded from viability calculation, and most importantly, that all deficits were reset to zero on 1 January 2022.

Section 189 restructures

- Human Capital PFA, OMF and MFC
- Old Mutual Finance Operating Model Review
- Rest of Africa – restructure of central team
- Capability Cluster Support Staff
- OML Talent and Learning, and Rewards
- Group Marketing Public Affairs and Sustainability
- Old Mutual Foundation
- Old Mutual Alternative Investments

As with Santam, Sasbo ensured that favourable voluntary and early exit options were available thereby limiting forced retrenchments to an absolute minimum.

Old Mutual Bula Tsela B-BBEE Share Scheme

During 2022 Sasbo has been in ongoing consultation with Old Mutual about this Broad Based Black Economic Empowerment scheme.

They opened the R2.8 billion scheme to the public on 22 August after shareholders approved the transaction. The scheme, which means "pave the way" in Sesotho, will sell 1.29% of the group's share capital to black community beneficiaries for as little as R10 a share.

The deal will see Old Mutual facilitate a share offer to individuals who don't usually have access to these types of share schemes to invest indirectly in the Old Mutual Limited share.

At the closing of the transaction. Old Mutual's Ownership is expected to accelerate its B-BBEE targets from the current 29% to exceed 30% black ownership.

Employees will be granted and allocated shares at no cost.

Employees don't need to do anything except check and confirm the accuracy and completeness of their personal data on WorkDay. The number of shares each employee will be granted will depend on the staff complement just before the launch.

Qualifying employees will receive allocations, regardless of gender, race, or geography. However, there will be a material tilt towards black South Africans, women, and employees at entry level job grades.

They will only be able to take transfer of, and trade, their vested shares after the lock-in period ends (ten years).

Sasbo's Youth Sector comes to life big time

A heartening feature of Congress 2022 was the report delivered by Youth Committee chairperson, Boitumelo Selhaku, on the sector's progress since its existence was mooted at the 2018 Congress.

"Young finance workers are excited and are determined to make a success of their forum," she told the delegates.

On 29 May, 2021, Sasbo hosted its first Sasbo National Youth Congress which elected the following leadership team: chairperson: Boitumelo Setlhaku, deputy chairperson: Xola Mbek, secretary: Kabeya Phiri, deputy secretary: Thapelo Tsoai; additional Members: Candy Mosidi and Hlubikazi Kasana

Those elected were given the task of advancing the interests of the youth within the union.

At a Workshop with the general secretary in June 2022, a framework for the Youth Forum's activities was adopted. Working with the union's secretariat they plan to –

- Make Sasbo the preferred union for the youth of the finance sector
- Enhance the prosperity of the youth in the sector.
- Build a strong and trusted union for now and the future
- Educate younger workers on the demands and challenges, including the new ways of the future world of work, the 4th / 5th Industrial Revolution, digitalisation, mechanisation and innovation, etc.
- Engender confidence in addressing it's campaign called VUCA.

To advance the interests of youth, the union's Youth sector aims to have at least one representative in each Branch Executive Committee.

"Since our Workshop and other meetings



with the general secretary we have made considerable strides," Boitumelo told Congress.

"Sasbo Youth was invited to attend the Chairperson's Forum to learn as much as we could from it with the focus on membership growth, commissions and identification.

"Sasbo Youth was invited to participate in the UNI Africa conference. At that conference, we made a meaningful impact and contribution. Our deputy secretary, Comrade Thapelo, was elected as a member of the UNI Youth Africa Committee.

"Young workers of Sasbo also participated in the Provincial and National Cosatu Congresses.

"In Cape Town one of our capable progressive young workers, Comrade Phila Magidigidi, was nominated to serve in the Cosatu Youth Provincial Structure of the Western Cape.

"Our delegates performed with pride and honour at the Cosatu young workers' national forum, contributing to the debates

and being in the forefront during the commissions, more particularly in the gender commission where our contribution definitely made a positive difference."

The Youth Forum's activities agenda clearly demonstrates its high degree of commitment.

Promoting its visibility during September it placed the emphasis on getting to know your Youth Ambassador, membership growth, downloading the App and Youth for Youth.

During October its focus was on mental health and breast cancer, researching factual information affecting youth and creating a social "Youth for Youth" network, amongst others.

Credit for the creation of Sasbo's Youth Forum must go to Cosatu. In 2012 the Congress began urging all affiliates to establish youth structures with the message: "The youth is not the future, but the present."

APPLICABLE TO WINNERS

At Congress, members who have just signed on to Sasbo's app, stood the chance to win fabulous electronic prizes.

The lucky winners were Monwabisi Moyake, George Dijo and Sisanda Mangi. With them are Lauren De Jongh and Sheena McKenzie from Sasbo head office.



SASBO ACTIVITIES AT COSATU

Reporting to Congress 2022 on the union's involvement in Cosatu activities, Louisa Nett, Sasbo's Cosatu liaison officer, said:

'All activities have been implemented as per the year planner and this will continue to happen for the remainder of the year. With 2022 still being an abnormal Covid year most of the meetings were held virtually. Another challenge that members faced was the absence of data to connect to the meeting links.'

National Activities

Three National Office Bearers (NOBs) attended the meeting of the Cosatu's Central Executive Committee (CEC).

Three CECs were planned for the year and all meetings were attended by our three NOBs.

Our General Secretary was nominated to be part of the Human Resource Committee responsible for staff and staff matters at Cosatu.

