

SASBO NEWS



Meet our
regional
offices

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The Power
of Mentorship

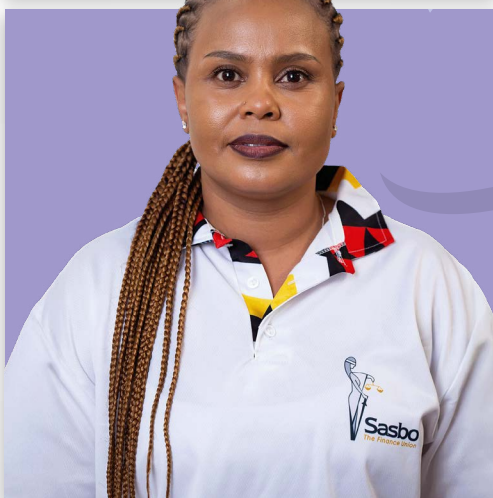
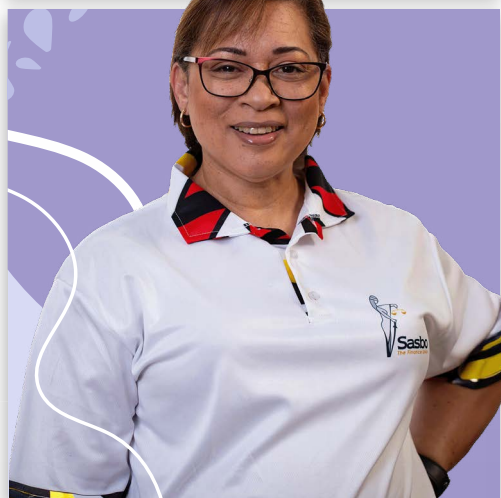
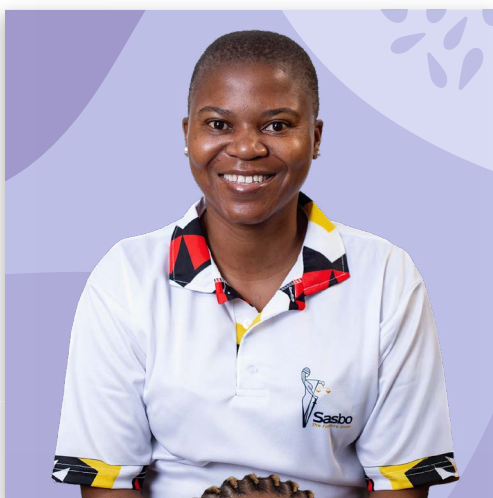
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Advancing
fairness for
women

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Power to Sasbo Women



Why gender-responsive bargaining matters

Gender inequality at the bargaining table limits union effectiveness, reduces membership engagement, and produces agreements that fail to address the needs of over half the workforce.

Globally, women remain underrepresented in union leadership and bargaining teams. They are frequently assigned to “women’s issues” rather than core strategic negotiations.

Too many union structures are satisfied with token representation, i.e. one woman deemed sufficient while men’s participation is unlimited.

It is for these reasons that Sasbo’s Branch Executive Committees are being asked to examine if they are responsible for any of these failings; and if so, to immediately correct them. The needs to do this are important.

Implementing gender-responsive bargaining strengthens organisational capacity, broadens

representation and delivers better outcomes for all workers.

- Women who feel represented demonstrate higher rates of union membership, mobilisation and leadership participation.
- Diverse bargaining teams produce more comprehensive and inclusive agreements.
- Gender-equal unions demonstrate stronger democratic processes and broader representativeness.

The fight for gender equality is not just about women.

It strengthens a union’s ability to combat all inequalities:

- Age, race, ethnicity, disability, sexual orientation, socioeconomic background;
- Care provisions benefit all genders and family structures (fathers, single parents, eldercare providers, chosen families);
- Violence protections create safer workplaces for everyone;
- Pay equity principles establish fairer

compensation systems across the workforce;

- Flexible work arrangements support all workers with caring responsibilities;
- Health and safety provisions that consider diverse needs protect all workers.

The evidence is clear: gender equality strengthens unions.

Stronger unions deliver better outcomes for all workers. Implementation requires leadership commitment, resource allocation and sustained organisational transformation.

The question is not whether to act, but how quickly we can implement these changes.

For Sasbo members serving on their BECs there is more.

Answering the call to make their BECs more gender-effective will make their work more interesting. It will enhance recruitment.

They will become better informed and motivated.

Get interested and become interesting

Sasbo’s 110 years of human resource experience have clearly shown that advancement in the finance industry depends on more than being good at your job.

Promotions go to those who see the broader picture; to those who best understand our industry’s problems; more particularly, to those who understand the industry’s people and how to win their faith and support.

Our many years of experience have also shown that becoming a Sasbo activist is the fastest and most accessible way to get to grips with the issues and get your skills noticed.

In short, those who take an interest in the bigger picture and how to improve it are the individuals who get noticed and advance. There are many areas in which you can become interested and noticed. Here are just three of them.

1. Sasbo’s Youth Forum is the place for workers under age 35 who believe that the future is theirs and that they can pull together to shape a better, safer and more enjoyable future in a working world replete with negative forces.

No issue is too small, or idea unimportant.

The knowledge Youth Form members are gaining is proving invaluable.

2. Britain’s Trade Union Council reports that one in two women is sexually harassed at work.

Workplace sexual harassment does not seem as big an issue in our industry as it is elsewhere.

Is that really the case, or is the absence of reported assaults shielding the perpetrators? There are many forms of abuse. Some of the abusers are well-intentioned folk unaware that they are crossing the line.

Knowledge and education are key to empowering your Union to persuade institutions to establish the principles needed to make workplaces fair and equal.

This happy state will be achieved only when enough women come forward to help their BECs address specific issues.

