



## 9TH PROVINCIAL CONGRESS DECLARATION

# WESTERN CAPE

23-25 February 2022

Cape Town

### Declaration:

***“32 years of working class consciousness, defending workers’ rights and building a self-sustainable union”***

We, delegates from 10 Locals representing more than 20 000 members from institutions within the South African Police Service (SAPS), the Department of Correctional Services (DCS), and Traffic; all policing the entire criminal justice cluster met over the past three days at the Southern Sun Cape Town.

As we meet, we note the adverse impact on our membership, caused by natural attrition, retirements, the impact of the Covid-19 pandemic, and severance packages by the government aimed at reducing the public service among others.

This provincial congress is convened to take stock of the work of the union since our last Provincial Congress and is held under the congress theme “32 years of Working-class consciousness, Defending Workers Rights and Building a Self-Sustainable Union” was indeed a Parliament of the workers both in content and character.

Aimed at giving a broader direction covering organisational, political, international, educational and policy issues within the union and also in our society at large, this congress also includes giving effect to the aims and objectives of the union and to assume such powers as necessitated by our constitution. This provincial congress had a task to fulfill its constitutional mandate in the interest of the organisation and its members.

The Provincial Congress paid tribute to a number of our fallen heroes and heroines, and millions of others across the world who have perished as a result of the pandemic, and those who have died in the line of duty.

Among some of the key leaders that have passed on are the former Secretary of POPCRU in the Western Cape, Comrade Mbolekwa, two recipients of the Gregory Rockman awards former President of Zambia Dr Kenneth Kaunda and founding president of the liberation movement of Swaziland PUDEMO Comrade Mario Masuku and many other leaders of our people.

Also addressing the Provincial Congress were comrades Anwa Dramat on behalf of the ANC, Benson Nqentsu on behalf of the SACP, Andile Ngqaneka on behalf of COSATU, Bongikhaya Qhama on behalf of SANCO. We were empowered by their presentations particularly on issues dealing with police killings, empowering the police to deal with criminality and gangsterism. We commit to fighting side by side with the progressive forces of our society to rid our province of criminality.

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We were further addressed by the departments in which we organize and we commit to continue engaging them to better the conditions of our members. We dare not fail our members on this.

This congress received the keynote address from the president of the organization comrade Dr. Zizamele Cebekhulu who dealt with the urgent need for real transformation and restructuring in the police in order to deal with the scourge of crime. He further emphasized the need for coordination of the work in the departments in the criminal justice cluster not the current situation where they work in silos.

He called for the need to revisit the location of correctional centers. We are calling for these centers to be located in rural areas and for utilising of prison labour to contributing to development of our communities. He emphasised the need to build a self-sufficient department of correctional services.

He decried the budget cuts that are not informed by the challenges that we face as policemen and women. These budget cuts are done while we face critical manpower shortage that hampers the police crime fighting capabilities. Indeed as this congress we echo what the president has said that “as workers we are on our own”. This is the line of march, we commit to take it to the streets to fight for our rights as police officials, warders and traffic officers. We have not been paid what is due to us and we are tired of endless negotiations. Delegates to this congress commit to mobilise all workers to fight for our salary improvement as the costs of living keep rising.

The increase in gender-based violence is the new pandemic that is devastating our societies and increasing the responsibility on our members to be vigilant and professional in dealing with such cases.

This virus has caused the death of more than 4.5 million people around the world, many of them workers and those generally in the frontline being health and security.

This pandemic further exposed the failures of the capitalist system of greed and financialisation and commercialization of public services, especially in the health sector.

During these past 20 months, the pharmaceutical companies bosses made more Billions than they have made in the past decade. Richer countries showed their lack of commitment to collective human survival by hogging over vaccine, a life-giving service. This vaccine nationalism must be condemned and commends the South African government for rallying the rest of the world to make vaccines available for all as a public good.

Moreover, our country is currently in recession and this recession found the working class already living under socio-economic conditions of recession. Employers continue to use the current Covid-19 imposed economic situation to retrench the workers, thus sinking them more into deeper poverty despite the more than R500 billion relief package- in taxpayers money- to rescue business and save jobs; this includes the shrinking of our own sectors. The unity of workers in the public sector and generally is of paramount importance. As workers we are not enemies of each other but have one enemy which is capitalism and intransigent employers against whom as workers we must build optimum unity.

