

Book Three: Taking POPCRU towards the 8th National Congress and Beyond

DRAFT PROGRAMME

8th NATIONAL CONGRESS

Day One: 15 JUNE 2015 [MONDAY]

Chairperson: 1st Deputy President Nkosinathi Mabhida

TIME	ITEM	PRESENTER
09:00 – 09:10	Singing of the National Anthem, Internationale & Solidarity Forever	Congress delegates & the choir
09:10 – 09:20	Credentials	General Secretary, Nkosinathi Theledi
09:20 – 09:30	Apologies	1 st Deputy General Secretary, Thandi Hlatshwayo
09:30 – 09:45	Confirmation of the Agenda	General Secretary, Nkosinathi Theledi
09:45 – 10:10	Word of welcome	Premier of KwaZulu Natal, Honourable Senzo Mchunu
10:10 – 10:30	Presentation of rules	General Secretary, Nkosinathi Theledi
10:30 – 10:45	Adoption of the Congress Programme	General Secretary, Nkosinathi Theledi
10:45 – 11:00	Introduction of Guests	1 st Deputy General Secretary, Thandi Hlatshwayo
11:00 – 12:00	Political Overview	POPCRU President, Zizamele Cebekhulu
12:00 – 12:45	Message of support	Minister of Transport, Honourable Dipuo Peters
12:45 – 13:00	Presentation: Minutes of the 7 th National Congress	General Secretary, Nkosinathi Theledi
13:00 – 13:10	Adoption of Minutes	Congress delegates
13:10 – 13:30	Matters Arising	Congress delegates
13:30 – 14:30	LUNCH	
14:30 – 15:15	Message of support	SACP General Secretary, Dr. Blade Nzimande
15:15 – 16:00	Written Messages of support	1 st Deputy General Secretary, Thandi Hlatshwayo
16:00 – 16:45	Elections procedure	Elections Agency
16:45 – 17:30	Presentation: Secretariat Report	General Secretary, Nkosinathi Theledi
17:30 – 19:00	Elections	Congress delegates
19:00	END OF DAY 1	
	DINNER	

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Day Two: 16 JUNE [Tuesday]

Chairperson: 2nd Deputy President Bonny Marekwa

TIME	ITEM	PRESENTER
09:00 – 09:45	Presentation: Taking POPCRU to the 8 th National Congress and beyond	General Secretary, Nkosinathi Theledi
09:45 – 10:30	Message of support	COSATU President, Çde Sdumo Dlamini
10:30 – 11:15	Presentation: Draft Policies	General Secretary, Nkosinathi Theledi
11:15 – 12:00	Presentation: Draft Resolutions	General Secretary, Nkosinathi Theledi
12:00 – 12:30	Message of support	Correctional Services Acting National Commissioner, Zachariah Modise
12:30 – 13:15	Presentation: International Report	General Secretary, Nkosinathi Theledi
13:15 – 14:15	LUNCH	
14:15 – 15:00	Message of support	Minister of the SAPS, Honourable Nkosinathi Nhleko
15:00 – 18:00	Allocation of Commissions Commission 1: Taking POPCRU to the 8 th National Congress and beyond Commission 2: Political Section Commission 3: Socio-Economic and Social Transformation Commission 4: International Report Commission 5: Security of the country & Power and influence of media Commission 6: State of the organisation Commission 7: Draft Policies and Resolutions	All delegates
18:00 – 20:00	Plenary Discussions	Congress delegates
20:00	END OF DAY 2	

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Day Three: 17 JUNE [Wednesday]

Chairperson: President Cebekhulu

TIME	ITEM	Presenter
09:00 – 09:45	Message of support	WFTU General Secretary, Cde George Mavrikos
09:45 – 11:45	Continuation of plenary discussions	Congress delegates
11:45 – 12:30	Message of support	Minister of Justice & Correctional Services, Honourable Michael Masutha
12:30 – 13:15	Presentation: The state of socio-economic conditions in South Africa	Professor Sipho Seepe
13:15 – 14:15	LUNCH	
14:15 – 15:00	Presentation	Safer South Africa Foundation CEO, Advocate Tseliso Thipanyane
15:00 – 16:00	Messages of support	International and local allies
16:00 – 19:00	Continuation of plenary discussions	Congress delegates
19:00 – 21:00	Cultural Day Celebrations during dinner	Music by Shwi noMtekhala
END OF DAY 3		

Day Four: 18 JUNE [Thursday]

Chairperson: 2nd Deputy President Bonny Marekwa

TIME	ITEM	PRESENTER
08:00 – 08:45	Presentation	Stichting Waardering Erkenning Politie of Netherlands, Cde Jan Willem van de Pol
08:45 – 09:30	Presentation: Finance Report	Treasurer General, Thulani Ntsele
09:30 – 10:30	Plenary discussion: Finance Report	Congress delegates
10:30 – 11:30	Message of support	SAPS National Commissioner, Victoria Phiyega
11:30 – 12:00	Message of support	Deputy Minister of SAPS, Honourable Maggie Sotyu
12:00 – 13:00	LUNCH	
13:00	Adjourn for Gala Dinner	