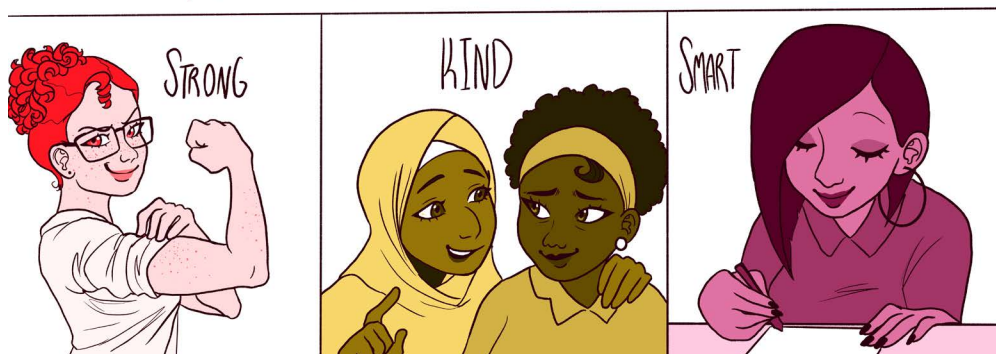
3. Adapting to digitisation is as important to our futures as learning to read and write was to our forefathers. Your Union has established a bridge to IT knowledge - use it.

Artificial intelligence is reshaping our world rapidly. Working with colleagues in the know, you can help steer this powerful force in employee-friendly directions.

When we say that Sasbo’s contributions to our industry’s human values have been critical to our industry becoming perhaps the fairest, most secure and beneficial way to work, that is only partly true.

This happy result has been achieved collectively by thousands of individual members who have given their time to help achieve it. Become one of them. You will never regret it.

Yes, I am a Sasbo woman, but I am also:



Focus on regional offices

When you have a problem, your Regional Office is your first port of call. Each office is managed by a Regional Secretary. To give you a better understanding of the people who are ever ready to help you, we are placing the focus on Sasbo's six regional offices in this edition.



Meet the Western Cape team (from left): Cynthia Nkote, Merle Malan, Viwe Bokveldt, Lynne Hoffmann, Wedaad Salie, Clive Kulati, Komaseroto Kgaphola, Bongani Mdluli and Courtney Harricombe.



Western Cape in Cape Town

The team consists of:

- Komaseroto Kgaphola – Regional Secretary
- Cynthia Nkote – General Worker
- Wedaad Salie – Senior Regional Organiser
- Merle Malan and Viwe Bokveldt – Regional Organisers
- Lynne Hoffmann, Clive Kulati and Bongani Mdluli – Membership Service Officers
- Courtney Harricombe – Office Administrator.

Regional secretary, Komaseroto explains: “We cover the beautiful Western Cape area. This includes the Cape Town Metro, West Coast, Cape Winelands, Overberg, Garden Route and Central Karoo.

“Our commitment is to be visible, accessible, and responsive to every member in the

Western Cape. To foster a sense of unity, the office hosts a meeting every other Friday.

We dive into important topics and also enjoy some fun, challenging mental games together.”

He mentioned an interesting fact about their office: “We have a ghost called Mary that roams around the office.”

Komaseroto was appointed in 2026. He hails from the vibrant Mphanama village in the Sekhukhune area of Limpopo province. He’s a passionate trade unionist with a solid foundation in labour relations and advocating for workers.

Before he became part of Sasbo, he gained invaluable experience in the financial sector while working at both Absa and Nedbank.

His leadership journey includes serving on the Cape Town BEC and taking on significant roles within the INC and SJC structures at Absa, as well as the INC at Nedbank. He also made his mark on the COSATU BEC, where he played a key role in promoting workers’ rights and bolstering the labour movement.

On the academic front, Komaseroto is an admitted Advocate of the High Court of South Africa and holds several qualifications that enhance his expertise in Labour Law, leadership, and employee advocacy.

He’s widely regarded as a dedicated and passionate leader, known for his unwavering commitment to justice, fairness, and empowering workers, earning him a reputation as a true revolutionary in the labour movement.

REGIONAL OFFICES



KwaZulu-Natal in Durban



Anesh Ramchuran



Lynn Alexander



Centaine Ganasen



Dalisu Sithole



Jabu Mthethwa

The team consists of:

- Anesh Ramchuran – Regional Secretary
- Lynn Alexander – Receptionist/administrator
- Centaine Ganasen – Senior Regional Organiser (On a personal note; she is currently on maternity leave, and we want to congratulate her on her beautiful baby girl)
- Dalisu Sithole and Jabu Mthethwa – Membership Services Officers
- Sydney Biyela, Noks Mngadi and Cebile Mzileni – Regional Organisers.



Sydney Biyela



Noks Mngadi



Cebile Mzileni

Areas covered:

- Durban – CBD and Surrounding areas
- Midlands – Pietermaritzburg to Ladysmith and everything in between
- Northern Natal – Paul Pietersburg, Vryheid, Newcastle and surrounding areas

- North Coast – Manguzi to Tongaat and everything in between
- South Coast – Umzinto to Port Edward
- East Griqualand - Port St John, Mt Frere, Matatiele and surrounding areas (Harding; Underberg etc).

Anesh explains: “We are in the people business; people are our business. All staff are servants by nature, and we will do all we can to make a positive impact on everyone we encounter. We may not be able to help all as much as they would like, but we will certainly try our best.”



Eastern Cape in Gqeberha

The Eastern Cape Regional Office services members across the Eastern Cape Province, including major centres and surrounding towns.

Your team is:

- Jéan Dyssel – Regional Secretary
- Zikhona Ndabambi and Nonckubeko Mali – Regional Organisers
- Maryann Uithaler – Membership Services Officer
- Sandiswa Dlanga – Administrator.

We are committed to providing a professional, accessible and member-focused service.