The 14th National Congress was held from 26-29 September 2022.

Cosatu's 7th Central Committee (CC) was held in September 2021 and a Sasbo delegation attended.

May Day celebrations

The 2022 May Day celebrations took place in Northwest in the Royal Bafokeng Stadium. Its theme was: "Deepen the back-to-basics campaign, consolidate the struggle for the NDR and advance the struggle for socialism."

There were also celebrations in: Johannesburg, Lichtenburg, Midrand, Vaal, Pretoria, Mahikeng, Rustenburg, Ekurhuleni, Western Cape Langa Stadium, Northern Cape Die Eiland Sports Ground, Mpumalanga Gert Sibande Stadium, Emalaheni Nkangala Region, Eastern Cape Port Elizabeth, East London and Grahamstown, Free State Trompsburg, Kimberly, Bloemfontein, Zastron, Goldfields, Goldengate and Thaba 'Nchu

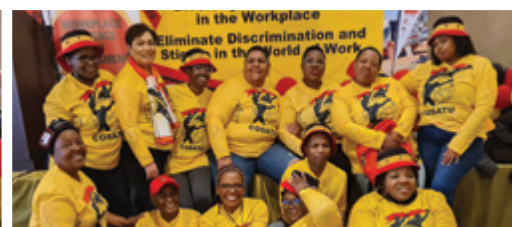
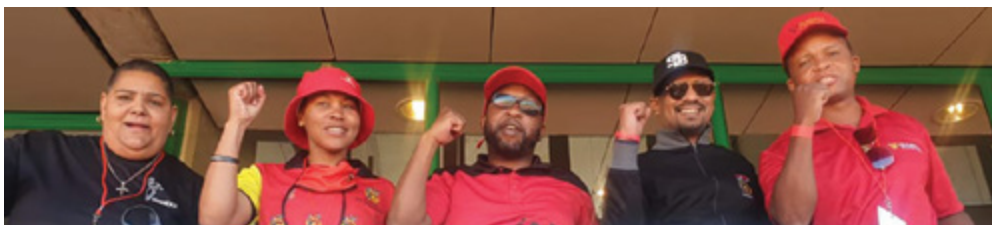
Cosatu Provincial and Gender Conference 2022

Cosatu had nine Provincial Gender Conferences and nine National Conferences:

The Gender and Main Conferences ran back-to-back as part of a cost saving mission.

A Gender Webinar was held in August 2021 Women's Month with the UN and the ILO. The following themes were covered:

- Gender Based Violence (Ratification of ILO convention)
- Economic Justice and Rights
- Bodily Autonomy and Sexual Reproductive Health and Rights
- Feminist Action for Climate Change
- Technology and Innovation for Gender Equality



- Feminist Movement and Innovation for Gender Equality
- Technology and Innovation
- Women Peace and Security

A special thanks to the leaders of BECs and the offices who have supported us to ensure a smooth running of these conferences.

1st Cosatu Gender Inaugural Conference -20-22 June 2022

Ten delegates from Sasbo attended. This is a constitutional structure, and a management body was elected. The Declaration was adopted, and the five commissions:

The Switzerland Commissions:

- Organisational Sion's Renewal
- Mainstreaming Gender Issue through Collective Bargaining and Decent Work for All
- World Of Work Free from Violence and Harassment
- Gender Transformative and Just Transition and Climate Change
- Building Gender and Working-Class Consciousness and Political Revolution

Just Transition Blueprint Launch 2022

This workshop was held in March 2022 and covered the following themes:

- 4IR and the Future of Work
- Climate Change
- Agriculture
- Coal and Energy
- Transport
- Economic Recovery and Development

Provincial Activities

All meetings of the following were attended virtually

- Gender Meetings were held in all provinces and our members participated
- PEC Meetings were held in all provinces and our members participated
- Fincom Meetings responsible for the budgets were held and our members participated
- Education NOBs attended these meetings

with Members from the BECs.

National Youth Summit 4-8 May 2022

Ten delegates attended this important Summit to elect leadership to serve on the structure for three years.

The theme "To build young workers" emerged with clear programmes of action".

Prior to the National Youth Summit, Provincial Youth Summits were held, but due to short notice, we managed to only attend one in Cape Town where one of our members, Phila Magidigidi, was elected as an additional member.

NEDLAC 2022

We attended the Nedlac Labour School.

This programme's aim was interrogate the 2021 declaration to see where we had made progress and what gaps remained.

A new declaration was drafted and adopted for 2022; it entailed the issues of the Social Compact and what it means for labour in the workplace.

