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## OFFICE OF THE GENERAL SECRETARY

27 March 2025

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### THE DEPUTY GENERAL SECRETARY REPORT FOR THE SPECIAL NATIONAL EXECUTIVE COMMITTEE 27 March 2025

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#### INTRODUCTION

Good morning, Comrades

I would like to welcome you all to this sitting termed the CSA's special NEC meeting. It has been called in terms of section 15(2)(b) of the Commission Staff Association's constitution by the President of this trade union; also, with the support of the CSA regional structures.

I must say this is the first ever "Special NEC meeting" I have attended since I have assumed my leadership roles within the movement. Our constitution is indeed and should continue to be a living document. I would further like to encourage our leaders to study our constitution, so we operate in line with its provisions.

This encouragement is most important right now since we are today, going to engage on the revival and/or renewal of this movement.

This meeting takes place under unusual circumstances, exactly why there is provision for a special NEC. Even though the CSA has been confronted with similar unfortunate events before, they did not happen on such a magnitude. I am referring to our current mass resignations including that of the General Secretary of this movement. Just to stress that our former GS only resigned in his role as GS and not as a member of the movement. He still remains a CSA member and our comrade. As expressed in our letter early this year; we thank him immensely for his selfless contribution towards this movement during his tenure and we wish him well.

Comrades, great organisations have not been met with smooth sailing always. Perhaps we needed to experience this phase, so we are able to chart a clear path through this storm. A path that makes it clear the leadership calibre that the CSA requires.

With that being said, the purpose of this report is brief, and it is to outline the membership status as well as the leadership status of the regions.

Comrades our membership status in November 2024, to be presented before the 5-6 December 2024 NEC was sitting on 625 members, out of 804. The February 2025 payroll report has us sitting on 622 members. A 77% membership base. Comrades the payroll report is not a true reflection of our membership status. This is due to the fact we've had more members resigning recently, who were still serving their notice. We are still a majority; however, it has declined. A thorough audit will be conducted, and I will be requesting the assistance of regional leaders in this regard.

We have REC vacancies in various regions which are:

REGION	VACANCY
Head Office	Chairperson, Deputy Chairperson, and Secretary.
Limpopo	Chairperson, Secretary, Deputy Secretary and 1 additional member.
Durban	Deputy secretary, Treasurer and 2 additional members.
Ekurhuleni	Secretary and 2 additional members
Mpumalanga	Entire REC
Pietermaritzburg	Chairperson
Tshwane	Secretary, Treasurer and additional member.
Western Cape	1 additional member.
Northern Cape	1 additional member

We are very much aware that these vacancies need to be filled to ensure the smooth running of the region in as far as the CSA activities are concerned. We thank the remaining REC members who've remained steadfast, in the face of resignations...even the resignations of CSA leaders to join another trade union. A special thank you to the regional executive committee leaders who have been operating on skeleton basis (incomplete REC) and continued to ensure that the work of CSA continues. Comrades, where possible let us extend assistance to one another when there is a call for help from another region. Let us not "leave it to the NOBs" to figure it out. We all strive towards one vision; that is the success of the CSA. I remain

confident that no other movement can champion our interests better than that of the CSA. It was formed by us, for us.

I would also like to caution you leaders that as much as we hope to see our departed comrades back, we must be wary of their reasons for returning. Let us exercise leadership in terms of constitution and not just blindly accept their return. Other returns have sinister motives such as the individual facing disciplinary action.

Having briefly reported our membership and leadership status, it must be noted that we will get these back on track through various methods such as NOB regional visits.

I would like to remind comrades of the CSA constitutional clause 11.1: **The REC shall convene the Annual General Meeting for all the members of the Association of the Region in February of each year but not later than April.**

This means that regions should be preparing to have these meetings, and I would like to suggest that we capitalise on this meeting to elect the vacant leadership roles. Where regions are fortunate to have the full REC component, please start with the planning comrades. For the limping regions, we will outline a strategy to ensure that these meetings happen.

This report is solely for the purpose of this special sitting and will not reflect information that will form part of our normal NEC.

In closing, I would like to remind you of the CSA's current priority areas that we operate under, which are:

- Job security,
- Improvement of terms and conditions of employment,
- Discipline and accountability,

- Union stability and confidence,
- Union visibility,
- Consistency,
- Proper service to membership,

And our plan of action or resolutions post this sitting should reflect these pillars. Comrades we have a lot of work ahead of us and my final words to you is that let's put on our overalls and begin with the labour.

Thank you.

Katleho Seanie

Deputy General Secretary of the CSA