Our aim is to protect the rights and interests of every member through effective representation, sound advice and proactive engagement in the workplace. We strive to maintain a visible presence across our vast region by regularly visiting workplaces, recruiting new members,

supporting shop stewards and ensuring that every member has access to quality service when they need it. Together, we continue to build a stronger Sasbo that gives every finance sector employee a voice. The Eastern Cape is one of Sasbo’s largest geographical regions, with members spread across hundreds of kilometres.

Our team travels thousands of kilometres each month to visit workplaces, attend consultations, recruit new members and ensure that even members in the most remote towns receive the same high standard of service as those in the major cities. Despite the distances, our commitment remains the same: Every Member Matters.



Meet the Eastern Cape team (standing, from left): Maryann Uithaler, Jéan Dyssel and Sandiswa Dlanga. Seated are Zikhona Ndabambi and Nonckubeko Mali.



Gauteng North in Pretoria

This office covers Gauteng North, Limpopo, Mpumalanga and a bit of North West (Brits and Hartbeespoort). At its helm is Regional Secretary, Nwabisa Juqula.

The rest of the team are:

- Claude Moses and Maureen Baikedi – Membership Services Officers (MSO)
- Thabiso Leolo – Senior Regional Organiser
- Tumelo Tshabalala and Foster Khosa – Regional Organisers
- Maria Ngoma – Regional Organiser and Members Services Officer
- Mpho Monaise – Office Administrator
- Diana Mahlangu – General Worker.

Our message for the members in our region is: Our primary goal is to ensure you never have to navigate workplace difficulties by yourself.

No matter the scenario or the ultimate outcome, our office stands firmly beside you.

You can count on us to provide guidance, representation, and a supportive partner in your corner whenever you need it.

Beyond our day-to-day duties, our office runs on active listening, continuous learning, and a surprisingly high volume of coffee! We pride ourselves on being a welcoming space where members feel heard the moment they reach out.



Nwabisa Juqula



Claude Moses



Maureen Baikedi



Thabiso Leolo



Tumelo Tshabalala



Foster Khosa



Maria Ngoma



Mpho Monaise



Diana Mahlangu

In Loving Memory of George and Alvina

It is with heavy hearts that we honour the lives of our beloved colleagues and friends, George Jacobs and Alvina Waltas, who tragically passed away in a motor accident in the line of duty on 28 August 2026 in Belfast, Mpumalanga.

George and Alvina were both regional organisers, the absolute heart of our team – bringing unfailing light, warmth, and laughter into our office.

George touched us all with his infectious joy, constant prayers, and deep commitment to helping others, serving for years as Sasbo's number-one recruiter. Alvina anchored us with her calm, gentle spirit, laughter, and dedication to resolving every challenge with care and excellence.

Both lived lives centred on faith, love, and service to others.

While the loss of our brother and sister leaves an irreplaceable void in our office, we take comfort in the lasting legacy of kindness and grace they've left behind.

Our deepest thoughts and prayers remain with their families, loved ones, and all who had the privilege of knowing them.



REGIONAL OFFICES



Free State in Bloemfontein

Bloemfontein office covers the entire Free State, Northern Cape and the Western part of North West province.

Simoné Eddles is the Regional Secretary
With her are:

- Esther Lekhotla and Siyanda Mbuwana – Regional Organisers
- Henry van Rooyen – Membership Services Officer
- Sylvia Niehaus – Administrator

Our mission statement is to provide excellent service to our members.



Simone Eddles



Esther Lekhotla



Siyanda Mbuwana



Henry van Rooyen



Sylvia Niehaus



Gauteng South in Johannesburg

This region serves Johannesburg as a whole, North West and Mpumalanga South.

Siphokazi Mondliwa is the Regional Secretary of the Johannesburg office. The rest of the team consist of Regional Organisers Monica Hendricks, Phindile Moloti, Wendy Maluleke, Andries Mompoti, and Elvina Thomas.

Says Siphokazi: "At our office, our greatest priority is our members. We are a dedicated team of individuals who are committed to providing the highest level of service, support, and care in every interaction. "Our aim is to build positive relationships founded on trust, professionalism, and respect.

We strive to understand our members' needs, respond efficiently to their queries, and provide solutions that add value and peace of mind. "Through teamwork, continuous improvement, and a member-centric approach, we seek to deliver service excellence every day.

We believe that every member matters, and we remain committed to ensuring that each member receives the best possible service experience. "Our members are at the heart of everything we do, and our success is measured by the quality of service we provide to them."



From left are regional organisers: Naiden Kelmovitz-Stewart, Wendy Maluleke, Elvina Thomas, Phindile Moloti, Andries Mompoti, Monica Hendricks (SRO) and Lesego Sithole.



More Johannesburg team members are (from left): Sarika Singh-Pillay (MSO), Magauta Those (MSO), Lorraine Langa (MSO), Annerie Boshoff (now at HQ), Solomon Sekgopo (RS), Elvina Thomas (RS), Siphokazi Mondliwa (RS), Monica Hendricks (SRO), Moira John (MSO), Naiden Kelmovitz-Stewart (RO) and Mmasechaba Monaheng (OA).



Other members of the Johannesburg team include (from left): Kelemogile Sekgetho (GW), Elvina Thomas (RO), Magauta Those (MSO) and Mmasechaba Monaheng (OA).



Legend

RS - Regional Secretary
SRO – Senior Regional Organiser
MSO – Member Services Officer
OA – Office Assistant
RO – Regional Organiser
GW – General Worker

Women Supporting Women: The Power of Mentorship

When you learn, teach. When you get, give.

— Maya Angelou



When we talk about empowering women, we often focus on education, equal opportunities and leadership positions. But there is another powerful tool that can make a lasting difference: mentorship.

A mentor can be the person who shares knowledge, opens a door, offers honest advice or simply says, “I believe you can do this.”