Labour Law Amendments

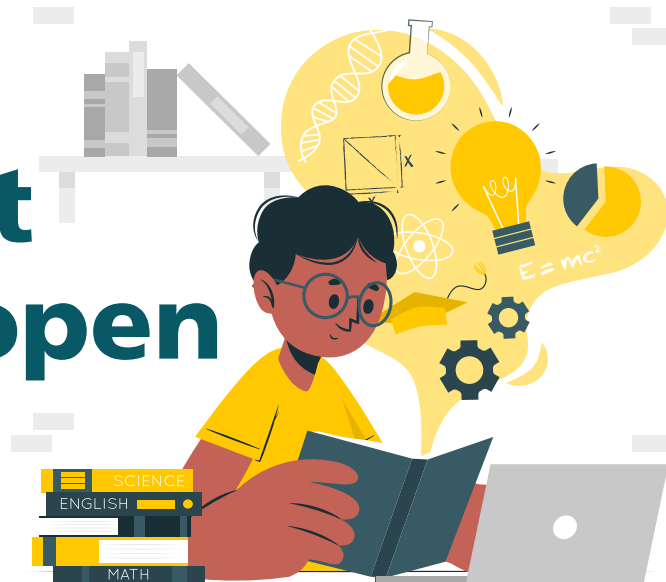
- UIF Amendments have been passed – Paternity Leave
- FICA Amendments
- Tax Reform Bill was put on hold until March 2022
- Market Conduct Committee: Research was done on the Future of Work and Scarce Skills linked to the 4th Industrial Revolution (4IR)
- Social Security: Youth Employment Bill still under discussion
- Comprehensive Social Security
- Occupational Health & Safety Act (OHSA) is under review
- Compensation for Occupational Injuries and Diseases Act (COIDA) is also under review
- NHI: Under discussion in Parliament with clear targets and time frames
- National Credit Amendment Bill – it will have an impact on the Banks
- TERS – impact thereof.

CONGRESS GALLERY



Sasbo study grant applications are open

Annually Sasbo offers 50 study grants of up to R4 000 each to help members (and/or their children) to further their tertiary educational ambitions.



Please note the following:

- There is no age ceiling to the grant qualifications.
- The grants are solely for students undergoing approved forms of tertiary education. The grants do not apply to any other branch of education.
- We receive many applications for the grants. Only 50 of the applicants whose names will be drawn in April or May next year will be fortunate enough to receive Sasbo's help.
- Do not submit more than one application. Additional applications are discarded.
- Complete applications in full with all supporting documents attached.

study grants are:

- Applicants must be Sasbo members in good standing.
- If the required grant is for a child, at least one parent should be a Sasbo member in good standing.
- No other relatives (i.e. sisters, brothers, in-laws, etc.) will be considered.
- The student has to be in his/her second year of study – or beyond – at a recognised tertiary educational institution.
- The grants are not available to cover school fees or other forms of education.

- Proof of your 2023 registration/enrolment, and tuition fees paid, or payable.

To ensure that their applications are considered, applicants should answer all the questions on the application form on this page. Please write clearly. The closing date for applications is 28 February 2023.

Successful applicants will be contacted telephonically in April or May 2023 after the final draw has taken place and the names of the successful applicants will be published in Sasbo News.

The rules

The rules governing the allocation of Sasbo

Each application needs to be accompanied by:

- Proof of successful completion of your 2022 studies.

Completed forms can be mailed to: Sasbo 2023 Study Grant Private Bag X84 Bryanston 2021 or applications may be emailed to: studygrants@sasbo.org.za

Application for a 2023 Sasbo Study Grant

Sasbo membership number. Institution where Sasbo member is employed

Sasbo member's name & surname.

Closest centre to member (please tick):

☐ Johannesburg ☐ Pretoria ☐ Durban ☐ Port Elizabeth ☐ Cape Town ☐ Bloemfontein

Applicant's name & surname

Relationship of applicant to member Applicant's year of study (eg: 2nd year)

Postal address

. Code

Tel (H). (W)

Cell Email

Bank deposit details

Name of account holder. Bank name

Account number

Branch (compulsary Branch number (compulsary

Type of account (eg. Current

NOTE: INCOMPLETE APPLICATIONS WILL NOT BE CONSIDERED



SASBOsure – Clients enjoy R1 000 Excess shield for the Sasbo member, 7 days free car hire

Contact firstEquity at info@firstequity.co.za or 0860 744 447 for a quote.

Sasbo urges Standard Bank to follow its rivals' lead

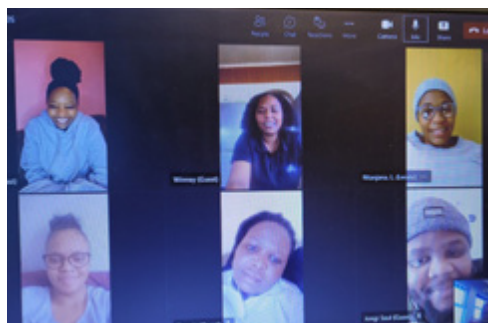
Following the ground-breaking employee share-ownership deals of share schemes introduced by Old Mutual and Capitec, Eugene Ebersohn, the assistant general secretary responsible for the union's Standard Bank portfolio, called it "fantastic."

"Standard Bank missed the opportunity to be industry leader in this regard," he told Sasbo News.

"Several years ago, we enlightened the bank on the advantages it would earn from enabling staff to buy its shares at a discounted rate. Furthermore, we urged it to allow staff to buy shares with their discretionary bonus.

"Our suggestion did not find favour.

"We are hoping that the example set by these two institutions will persuade Standard Bank to revise that stance. And we have written to the bank urging it to do so."



2022 Training was successful

Training for the year has been concluded.

"All training is still conducted virtually. We hope to be back in the class room in the new year," says Amanda Naudé, Sasbo training officer.

The last sessions of the year were for the following groups:

- Newly elected Capitec Shop Stewards and a BEC member (pictured)
- Capitec Gugulethu
- Capitec Dundee
- Nedbank Queenstown
- Capitec Klerksdorp
- Capitec Midway Crossing, Durban
- Capitec East London
- Capitec Middelburg.



THESE TWO REACHED OUT AND WON!