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This Provincial Congress provided us with an opportunity to engage on matters that affect us as workers and further charted a way forward in ensuring that good relations are forged with all the Departments. We are fully aware of all current challenges within these Departments, but we will never be discouraged by such, we will continue building healthy relations with the prime aim of ensuring that a POPCRU member indeed remains a priority and their interests are always rightfully represented. This Provincial Congress provided the necessary measures as a sign of a democratic culture within the organization, building unity and cohesion.

We further had an opportunity to thoroughly voice out our members' grievances for decent jobs, employment, and environmental protection and against the flaunting of agreements by the employer. This is a direct attack on collective bargaining and we commit to do all we can to defend these workers gain which did not come easy. The expansion of the information economy also places a new challenge on trade unions in general to put in place new methods of organizing. POPCRU members must be capacitated to fight. There must be balance between workers struggles and broader societal social, economic and political issues as they continue to impact on our live directly. In this regard political education of our member's is very important.

The Provincial Congress observes that the degeneration of political consciousness and closing of robust comradely and honest debates in the movement creates other centres of engagements outside of the organisation. Factionalism must be defeated, and dissenting voices must be accommodated and listened to. POPCRU will not be drawn into factional battles but build unity and support the ANC. The new tendency within the movement of using money and other forms of patronage to buy political allegiance must be defeated.

The Provincial Congress took time to debate extensively the organisational challenges and matters including the leadership issues in the organisation with a clear purpose of strengthening the union and build true unity and cohesion. Leadership restructuring is a critical measure to renew the organisation and must be seen as a natural process of rebuilding, realignment and capacity building.

We therefore resolve and declare that:-

- There must be one law that regulates members of the Police which must be the Police Act. Those employed under the Public Service Act must be translated to the Police Act so that there is synergy and resource allocation at the Police station level;
- There must be capacity in fighting crime by releasing many of those who have been removed from operations to join the fight against crime. The police structure in particular is top heavy and there is serious shortage of the tools of the trade which makes our work difficult in fighting crime.
- Restructure the Police force to be able to make a lean head office and resourcing of the HAWKS to be able to do their work adequately.
- The fighting of crime must be a joint effort together with the prosecution; reconfigure the criminal justice system under one ministry to be able to have a centralised and coordinated effort to fight crime.
- A Policing Indaba is of paramount importance to streamline and reshape how the system works as a whole inclusive of other departments such as Justice, Prosecution and Correctional Services.
- Government must take all necessary steps to alleviate overcrowding in Correctional facilities as this puts the lives of our members in danger.

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- Rehabilitation of offenders must have a local content so that rehabilitated inmates can be safely re-incorporated into society; and we will push forward with the eradication of Private Prisons.
- The decrease in membership is a worrying development and the Provincial Congress calls on every POPCRU member and structure to embark on an aggressive recruitment campaign to put POPCRU back where it belongs as the overwhelmingly preferred union in the sector. This will also help strengthen our financial capacity to be able to implement the many programmes that we have assigned ourselves.
- We need to consider and re-consider the restructuring of our Collective Bargaining approach in terms of members' interests and improvement of their working conditions. Failure of the employer to implement the wage agreements has demoralised our members, COSATU must be engaged to lobby the ANC to review this bad decision.
- POPCRU supports the COSATU-led campaigns and will intensify solidarity campaigns in support of progressive struggles across the world especially our neighbouring countries.
- The Provincial Congress commits that members and official of the organisation must work under conducive environment hence the provision of PPE to all must be a priority in order to contain the spread and exposure to the COVID 19.
- The Provincial Congress further dealt with issues of leadership consolidation and accordingly and constitutionally elected the following comrades:

Chairperson: **Conwe Flink**

Deputy Chairperson: **Beauty Stoffels**

Secretary: **Pat Raolane**

Deputy Secretary: **Xolile Marimane**

Treasurer: **Katarina Amadou-Yalandi**

We therefore conclude that the discussions, debates and the resolutions adopted at this august occasion – the POPCRU Western Cape Provincial Congress, have provided an intense reflection of our strategic position. The outcomes of the Provincial Congress must be implemented as a matter of urgency in order to realise the aspirations of our members.

**Long Live POPCRU Long live!**

**Forward to workers Unity!**

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