In South Africa, where women continue to face barriers in the workplace, business, science, technology and leadership, mentorship can play an important role in helping women develop the confidence, skills and networks needed to succeed.

Why mentorship matters

Mentorship is more than simply giving advice. A good mentor helps another person understand how to navigate challenges that may not be taught in a classroom or training programme. This can include how to approach a difficult workplace situation, apply for a leadership position, build a business, negotiate opportunities or develop professional networks.

Research among 200 women working in South Africa’s public sector found that women regarded mentorship as an important factor in their professional development and career advancement. The researchers also highlighted the need for organisations to establish stronger formal mentoring mechanisms.

Mentorship can be particularly valuable because opportunities are not always distributed equally. Someone who has already

travelled a particular career path can help another woman avoid unnecessary mistakes and recognise opportunities she might otherwise overlook.

Women mentoring women

There is something especially powerful about women supporting other women. A female mentor may have experienced some of the same challenges as her mentee and can therefore offer a perspective based on personal experience.

This does not mean that women should only be mentored by women; research in South Africa shows that mentors of both genders can contribute to women’s career development.

In one study of women entrepreneurs, 56% reported having a mentor. Among those women, mentors provided strategic business guidance, business knowledge, market access and social networks. Interestingly, the women had a mixture of male and female mentors.

The important message is therefore not that only women can mentor women, but that women need access to strong networks of people who are willing to invest in their development.

A South African example: Women in technology

Technology is one area where mentorship can help address a significant gender gap.

In South Africa, organisations have established programmes specifically designed to help

women enter and progress in technology and entrepreneurship.

The Women in IT organisation, for example, runs the WIIT Pathfinder Mentorship Programme, which connects women in ICT with experienced practitioners.

The programme includes structured goal-setting, monthly mentoring sessions and feedback throughout the programme.

Another example is the Women in Technology programme run by Standard Chartered South Africa in partnership with WomHub. The programme supports women-led technology businesses through mentorship, training, networking and access to funding. Its third cohort was launched in 2025.

These programmes demonstrate an important principle: Mentorship is most effective when it is combined with skills development, networking and access to real opportunities.

Mentorship starts early

Mentorship does not have to begin once someone has entered the corporate world.

The University of Johannesburg provides a good example through its Girls for Girls (G4G) Mentoring Programme, launched in 2019.

The programme was designed to help young women develop leadership skills in their communities, educational institutions and future workplaces. The first cohort included 59 mentees and 32 mentors, and participation subsequently expanded significantly.

MENTORING WOMEN

This is important because confidence and leadership skills are not developed overnight.

Young women who have access to positive role models can begin to see leadership as something that is possible for them – not something reserved for other people.

Mentorship and entrepreneurship

For women entrepreneurs, mentorship can be particularly valuable.

Research into South African women entrepreneurs found that mentors helped participants with areas such as strategic business guidance, business knowledge, market access and social networks. However, the research also identified a challenge: some women without mentors said they did not know where to find an appropriate mentor or felt there were too few people willing to mentor women in their sector.

This highlights an important lesson. It is not enough to tell women to “find a mentor”.

Organisations need to create accessible, structured mentoring opportunities and make it easier for women to connect with experienced professionals.

Standard Bank provides another example. In South Africa, the bank implemented two mentorship programmes in partnership with the National Mentorship Movement: one-to-one mentorship and group mentorship. In 2021, the programmes benefited 65 small and medium-sized businesses.

From mentee to mentor

Perhaps the most powerful aspect of mentorship is that it can become a cycle.

A young woman receives guidance from someone more experienced. She develops her skills, builds confidence and eventually reaches a position where she can help someone else. In this way, one mentor can influence many careers over time.

This idea of “paying it forward” has also been embraced by organisations such as the International Women’s Forum South Africa.

Its leadership initiatives emphasise creating networks in which experienced women help develop the next generation of female leaders. The result is more than individual success.

It creates a growing network of women who are willing to share knowledge, introduce one another to opportunities and challenge barriers together.

Mentorship is not a favour

It is important to remember that mentorship should not be viewed as charity. It is an investment in people – and ultimately an investment in South Africa’s future.

When an experienced woman helps a younger colleague prepare for a presentation, introduces her to an important contact, shares lessons from her own career or encourages her to apply for a position, she is helping to build another leader.

And when that mentee eventually becomes a mentor herself, the impact continues.

The South African government has also recognised the importance of mentorship in addressing gender inequalities. In 2025, the Technology Innovation Agency launched its Women in Technology and Innovation Programme, which includes mentorship alongside funding and other support for women innovators and entrepreneurs. The programme specifically aims to address systemic barriers facing women in technology and entrepreneurship.

A legacy worth continuing

National Women’s Day reminds South Africans of the thousands of women who stood together on 9 August 1956 to challenge injustice. Their strength came not only from individual courage, but from their ability to organise, support and inspire one another.

More than seven decades later, the challenge may look different, but the principle remains relevant.

Women do not have to climb every ladder alone.

An experienced woman can hold the ladder for someone behind her. She can share what she has learned, make an introduction, offer encouragement and create an opportunity. And one day, the woman who was helped may turn around and hold the ladder for someone else.

That is the real power of mentorship: one woman’s success can become the starting point for another woman’s journey.

Women do not have to climb every ladder alone.



Sources

University of South Africa/Pretoria-based research published through the National Centre for Biotechnology Information: The significance of mentorship in supporting the career advancement of women in the public sector.

eTTP Research: Women Entrepreneurs in South Africa – A South African Case Study, including research on the role of mentors.

University of Johannesburg: Women’s Mentoring Schemes / Girls for Girls Mentoring Programme.

South African Government: Women in Technology and Innovation Programme, Department of Science, Technology and Innovation, 2025.