Sasbo's successful recruitment competition, Each One, Reach One, has come to its conclusion. The grand finale's winner were chosen: Congratulations to Pearl Booyens who walked away with the HP Laptop and Magezi Maluleke who was the lucky winner of the iPhone12.



SASBOsure – Clients enjoy R1 000 Excess shield for the Sasbo member, 7 days free car hire

Contact firstEquity at info@firstequity.co.za or 0860 744 447 for a quote.

NEWS FROM THE FREE STATE

Here are some news snippets from Sasbo's regional office in the Free State.

- Golden Gate BEC adopted Ithuseng Day Care in Clarens for their HIV/Aids project and Upington BEC adopted Jogebed House.
- In August Moqhaka BEC was launched in Kroonstad.
- Goldfields BEC held a soccer day in Welkom as part of a recruitment drive.
- Free State members supported Cosatu's protest action in Bloemfontein.

This province boasts very satisfied customers. Here are excerpts from a few letters from members.

"I am very proud to be associated with a union of change like yourselves... One day when I go to heaven, after meeting with God, I will ask for a branch of Sasbo and join this union in heaven again."

"Bongani from Sasbo earns a round of applause... You really are a star. Please keep up the good work. We need soldiers or fighters like you in the industry."

"I appreciate Sasbo's help. I am not going to stop spreading the word about your excellent help. I am proud of being a Sasbo member."



DIVERSITY MAKES US STRONGER

Sasbo staff from Pretoria and Johannesburg celebrated a successful Each One Reach One campaign and their heritage.



BENEFITS

Current Add-On Benefits

Please note that these benefits are only available to paid-up Sasbo members.

Sasbo Benevolent Fund

The Sasbo Benevolent Fund, which draws its resources from union funds and member donations, renders financial assistance to members who are suffering extreme financial hardship.

Sasbo Legal Line – 0860 111 000

This is the union's free 24-hours-a-day, 365-days-a-year legal advice line available to members, through Europ Assistance. Sasbo callers receive unlimited general telephonic legal advice, which has saved members millions of rands in legal costs. The other services include free tax and financial support for education. Effective from 1 October 2020 members will have access to Covid-19 support, such as tele-doctors and professional nurses.

Sasbo Study Grants

Each year the union offers study grants (on a rand-for rand basis) to members or their children undergoing second-year tertiary education or beyond.

Old Mutual Educational Trust Scholarships

Sasbo has been admitted to the Old Mutual educational trust that promotes tertiary education by providing scholarships for worthy individuals. The scholarship provides funding to study on a full-time, part-time or on a distance basis, for a first-time undergraduate degree or diploma (including BTech) at an accredited Higher Education Institution. You may apply only if you are:

- A member or staff member of one of the participating trade unions.

- A child of a member or staff member, and are under the age of 25.
- A grandchild or other child blood relation of the member or staff member, and are under the age of 25, and are solely financially dependent on the member.

Old Mutual Group Schemes

During their 20-year association with Old Mutual, Sasbo members have invested in a wide range of financial plans (investment, education, capital accumulation and funeral plans) made available to members at competitive rates. Their collective stake in Old Mutual qualified the 11 000 members with Old Mutual investments for shares worth an estimated R40 million when the company privatised its operation in 1999. Old Mutual continues to offer an expanding range of investment opportunities which members would be wise to investigate.

Sasbo Member Funeral Cover

Effective from 1 September 2020, the Sasbo member funeral benefit, which is included in your union membership and underwritten by Old Mutual, has increased from R10 000 to R15 000 for all members under 63 years of age. An additional R15 000 will be paid out in the case of unnatural death in the line of duty. This means a potential total cover of R30 000 per member. Claims should be directed to your nearest Old Mutual Servicing branch or contact the Old Mutual Call Centre on 0860 607 000 for assistance or visit the Sasbo website for details of the claims procedure. Please relay this information to your family members.

SASBOsure Personal Insurance

*We will match or beat your current premiums**
SASBOsure: car, home and contents insurance for over 30 years. firstEquity* has offered SASBOsure an exciting insurance offering designed exclusively for Sasbo members. SASBOsure has always had the following principles at its core: competitive costs, exclusive benefits and unmatched service levels through a dedicated relationship manager. A few of SASBOsure's exclusive benefits include:

- free AA road and home emergency assistance;
- free 7-day car hire;
- an excess shield; and
- a unique retrenchment benefit.

SASBOsure promises to match or beat your current premium or quote (Ts&Cs will apply). For a quote, contact us on info@firstequity.co.za or 011 510 1300. * firstEquity Risk Management Services (Pty) Ltd is a registered FSP.

Sasbo News

Members are kept up-to-date about Sasbo personalities and activities through its own newspaper, Sasbo News. Sasbo News keeps them abreast of developments in the local and international finance industry, international socio-economic trends and developments in the labour movement.

Sasbo Smalls

This 'shop window' in Sasbo News enables members to advertise – free of charge for a prescribed period and at a modest cost thereafter – their goods, services, properties for sale or rent and other items.

BPS
Benefits

Financial Institutions
Pensioners Society
(BPS)

Funeral cover: A competitive premium is available from AVBOB for pensioners up to the age of 84 years. Call 011 442 0030 (BPS Office) or 021 851 0402 or 082 453 5789, fax 0866 162 281 (Kobus Bruwer of Be Wise).

Benevolent fund: Apply via your BPS branch to the National Council for financial assistance (only in deserving and exceptional cases).

