



President's Address

NEC – POST CONGRESS NEC

MandleNkosi Zwane | 30 May 2024

1. Welcome

- a. National Office Bearers (NOB) of the Commission Staff Association (CSA) and Regional Delegates of the National Executive Committee (NEC) of the Movement; I – MandleNkosi Zwane, President of this wonderful Union welcome you to the National Executive Committee Meeting of the CSA held in terms of clause 15 of the CSA Constitution. It is exciting that we meet after we, as South African citizens, have exercised our right to choose who must lead this Nation for the next 5 years. I hope that we all led by making our mark on the ballot in this year's National Election.
- b. In relation to the CSA, I stand before yourself with an ambivalence of thought and feeling concerning the Movement. I will confine my reflection only on ourselves as a Movement and leave any comments related to the unjust, uncaring and ever-adversarial Employer that our Members are employed by. Their tyranny and callousness with which they deal with the struggle of our members for favourable conditions of employment and employment security clear for all to see.
- c. In relation to the CSA, I am optimistically cautiously hopeful. There is a space where I am comfortable and happy with what I see when I look at the trajectory of the Union. Simultaneously, I have deep concerns about where we are from in the recent past.

2. Post Congress Challenges

- a. We have come back from a National Congress whose business was not concluded. Most unpleasant about this reality was the fact that there were critical items that were not finalised because the Congress Delegates who were in attendance were not ready

or properly prepared to deal with such items (e.g. the consolidation of mandates and resolutions). There are items which took the back seat due to focus being shifted towards discussing the Bonus, which was being negotiated at that time. The Congress also saw the nomination of an ineligible candidate for the position of the National Treasurer. This cannot be the kind of sloppiness and chance-taking that Congress must be exposed to.

- b. The above examples of issues, cause me to have deep concern about the seriousness that our elected leaders apply to the execution of their duties towards the Movement, which are often generational in impact. As leaders in a national labour movement such as the CSA, which organises in such an important entity as the CCMA, the role we play impacts not only our immediate situation, but will shape the experience of many generations of future CCMA Employees and their families. We therefore cannot over-emphasise the importance of your role in this Movement.
- c. We also saw ourselves having to delicately balance our expenses post-Congress since the increase in the subscriptions that took effect in around May 2023 came too late to have the desired effect on the financial wellbeing of the Union. With the calibre of Leadership we have in this Movement, we have been able to keep the ship afloat amidst the financial commitments that the Union had to front post-Congress.

3. Post Congress Achievements

- a. It is not all doom and gloom I must say. There are aspects of this Union that put a smile on my face since our return from Congress. The first is that we seem to still have the centre holding. There was no earth shattering issues of instability, such as calls for

leadership changes at any levels (with the exception of one Region where an REC member did not enjoy the confidence of the members). The loss of confidence could have been a buzz following a Congress that did not conclude not just any business, but that which is at its core as stated above.

- b. The CSA members still show a great amount of confidence in the Movement. The Regional structures seem to be fairly stable, where changes have happened post-Congress it was those that had to happen – for example where Leaders moved into higher positions and/or had to cross Regional floors, as it were.
- c. I am also say that I appreciate seeing CSA Members participate in their Regional CCMA Wellness activities and some do so wearing their CSA regalia. This gives me pride and gladness since it shows that the CSA brand is growing in its value and renown with our Members. **They would not want to be seen in it, if it did not mean anything to them.** Let us continue to make our members see the brand of the CSA as one that they would feel proud to associate with and to be seen to support.
- d. I also wish to appreciate how, the NEC delegates seem have embraced the hosting of the NEC on a hybrid basis as a result of the need of us to have the coffers of the Union recover from the effects of the Congress expenses, which overlapped with audit payments that were crucial in order to finalise the registration of the amendments to the Constitution of the CSA – which took place on 23 November 2023. Thank you Comrades for being able to show responsible and responsive leadership in this regards. Other would have sought to collapse the Movement in the name of being in a

physical sitting regardless of what effect such an arrangement would have on the wellbeing of the CSA.

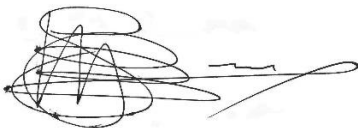
- e. Even with the protraction of the Negotiation between ourselves and the CCMA, I have noticed a membership that seems to now realise that the delay is not as a result of the CSA not being what it should be. The knives are not out against the Movement itself. However, we must realise that our members are hoping that we will deliver for them some improvement to their terms and conditions of employment that will add value to the lives they must lead as CCMA Employees and CSA Members. I can assure you, Delegates, that this is what the CSA Negotiating Team is pushing for in this round of Negotiation (i.e. an outcome that must add value to the livelihood of our Members).

4. The NEC Burden

- a. If the above picture is considered and appreciated, then it will follow that the NEC must awake to how sizable the burden is that it must discharge in this sitting. It is incumbent upon us NEC Delegates to conclude what Congress laid upon ourselves to wrap-up (such as, decisions related to the Travel Allowances amount; Strategies on reducing our reservation to litigate at the level of the courts due to concerns about legal fees, etc.)
- b. The NEC, as the highest decision-making structure of the CSA between Congresses, must steer the Union in a direction that will see it enhance and amplify the effects of the good that it had achieved over the years and in the recent past. The NEC must also ensure that it ameliorate the effects of any weaknesses that the Movement still has to work around.

- c. We also need to continue with the process of bringing shape to our processes and activities. We need to refine certain policies and, at some point between Congresses, introduce new ones that are required to ensure that we are not led by the whim of individuals on important issues, but that the spirit of the Movement is permitted live through such instruments especially where the Constitution does not provide clear marching orders. That is the role of NEC, I must emphasise Comrades. We are a policy oversight structure that must ensure that the Union continues to move in the right direction, which direction can be clearly articulated across our various Regions when situation need our intervention or when the normal life of the Union unfolds.
- d. I therefore ask that the NEC must take its business seriously and ensure that at the conclusion of this sitting of the NEC we take the CSA a step higher in the echelons of success and a step closer to the achievement of its object championing the improvement of the conditions of employment of its Members within the CCMA and the improvement of their standard of living beyond the CCMA walls.

Thank you for your attention. Let us work, and let us take the CSA Forward!



MandleNkosi Zwane – CSA President

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