ITWeb: Standard Chartered, WomHub unveil third Women in Tech cohort, 2025.

Standard Bank: Information on mentorship programmes and support for women entrepreneurs.



Why we should be... **Honouring, understanding and supporting our women**

For Sasbo, honouring women means more than celebrating their contributions on a special day such as National Women's Day, which was celebrated in South Africa on 9 August. It means creating awareness, encouraging conversations and standing up for issues that directly affect women's health, dignity and well-being.

In line with International Women's Day, celebrated on 8 March this year, Sasbo embraces the "My Body. My Story. My Power." campaign, which places the spotlight on four important areas of women's health – the 4 Ms: Menstruation, Mental Health, Menopause, Maternity.

Although these are different stages and experiences in a woman's life, they are connected by a common thread: women deserve to have their health taken seriously, their experiences heard and their needs supported.



Menstruation: Breaking the silence

For many women and girls, menstruation is still surrounded by embarrassment, stigma and silence. Yet menstruation is a normal biological process and should never be a source of shame.

Period poverty is real. Period shame is not okay. Around the world, girls and women face challenges accessing affordable menstrual products, appropriate sanitation and accurate information about menstrual health. For some girls, the lack of access to sanitary products can mean missing school or falling behind academically.

In South Africa, menstrual poverty is also closely linked to broader issues of inequality. For families already struggling to meet basic needs, sanitary products can become an additional financial burden.

This is why conversations about menstruation matter. We need to create environments where girls and women can speak openly about their menstrual health without embarrassment and where access to menstrual products is recognised as an important part of health, dignity and participation in society.

A woman should never have to choose between buying food and buying sanitary products.

Break the taboo. Periods are not a weakness – they are part of life, and women deserve support, dignity and understanding.



Menopause: A workplace issue too

Menopause is another natural stage of a woman's life, yet it remains something that is often discussed in whispers.

Hot flashes, sleep disruption, fatigue, difficulty concentrating and changes in mood can affect everyday life. For women who are working, these symptoms can also affect their comfort, concentration and productivity. And yet many women feel they have to simply carry on as if nothing is happening.

Menopause affects more than 1 billion women worldwide, yet it remains poorly understood and under-researched in many parts of the world.

This is not simply a women's health issue. It is also a workplace issue. Women should not feel that they have to hide menopause from colleagues or managers because they fear being judged, misunderstood or viewed as less capable. Instead, workplaces can create supportive environments through awareness, flexibility, access to healthcare and open conversations.

A supportive workplace does not lower expectations for women. It recognises that supporting employees through different stages of life allows them to continue contributing and thriving.

Menopause is not the end of a woman's productivity, ambition or leadership. It is simply another stage of life – and women should not have to navigate it alone.

WOMEN'S HEALTH



Mental health: No stage of life is exempt

Mental health deserves attention throughout every stage of a woman's life.

Women may experience unique pressures linked to relationships, family responsibilities, work, financial pressures, care giving and social expectations. These pressures can become particularly complex when combined with reproductive health challenges, pregnancy, childbirth or menopause.

Mental health also intersects with the other three Ms.

A young woman experiencing period-related difficulties may struggle at school or work.

A woman experiencing menopause may find that poor sleep and hormonal changes affect her emotional well-being. A new mother may experience anxiety, depression or other mental health challenges following childbirth.

Mental health does not pause for menstruation, menopause or maternity.

That is why we need better conversations, greater awareness and easier access to appropriate support.

As workplaces, unions and communities, we have a responsibility to create spaces where asking for help is seen as a strength rather than a weakness. You are not alone. You are not invisible. Your mental health matters.



Maternity: Supporting women through one of life's biggest transitions

Pregnancy and motherhood can be among the most significant experiences in a woman's life.

But they can also bring physical, emotional, financial and professional challenges.

Growing a life shouldn't cost you yours. Globally, approximately 260 000 women died from maternal causes in 2023, according to the World Health Organization. That equates to roughly one maternal death every two minutes. The majority of these deaths are preventable with appropriate healthcare and support.

But maternity is about more than surviving pregnancy and childbirth.

It is also about ensuring that women can return to work without discrimination, have access to appropriate maternity leave, receive support for their mental health and are not forced to choose between their careers and their families.

For working women, maternity can raise difficult questions: Will my job still be there? Will I be overlooked for promotion? Can I afford to take the necessary time off? Will I receive the support I need when I return?

A workplace that understands and supports women will consider safe pregnancies, quality healthcare, appropriate maternity protection, and mental health support to be part of the basic support every woman deserves.

From awareness to action

The 4 Ms remind us that women's health cannot be reduced to a single issue or a single day on the calendar. Women experience different challenges at different stages of their lives, but one thing remains constant: they deserve to be heard.

National Women's Day honoured the women who marched to the Union Buildings in 1956, and we can draw inspiration from their courage and solidarity.

Those women stood together because they understood that change happens when individual voices become a collective voice. Today, we can continue that legacy by speaking openly about women's health, challenging stigma and creating workplaces where women can participate, progress and lead without having to hide the realities of their lives.

For Sasbo, "My Body. My Story. My Power." is therefore more than a campaign slogan. It is a reminder that every woman has a story, every woman deserves a voice and every woman deserves the power to make informed choices about her health and her future.

Four issues.

Four stages.

One collective voice.

Because when women are supported, workplaces become stronger, families become stronger, communities become stronger – and society becomes stronger.

Training: the end of an era...



Amanda Naudé

Annerie Boshoff

Amanda Naudé, the friendly face of Sasbo's training for the past "so many years, I've lost track" is retiring.

She leaves with the respectful best wishes of the hundreds of BEC members and shop stewards that she has trained over the years.

They know better than anyone else how many jobs and careers Amanda's training helped to save and improve.