Insurance: Pensure from firstEquity is especially for BPS members and includes AA Road Assist. Call 011 510 1300.

Heart2Care: Caring is what we do and love. For all your health needs and care in the comfort of your home, contact us at 011 675 2716 or 082 920 2538, or visit www.heart2care.co.za.

BPS Enrolment and Information update form

PO Box 57, Rant En Dal, Krugersdorp, 1751

Tel: 064 742 5421 (Office hours Tuesday – Thursday – 08H30 – 15H30)

Our new email addresses are as follows:

Manna Fourie, President – president@fips-bps.co.za

Denise Fourie, National Secretary – admin@fips-bps.co.za

Please enrol me as a member of the BPS and debit my account annually with the amount of R66*.

Account no: at (bank)

Branch name: Branch code no:

Full names:

ID number:

Address:

..... Postal code:

Home tel: Fax:

Email: Cell:

Date: Signature:

Enrolled by: Membership no:

* This amount may be adjusted annually

For the Record

The world is beginning to learn where the social media is taking it. And the knowledge we are gaining is extremely worrying.

The social media started out with the professed aim of seeking to unite people. It has managed that all right. At last count it has some 4.5 billion users.

But in giving the masses a voice it has become the echo chamber for divisive, bigoted and vicious views.

Since the social media came into being we have found ourselves in a world with less tolerance. Complex issues are being reduced to the simplistic levels of black or white, right or left.

If you don't agree with me, you are wrong and are my enemy.

The shallow thinking being spawned by the social media seems likely to gain momentum. Its outcomes are already worrying enough for our generation. What of the future?

Is it right to allow a few billionaires of questionable humanity to use the freedom afforded by democracy to control the way the world thinks?

Must our deepest thinkers be replaced by those who can shout the loudest?

Will our children and grandchildren have to live in a world that is retrogressing intellectually as rapidly as it is declining environmentally?

The social media has its place in society. Properly used it is the road to true democracy. So how do we modulate it?

Whoever and wherever we are, we too have a voice and a sphere of influence.

If a sufficient number of us can recognise the dangers ahead and speak against them, maybe we will be able to turn the tide.



NOTE:

SASBO SUBSCRIPTION INCREASE

Sasbo's subscriptions will increase by 5,07% from R148 to R155,50 effective January 2023.

Coffee Break Sudoku



Fill in all the squares in the grid so that each row, column and each of the 3 x 3 squares contains all the digits from 1 to 9. Solution on page 14.

8	7			9				1
9	4					3		
	3	1					9	8
	6			2	9	7		
1		8	5					2
	5	7		3	8	9	1	4
		6			5	1	4	7
	1	4		6	3		5	9
	8		7		4	2		3

KEEP SASBO UPDATED

All Sasbo members need to keep their contact details updated to ensure that they receive all communication.

Ask yourself these questions:

- Do you receive Sasbo News regularly?
- Do you receive emails from Sasbo?
- Do you receive SMSs with news updates?
- Does your branch/department receive faxes from Sasbo?

If you answer "no" to any of the above questions, then you need to complete the form below and email or fax it to Sasbo on fax@sasbo.org.za or 011 467 0188 as soon as possible.

If you retire you can no longer be a Sasbo member but you can become a member of the Bank Pensioners' Society (BPS). See page 12 for their contact details.

If you make yourself a part of the communication chain, you will never again have to wonder what your union is doing for you!

Name:

Sasbo membership no:

Managerial/General staff:

Bank and department/branch:

.

Postal address:

.

.

Email:

Cell:

Tel:

Fax:



We will match or beat your current premiums*

Contact, firstEquity at info@firstequity.co.za or 0860 744 447 for a quote.**

***T&C'S apply. ** firstEquity is a registered FSP.**

How are pensioners coping with their lifestyle since Covid-19?

Barry Smith - Chairman BPS, Durban and District Branch shares his insight:

Plenty of articles, surveys and books have been written since Covid-19. I was fortunate to be part of a worldwide survey which asked for people's opinion across the world. I would like to share some of the findings of this survey below. I have obtained this information from Dave Hughes who is a well-known author who has written several books on various aspects planning one's retirement.

People are reconsidering when they want to retire.

I found it interesting that some people have decided to delay retirement while others have decided to retire sooner.

People are reconsidering where they want to live.

People are thinking about where they want to live in more practical, realistic terms. Seeing how different countries in the world and various states within the US have responded to the pandemic, has given me a new lens through which to view factors such as the quality of healthcare systems and how well governments respond to crises.

People are reconsidering how they spend

their time.

People are benefitting from having time to pursue their passions.

People are thinking about their retirement more purposefully.

The next comments illustrate how important it is to approach the things you want to do after you retire, whether it's travel or something else, purposefully. Besides a global health crisis, many factors can derail plans, such as political unrest, injury, or the death of a spouse. Going forward, I will try harder to not take things for granted.

Most people are resilient and remain positive about their future.

While people shared many different circumstances and concerns, most people who responded viewed the current situation as a short-term interruption to their retirement plans. Overall, people remain optimistic about the quality of the retirement they will enjoy in the long run.

Limit your input of news and social media.

While it's important to stay well-informed, it's easy to get swallowed up by the daily news cycle.

Feedback from the South Coast Branch

South Coast chairman, Denton Jubber, reports back on activities over there:

The South Coast branch of FIPS-BPS held a very successful AGM followed by a lunch in Southport on the lower South Coast in June. The meeting was attended by 25 people, including partners.