Arguably the most travelled member of the secretariat in the Union's history, until Covid introduced remote learning, Amanda was as active as ever until the end. Between June and August she trained BEC members representing: Polokwane, Vhembe, Emalahleni, Drakensberg, East Griqualand, Natal South Coast, Landbank (new shop stewards), Vaal, Rustenburg/Westrand, Newcastle, Matlosana and Northern Natal.

Amanda is leaving with this message to her Union. "A heartfelt thank you for the support and trust you have placed in me throughout my many years of service, too many to remember. I have truly appreciated the opportunity to contribute and to assist our members through training. Sasbo and the people I have worked with will not be forgotten."

To those who have attended her courses she says: "I thank each and every member who attended my training sessions. I hope that the training and information provided has given them guidance and confidence to carry out their duties as BEC members and Shop Stewards."

... and the start of a new one

Annerie Boshoff who succeeds Amanda as the Union's training officer from 1 September is

well qualified for her new challenge.

She joined Sasbo in 2008 as an organiser in the Johannesburg Regional Office.

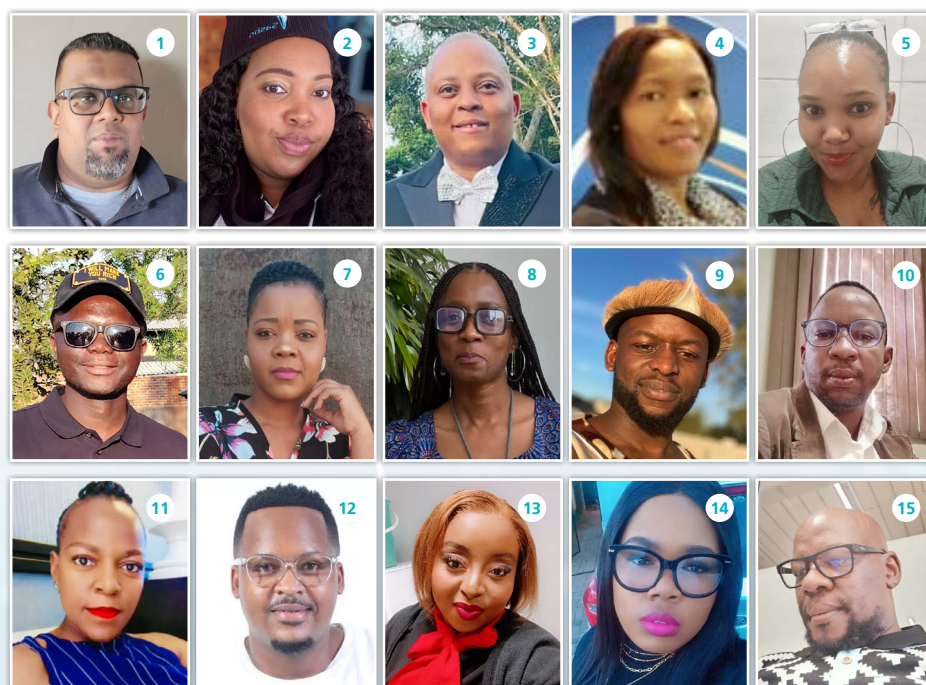
In 2013, she was appointed as a Membership Services Officer (MSO).

During her 18 years at Sasbo, she has completed numerous labour relations courses and furthered her academic qualifications by completing an LLB degree.

Annerie told *Sasbo News*. "I am excited to begin this new chapter as a Training and Development Specialist, where I can continue to support our members and internal staff by sharing my knowledge and experience, while assisting and guiding them in their own development."

Look who completed the June-August training

1. Thyalan Chetty
2. Thulisile Mdlalose
3. Sibusiso Hlophe
4. Rosinah Ramatseba
5. Precious Ngwana
6. Naledzani Ndivhuwo
7. Mapitso Maleka
8. Lerato Molefe
9. Lehlohonolo Emmanuel Molaudzi
10. Laurenti Seele
11. Kelebohile Molapo
12. Kamogelo Tshwantsho
13. Juliet Jones
14. Innocentia Tsitsi
15. Ike Phiri



Advancing fairness for our women

Sasbo has one of the best gender-equality records in global labour. But that is not good enough. There are still inequalities that need to be addressed.

What we are up against

- Masculinised union cultures prioritise wages and productivity measures as isolated concerns.
- Issues disproportionately affecting women receive secondary consideration, i.e. pay equity, care leave, protection against violence.
- Insufficient women's representation in leadership marginalises gender equality as a strategic priority.
- Gender issues are positioned as optional rather than fundamental rights.
- Care responsibilities constrain women's availability for extended negotiation sessions.
- Organisational structures fail to accommodate diverse participation needs. Presently, meeting times, locations and formats frequently exclude caregivers.

Other issues requiring special attention are:

- Occupational segregation;
- Unequal access to advancement and professional development;
- Unpaid care burdens;
- Precarious employment concentrated in feminised sectors; and
- Exposure to workplace violence and harassment.

Sharpening our approach

To sharpen its approach to these vital gender issues your Union is implementing UNI Global Union's far-reaching gender-equality action plan.

Branch Executive Committees are being asked to study the UNI plan and its recommended

action and make any relevant improvements that apply to it.

The outcome will be a better informed and more united approach to this vital aspect of our labour relations. (See: Why gender-responsive bargaining matters on page 2).

UNI's phase one

1. Transform bargaining team composition

- Establish minimum gender representation standards with a minimum of 40% representation of each gender on all bargaining teams.
- Assign women to core strategic negotiations, not only "women's issues".
- Rotate bargaining team assignments to build capacity across membership.

The likely outcome will be diverse perspectives in negotiations, increased women's leadership development, and stronger bargaining capacity.

2. Reframe bargaining priorities

- Integrate gender equality as a core strategic priority in all bargaining mandates.
- Include pay equity audits and gender pay gap analyses in every bargaining round.
- Elevate care provisions, violence protections, and work-life balance as fundamental workplace rights.
- For low-wage workers: integrate pay equity into wage improvement strategies; address care needs and violence protection as essential components of decent work.
- Ensure bargaining logs reflect priorities of full membership, including women, caregivers, and marginalised groups.

The expected outcome will be comprehensive agreements delivering better conditions for all workers, increased member satisfaction, and stronger union relevance.

3. Build organisational capacity

- Mandate gender perspective training for all bargaining team members.
- Develop internal expertise through partnerships with gender equality specialists.
- Create mentoring programmes pairing experienced and emerging women negotiators.
- Establish regular sessions on intersectionality and inclusive bargaining practices (section 2.1).

This will result in stronger analytical capacities, more effective negotiations, and sustainable skills development.

4. Address participation barriers

- Schedule bargaining sessions during standard working hours when possible.
- Provide childcare support for negotiation meetings and union activities.
- Offer hybrid/remote participation options for caregivers.
- Ensure meeting locations are accessible (transportation, physical access).
- Provide meal allowances and transportation support.
- Establish clear, predictable schedules to enable care arrangement planning.

The outcome will be more participation from women and caregivers, more representative decision-making, and broader engagement.

Further gender balance action being urged by UNI

UNI Global Union is urging its affiliates worldwide to expand the scope of their gender-quality bargain to address the full spectrum of gender equality issues.

Many of the measures that it is calling for already exist for Sasbo's female members.

Nevertheless, your Union will be attending to each aspect and strengthening its approach wherever possible.

UNI's implementation plan set out below gives step-by-step guidance on the action required.

The projected outcome of the plan will be the full range of workers' needs and rights, increased union relevance, stronger workplace protections.

A. Equal pay and compensation

- Conduct gender pay gap audits;
- Establish pay transparency mechanisms;
- Negotiate equal pay for work of equal value frameworks;
- Address wage penalties in feminised sectors and occupations.

B. Care and work-life balance

- Negotiate paid parental leave (maternity, paternity, adoption);
- Establish care leave provisions (elder care,

sick family members, emergencies);

- Create flexible working arrangements;
- Secure employer support for childcare and dependent care.

C. Violence and harassment

- Implement ILO Convention 190 provisions;
- Establish clear reporting, investigation and sanction procedures;
- Negotiate paid leave for domestic violence survivors;
- Address technology-facilitated gender-based violence;
- Create safe workplace protocols and training programmes.

D. Career development and advancement

- Mandate gender-balanced promotion processes;
- Establish mentoring and leadership development programmes;
- Address occupational segregation and job evaluation bias;
- Negotiate training access and professional development opportunities.

E. Health and safety

- Include gender-specific occupational health considerations;
- Address menstruation, pregnancy and

menopause at work;

- Negotiate appropriate workplace accommodations;
- Ensure safety equipment and facilities meet diverse needs.

F. Precarious work

- Address gender dimensions of informal, temporary, and part-time work;
- Secure equal treatment regardless of employment status;
- Negotiate pathways to permanent employment;
- Protect rights of platform and gig workers.

G. Digitalisation and technology

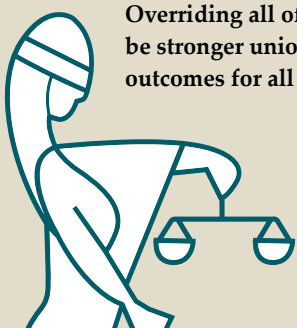
- Ensure algorithmic fairness in hiring, promotion, and performance evaluation;
- Negotiate protections against technology facilitated surveillance;
- Address digital skills development and access;
- Secure rights in platform and remote work arrangements.

Member unions are being asked to regularly monitor their progress on each of these measures and make the necessary adjustments.

Stronger unions

Measured over time, the result of their efforts will be increased women's representation in management/leadership, a reduction in gender pay gaps, improved parental and care leave for all genders, fewer violence and harassment incidents, higher work satisfaction rates and productivity, Improved membership growth.

Overriding all of these measures will be stronger unions delivering better outcomes for all workers.



UNI's core message



- Gender equality strengthens unions.
- Research demonstrates that women who feel represented demonstrate higher rates of membership, mobilisation and leadership participation.
- Diverse bargaining teams produce more comprehensive agreements. This creates a reinforcing cycle.
- More membership leads to more strength, representativeness, and democracy.
- Gender-responsive collective bargaining is not separate from unions' core work - it is essential to building worker power and ensuring decent work for all.
- Negotiating with a gender perspective is not optional: it is a condition for collective bargaining to remain relevant in the 21st century.



GLOBAL LABOUR BRIEFS

● Protecting workers from weather extremes

“The time for treating extreme weather as a temporary inconvenience is over. It is rapidly becoming our new normal – and our workers cannot wait for the rest of the world to catch up,” says Christy Hoffman, General Secretary, UNI Global Union.

She was reacting to chilling reports of the effects of extreme weather on working people.

More than six in ten cleaning and security workers worldwide say extreme weather has made their work harder or more dangerous in the past three years, according to a major new survey published by UNI Global Union.

The report, *Weathering It: Protecting Cleaners and Security Officers in an Era of Extreme Weather*, documents the physical harm, income loss, and psychological toll being borne by some of the lowest-paid workers in the global

economy – workers who cannot retreat indoors, log in from home, or refuse a shift without losing their earnings.

Here are the findings:

- 62% say extreme weather has affected their work in the past three years.
- 71% report at least one physical health impact from working in extreme weather.
- 35% have lost shifts or income directly because of extreme weather.
- 75% say extreme weather has made travelling to or from work difficult or dangerous.
- 57% report stress or high stress during extreme weather (rising to 67% among security officers).
- 25% of employers have taken no protective action whatsoever.
- 4.9% have access to paid leave during weather emergencies.