Members came from as far afield as Widenham in the Umkomaas area in the north to Port Edward in the south.

It was good to see all the old faces again and to have personal contact with old friends. We managed to sign-up new members and look forward to a growth in membership. Anyone on the South Coast who may be interested in joining, is more than welcome to contact us at southcoast@fips-bps.co.za.

Edenvale/Kempton Park and East Rand Branch

Edenvale Branch's meeting was held in June. Eunice Horn, chairperson of the East Rand Branch and four of her branch members also joined the meeting.

The presentation by Michelle Bam from Bankmed was very informal and in a relaxed atmosphere. It was a summary of the Roadshow but included all the points raised at the Roadshow. All of us had fun and enjoyed the meeting.

SASBO SMALLS

Your contact person for SASBO Smalls is Stephne Anders. She can be contacted during working hours at **011 467 0192**.

HOLIDAY ACCOMMODATION TO LET AND FOR SALE/TIMESHARE ACCOMMODATION TO LET

HARTENBOS, WESTERN CAPE
Self-catering flat for 4, fully equipped with bedding. Close to the beach. The flat has a braai area, under shade parking. Locked gate. It is available during the year. Please contact Diana on 0790669219

BANANA BEACH, PORT SHEPSTONE
Fully equipped self-catering flat, 2 bedrooms, lounge, fully fitted kitchen, bathroom, and shower, fully furnished, 300m from beach, undercover parking, remote gate, sleeps 5, laundry, gym, games room, TV and DSTV. R700 out of season, and R900 in season per day. Photos on request. Phone Piet 082 893 5421.

CHAKA'S ROCK (BALLITO)
Self-catering holiday accommodation,

magnificent sea views, air con & ceiling fans, pool in complex, 5min walk from the famous Thompson Tidal pool and beach, 7min drive to all shopping centres, 4 sleeper from R650 per unit p/n and 2 sleeper from R450 per unit p/n. Contact 032 525 7698 or 082 482 5740.

CLARENS GET AWAY – SPECIAL
We are offering SASBO members a special midweek break at our delightful Woodlands Retreat in Clarens. Come and join us in one of our luxurious suites amongst the mountains. Situated half-way between Durban and Johannesburg. R250 per person per night sharing between Tuesday and Thursday. Contact 082 367 3667, relax@woodlandsretreat.co.za, www.woodlandsretreat.co.za. T&Cs apply.

DURBAN NORTH
Spacious one bedroom flatlet/granny cottage. Comfortable, fully equipped self-catering with private garden braai area, and parking. Sleeps 6, colour TV. The price is R600 per day out of season and in season R700 per day. Phone Priscilla 083 403 7437 or home 031 564 4283 or 031 575 8001 or e-mail gordonjd@telkomsa.net.

HOLIDAY IN KNYSNA
Self-catering, luxury flat let for couple. Stunning views, 5min walk from town, private lock-up garage, full DSTV. Great value per night/unit incl l&w. Contact Irene 084 503 9409 or shough@vodamail.co.za.

JEFFREY'S BAY ACCOMMODATION
Situated on the beach of Jeffrey's Bay, Eurentia is ideal for holidaymakers looking for sun, sea, sand and to experience the famous Jeffrey's Bay waves. Walking distance to the main beach and central town. Units

sleep from 2-6 people. Contact Thea 079 493 6114.

JEFFREYS BAY
Self-catering, sleeps 4, fully equipped, close to beach and shops, R900 p/d in season, R600 p/d mid-season, R400 p/d low season. Contact 082 857 2156.

KNYSNA
Self-catering, fully equipped two bedroomed house. Spectacular view of Heads and lagoon. Reasonable rates. Visit moms-placeknysna.blogspot.com. For more details. Contact Anita 083 456 4663 or rscott@kingsley.co.za.

KNYSNA
Fully equipped self-catering unit, sleeps two (double bed) full bathroom, (shower and bath), TV and off-street parking, own patio with braai facilities and magnificent views of lagoon and mountains, R500 per day out of season, R600 per day in season. Contact 044 384 0562 or 083 269 1751.

SOUTH COAST – UVONGO KZN
Self-catering houses and cottages. Close to beaches and entertainment, 1 bedroom cottages, 2 and 3 bedroom cottages and 5 bedroomed houses. Group bookings upto 30 persons. Corporate bookings welcome, team building also welcome. Sports teams, club bookings. Rates on request. Sea Spray and Eagles Nest 011 683 8381 or 083 267 3562 or www.seaspray.co.za.

SPECIAL FOR SASBO MEMBERS
Stunning 2 b/room, 4 sleeper self-catering apartment including secure parking on Durban's Golden Mile. R580 p/n (normal R680 p/n, off-peak/R780 p/n w/end/peak excl. school holidays). Like FB page 'Holzjust4u' for pics/info. Call Soni 083 544

8313.

COOKING DEMOS

The Ray Marcie Lifestyle Club meets every second Saturday of the month. The Club features a Mediterranean cooking demonstration by renowned chef Marcie G & a variety of demos & lectures on décor, crafts, self improvement, health, beauty. All this is rounded off with a scrumptious lunch, music and dancing. R150 pp.11:00-16:00. Cash bar. Marcelle 083 252 1684.

LOOKING FOR ...