- 7.2% have access to safety training for extreme weather.

The financial dimension is acute. For workers already at or near the minimum wage, the 35% who have lost income due to extreme weather face an impossible choice: expose themselves to dangerous conditions or forgo pay. Only 4.9% have access to paid leave during weather emergencies – a figure that underscores how far employer provision lags behind the scale of the risk.

6/10



Six out of ten workers worldwide say extreme weather has made their work harder or more dangerous in the past three years.

● UNI campaigns for fairer AI education

A new impact assessment report covering the Banking, Telecommunications (ICT) and Audiovisual (AV) sectors puts hard numbers on what the evidence increasingly shows: generative AI creates enormous value, but only when shared fairly and governed well will it benefit companies and workers alike.

Oliver Roethig, UNI Europa Regional Secretary, was unequivocal: “The report

makes one thing clear: generative AI will not deliver for workers by accident. In fact, where social dialogue is strong, both workers and companies benefit. And where it is absent, they pay the price. We are determined to ensure that the transformation is fair, transparent and negotiated.”

The report projects value creation of €180–306 billion (around R3.4–5.7 trillion!) in banking

alone, with significant efficiency gains in ICT and AV production. Yet, it also warns that productivity expectations are frequently overstated. Unions and employers need realistic projections to engage in genuine social dialogue and collective bargaining that ensure the fair distribution of efficiency gains.

That means companies will need to invest in transformation that benefits their workforce.

● AFL-CIO campaigns for female athletes

The AFL-CIO and its Sports Council stand in solidarity with the United College Athletes Association (UCAA), the athletes of the Oregon State University (OSU) women’s basketball team, and the more than 100 women’s college basketball players across the country who have signed union authorisation cards.

After a three-year organising campaign, the

OSU workers filed for recognition of their union with the Oregon Employment Relations Board, marking the historic first-ever official union representation petition in women’s college sports.

The NCAA is a multibillion-dollar business that would not exist without the labour of college athletes who generate that profit.

Again and again, the NCAA has failed to protect and fought against its athlete workers while lobbying Congress for legislation that grants an antitrust exemption that undermines college athletes’ rights and collective bargaining power, including the Protect College Sports Act under consideration in the US Senate.

Continued on next page...

Collective bargaining guarantees the athletes have a true voice in decisions that impact their lives, families and futures. In every workplace, including professional sports leagues, businesses succeed because of collective bargaining, not in spite of it.

America's unions are proud to support the courageous members of UCAA who are

demanding a path to a better future, as they fight for the contracts they deserve.

realistic projections to engage in genuine social dialogue and collective bargaining that ensure the fair distribution of efficiency gains.

That means companies will need to invest in transformation that benefits their workforce.



In every workplace, including professional sports leagues, businesses succeed because of collective bargaining, not in spite of it.

ITUC celebrates the power of young people

This International Youth Day, 12 August, the ITUC celebrated the power of young people to shape a more just and sustainable world.

In line with the United Nations' theme, "Different contexts, common aspirations", the day recognised how young workers, across very different global contexts, face similar battles.

According to the United Nations, young people in low-income countries are more likely to work in insecure or informal jobs without

contracts, stable wages or social protection.

The ILO Decent Work in the Platform Economy Convention, 2026, shows how progress can be achieved in a sector in which young people make up around half of the global workforce.

Convention 193 directly addresses issues of democratic trade union rights, social protection, fair wages, and job security in this area of work.

In Spain, tripartite negotiations led to the recognition of delivery riders working for

digital platforms as employees rather than independent contractors.

ITUC General Secretary Luc Triangle said: "Young workers are not just the future of the world of work – they are its present. Ratifying and implementing ILO Convention 193 is essential to ensure they have the democratic right to organise, bargain collectively and shape their own future. When young workers have a voice at work, democracy is stronger for everyone."

Special offer to Sasbo members

What:

Sasbo's timeshare in Mabalingwe Nature Reserve

When:

Week 49 (4 – 11 December 2026)

Where:

28 km west of Bela Bela, Limpopo

Cost:

R9 900 for the full week

Contact Hayley **011 467 0192**

There are
10
available units!



Gambling.

Economic surveys are telling us that more than half of South African workers are turning to gambling in their desperate attempt to make ends meet each month.

Sporting events top their list of preferences.

The vast majority of punters lose their money.

This calls for a reminder of I.W. Schlesinger's reported response to his introduction to sports gambling.

The investor arrived in South Africa in 1894, aged 23, with virtually nothing. He ended up owning controlling interests in retailers, banks, advertising agencies, a hotel chain, catering firms, theme parks, agriculture, canneries, diamond grinding and newspapers and was chairman of more than 80 companies. Late in his life, he was invited to attend Cape Town's prestigious Metropolitan Handicap horse race as guest of honour.

"Who are those people?" he is reputed to have asked, pointing at the frenetic action surrounding the bookmakers.

They explained that they offered betting odds on the horses in each race. Those who made the correct bets were paid, sometimes handsome, returns. The punters who backed the wrong horses lost their money.

"Are there a different set of bookmakers at each meeting?"

"Heavens, no. Bookmaking is a career. Some of them have been there for 40 years."

"Please excuse me for not making a bet. I don't mind gambling. But I don't like giving my money away. If those 40 people can survive against the tens of thousands of punters year in and year out, it is no gamble."

For the Record**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 18.

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

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.**

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 2025, the Sasbo member funeral benefit, which is included in your union membership and underwritten by Old Mutual, has increased from R15 000 to R20 000 for all members under 63 years of age. An additional R20 000 will be paid out in the case of unnatural death in the line of duty. This means a potential total cover of R40 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: 077 394 5853 (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

**NB: Our number
has changed**



Sasbo MEMBERSHIP APPLICATION FORM

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 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.

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.

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.

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.

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

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