I am a bank pensioner and I will give you a fair and honest price for all your antiques, gold, silver, carpets, jewellery or collectables. Contact 021 462 4976 or 072 424 5659 or arthurfrost@hotmail.com.

MAID 4 U

For a reliable, screened and trained domestic worker, maid, nanny or helper, call Maid 4U on 073 011 5462 or visit our website on www.maid4u.co.za.

NAILS BY SOPHIA (ALBERTON)

Acrylic/Gel overlay Nails = R190. Free artwork on 1 nail per hand. Stamp art = R5 p/n. For more info what's app 073 240 0056 or visit Facebook-nails by Sophia.

PHOTOSHOOT

Singles, couples, families (max 5 people). Western and northern suburbs, studio special, 30 minute photo shoot, pay only for prints. Mobile studio for photo shoot in comfort of own home available. Studio – Portfolio – Weddings – Corporate – Product – Personal photo coach. Contact Stuart 082 462 3082 or eshasha@mweb.co.za. or www.stuartandersonphotography.co.za.

SUDOKU SOLUTION

8	7	5	3	9	6	4	2	1
9	4	2	8	5	1	3	7	6
6	3	1	4	7	2	5	9	8
4	6	3	1	2	9	7	8	5
1	9	8	5	4	7	6	3	2
2	5	7	6	3	8	9	1	4
3	2	6	9	8	5	1	4	7
7	1	4	2	6	3	8	5	9
5	8	9	7	1	4	2	6	3



Sasbo MEMBERSHIP APPLICATION FORM

REGULARS

Making a positive difference

A Tell us about yourself																				
ID Number															Title					
Surname															Male		Female			
Full First Names																				
Code & Tel (W)																				
Code & Tel (H)																				
Cell No																				
Race (Govt Statistics)	Black		Coloured		Indian		White													

B Address																					
Email																					
Private Postal (as alternate address for Sasbo News)*																					
															Post Code						

C Where do you work?														
Institution														
Department														
Employee Number														
Job Grade														
Branch Code (Nedcor)														
Cost Centre (Absa)														

D Banking Account Details														
Name of Bank														
Branch														
Account Number														
Branch Clearing Code														
Type of Account	Cheque		Transmission		Savings									

FOR OFFICE USE ONLY														
Status														
Title Code														
Payment Type														
Acc Type														
Bank AT														
Work AT														
Label														
Recruiter														
Area Code														
Deduct Subs														

E Debit Authorisation – Indicate which is applicable	
☐	I agree to pay Sasbo monthly subscriptions as determined by the Union from time to time, and authorise you to recover my subscriptions from my bank account via ACB Magtape.
☐	I hereby authorise my employer to deduct from my salary each month and pay on my behalf, my subscription fee to Sasbo as determined by the Union from time to time.

F	
Signature	Date

Enrolled by:	
Bank:	
Branch:	
Name of member recruited:	
One month's written notice is required for the cancellation of membership	
Signature	Date

SASBO OFFICES

Headquarters: Fourmall Office Park West, Sasbo House, Percy Street, Fourways. Private Bag X84, Bryanston, 2021. Tel: 011 467 0192. Fax: 011 467 0188.

Headquarters staff, Administration, Research and Information, Training and Legal Department: Tel: 011 467 0192. Fax: 011 467 0188.

Johannesburg office: 159 Jan Smuts Ave, Parkwood. Tel: 011 442 0030. Fax: 011 442 0034. Email: siphokazim@sasbojhb.org.za and sollys@sasbojhb.org.za

Pretoria office: 18 Botano, Cnr Embankment Street & Lenchen North Ave, Centurion. PO Box 11912, Centurion, 0046. Tel: 012 663 6673. Fax: 012 663 6713.

Email: sasbopta@sasbopta.org.za.

Cape Town office: 42 Burg Street, 6th Floor, Cape Town, 8001. PO Box 2256, Cape Town, 8000. Tel: 021 424 5941.

Fax: 021 424 3014. Email: sasbo@sasbocpt.org.za.

Durban office: 10 Sookhai Place, Derby Downs, Suite 3, Grosvenor Square, Westville. PO Box 337, Westville, 3630. Tel: 031 266 9355. Fax: 031 266 9359.

Email: sasbodb@sasbodb.org.za.

Gqeberha office: 4 Ascot Road, Mill Park, Gqeberha, 6001. PO Box 63708, Greenacres, 6057. Tel: 041 373 9471/2/3.

Fax: 041 373 9475. Email: sasbo@sasbope.org.za.

Bloemfontein office: Unit 14, Westdene Centre, Cnr First Ave and Reid Street, Bloemfontein. PO Box 12310, Brandhof, 9324. Tel: 051 447 7422. Fax: 051 447 7430. Email: sasbobl@sasbobl.org.za.

Sasbo News: Email: schraader@mweb.co.za.

The Sasbo News contact number is specifically for matters regarding the newspaper (changes of address and non-receipt of newspapers should be referred to Sasbo Headquarters). All other enquiries should be directed to the relevant numbers on this page.

SECRETARIES' DIRECTORY

Area	Secretary Name	Bank	Email Address
Bloemfontein	Caroline Nkuna	FNB	caroline.nkuna@fnb.co.za
Boland	Renatus Engelbrecht	Standard Bank	Renatus.Engelbrecht@standardbank.co.za
Cape Town	Sanele Nohe	Wesbank	snohe@wesbank.co.za
Diamondfields	Tlale Phutane	Nedbank	tlalep@nedbank.co.za
Drakensberg	Shaheda Asvat	Standard Bank	Shaheda.Asvat@standardbank.co.za
Durban	Janice Canny	ABSA	janicek@absa.co.za
East Griqualand	Cindy Swartz	Standard Bank	cindy.swartz@standardbank.co.za
East London	Shawn Cole	Nedbank	ShawnCo@nedbank.co.za
East Mpumalanga	Tendani Tshivhase	Old Mutual	TTshivhase@oldmutual.com
Ekurhuleni	Mohau Paulus	Standard Bank	mohau.paulus2@standardbank.co.za
Emalahleni	Thokozile Sindane	ABSA	thokozile.sindane@absa.co.za
Golden Gate	Dimakatso Mosia	Standard Bank	dimakatso.mosia@standardbank.co.za
Goldfields	Tale Lichakane	Ubank	tale.lichakane@ubank.co.za
Goldfields	Thapelo Tsoai	Capitec	tvdtsoai@gmail.com
Johannesburg	Mmasechaba Monaheng	IPS	mmasechaba.monaheng@iprosol.co.za
Mahikeng	Ruth Molelekoa	Old Mutual	maselaruth@gmail.com
Midrand	Simon Motloutsi	African Bank	smotloutsi@africanbank.co.za
Moghaka	Mpho Ziqubu	FNB	mziqubu@fnb.co.za
Natal South Coast	Sipho Mbeje	FNB	sipho.mbeje@fnb.co.za
Newcastle	Jabulile Luvuno	ABSA	jabulile.luvuno@absa.co.za
Northern Natal	Sifiso Zulu	Standard Bank	sifiso.zulu@standardbank.co.za
Pietermaritzburg	Vino Naidoo	Standard Bank	Vino.naidoo2@standardbank.co.za
Polokwane	Madimetja Thobejane	ABSA	madimetja.thobejane@absa.co.za
Port Alfred	Yvonne Duma	Standard Bank	vathiwe.duma@standardbank.co.za
Gqeberha	Althea Knoetze	ABSA	altheak@absa.co.za
Pretoria	Thandi Mrwarwaza	ABSA	thandi.joyce@absa.co.za
Queenstown	Elerese Jooste	ABSA	elerese.jooste@absa.co.za
Rustenburg	Hendrick Phelelo	Nedbank	HendrickP@nedbank.co.za
South West District	Jan Jordaan	FNB	jordaanj1@fnb.co.za
Thaba N'chu	Mpolokeng Moiloa	Nedbank	mpolokengmo@nedbank.co.za
Tygerberg	Mandy Daniels	SBV	mandym.daniels@gmail.com
Uitenhage	Candice Dennis	SBSA	candice.dennis2@standardbank.co.za
Upington	Mellaneshe Alexander	Old Mutual	omfupington@omfinance.co.za
Vaal Triangle	Angela Zondo	FNB	Azondo@fnb.co.za
Vryharts	Tshepang Sikhomba	Capitec	tshepangsikhomba@gmail.com
Zululand	Thandeka Hlatshwayo	ABSA	thandeka.hlatshwayo@absa.co.za

THE EMPOWERMENT OF WOMEN THROUGH EDUCATION

The Sasbo Black Women Chapter Education Assistance Scheme is inviting bursary applications. The closing date for applications is 31 January 2023.

Funding will be determined on an annual basis by a committee for a single student at any South African State high school (up to R6 000) or tertiary education body (up to R15 000).

The decision of the committee will be final. Under no circumstances will a late application be considered.

The definitions and criteria covering the selection process are:

- Applicants must be African, Coloured or Indian women resident in the Republic of South Africa.
- The joint remuneration threshold of applicants must not exceed R350 000 per annum.
- Applicants must be Sasbo members in good standing, as defined by the Union's Constitution.
- In order to qualify for the assistance on offer, applicants must be able to demonstrate the ability to advance to the next level of education.
- In the event where a learner fails to demonstrate the ability to be promoted to the next level of learning based on the learner's year-end results, the committee of this Scheme reserves the right to decline or withdraw such assistance.
- Assistance will be limited to only one learner per family.
- The committee may consider the number of learners per family in relation to the household income.
- The Sasbo Black Women Chapter Committee will have the sole discretion to make decisions that it considers to be reasonable and fair under the circumstances.

Applicants are urged to fill in their applications neatly and accurately as unclear applications will not qualify for consideration.

Supporting documents

An application will be considered only if

the following certified copies are submitted to the committee within the stipulated time period as mentioned above. Please do not hand it to individuals who may be visiting your branch as this may result in it being a late application. Applications need to include:

- The learner's latest results.
- Both parents' most recent payslips.
- A copy of the learner's birth certificate and/or identification document and/or passport.
- The identification document of the mother or guardian.

- An original letterhead of the school or institution containing the following banking details:
- The name of the bank and branch name.
- The bank code (six-digit number).
- The account number and account type.
- The school/institution fees.

Send completed applications to:

sbwc@sasbo.org.za

The closing date for all applications is 31 January 2023.



Black Women Chapter
S A S B O

2023 Sasbo Black Women Chapter Education Assistance Scheme

Name of Applicant:
Sasbo Membership No:
Name of Bank/Institution:
Name of Student:
Student No:
Name of School/Institution:
Grade/Course:
Contact details: Cell
Tel (H):
(W):



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