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Day Five: 19 JUNE [Friday]

Chairperson: 1st Deputy President Nkosinathi Mabhida

TIME	ITEM	PRESENTER
09:00 – 09:45	Adoption of Programme of Action	Congress delegates
09:45 – 11:15	Reading of the Declaration	General Secretary, Nkosinathi Theledi
11:15 – 12:15	Keynote Address	His excellency President Jacob Gedleyihlekisa Zuma
12:15 – 12:45	Election Results	Elections Agency
12:45 – 13:30	Closing Address	President
13:30	Congress Adjourn – Lunch and departure	
END OF 8TH NATIONAL CONGRESS		

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1. Background

Strengthening POPCRU as a labour movement for transformation and a strategic axis within the security environment is principally about shaping the organisation's resilience, enhancing its transformative capacity and its ability to adapt to changing situations so that it can continue to serve and lead its membership and the society at large.

The continuous renewal of POPCRU over twenty five years of its existence is guided by the nature and content of its struggle against the previous apartheid policing, brutal and vicious treatment of activists and unjust incarceration of inmates. This is within the backdrop that our conscious understanding for continuous successful contribution to the National Democratic Revolution [NDR], POPCRU has to renew itself so that it remains relevant to the changing conditions of struggle both locally as well as internationally.

POPCRU positively agrees that the new phase in the transition from Apartheid colonialism to a National Democratic Society is characterised by more radical policies and decisive action to effect a thorough on-going socio-economic transformation. Following are the questions that must be answered in order to ensure that POPCRU also contributes towards socio-economic transformation:

- a. How do we ensure that POPCRU enhances its capacity to serve its members whilst contributing to the transformation of the sectors where it operates?
- b. How do we maintain strong contact with the community as outlined in the Constitution: "We therefore, declare our commitment to co-operate and to work with members of the community and any other progressive minded sections of the community so as to build a security system that will protect and serve the interest of all South Africans?"
- c. How do we ensure that members joining SAPS, DCS and the Traffic understand the primary mission of POPCRU which is: "recognition of the civil and basic human rights of all people in South Africa including those employed in the services of South African Police Services, Correctional Services and the Traffic Department. Further recognition that such basic human rights are fundamental rights worthy of enhancement and protection, and we are as such committed to the creation and development of a security establishment, which is the just expression of the will of the people. A system, which will reflect co-operation between our members and the community in an effort to truly serve and protect all members of our society". [POPCRU Constitution].

POPCRU as a civil right movement has learned from past historical moments that structures should be established in line with the conditions and organisational line of each phase of the operation. That principles and values are sacrosanct while strategy, procedures and structures have to adapt over time. In particular, watershed moments and major strategic shifts dictate a main redesign and new dimensions and competencies for cadres. This will only happen if POPCRU resists a drift away from transformative politics. In building the organization, POPCRU has to operate as a frontline movement with administrative, organisational, political and ideological capacity to direct its functions together as operational machinery and give leadership for the transformation of the South African Police Service, Correctional Services and Traffic. These are the critical questions that need to be engaged upon in ensuring that our machinery is oiled enough to attain our quest for a transformed Criminal Justice:

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- a. Why is it significant for us to understand our history?
- b. What are the chief lessons we can draw from POPCRU's history?
- c. How should we reshape the organisation to take leadership role within our scope of operation?
- d. Is there a need to review our current structures as build-up for organisational strength?

2. POPCRU's Historical Mandate

During POPCRU's launch thousands of police and correctional officers took to the streets indicating their support. There were four main reasons for the foundation of this gigantic labour movement.

Firstly, it was believed that police and correctional officers were the most oppressed workers in the public service.

Secondly, members of this union believed that it was essentially police and correctional officers who were used by the previous wicked, racist and world-wide discredited government to uphold apartheid and capitalism.

Thirdly, police officers came to recognise that their needs and interests were in contradiction with police management.

As a final point, policing policy in South Africa was seen as outside of the international norms and standards of policing. This was characterised by the huge distance between the police officers and the communities they were supposed to be serving.

We are reminded that a noticeable and outstanding feature of POPCRU is its recognition of the civil and basic human rights of all people in South Africa including those employed in the services of South African Police Services, Correctional Services and the Traffic Department. We recognise further that such basic human rights are fundamental rights worthy of enhancement and protection, and we are as such committed to the creation and development of a security establishment, which is the just expression of the will of the people. This has been done through a system which reflects co-operation between our members and the community in an effort to truly serve and protect South Africa and its citizenry.

- d. What steps do we need to take to make sure that our organisational renewal prospers?
- e. How should POPCRU shape itself moving forward to be in a position to deal with challenges of any form?
 - ❖ What are the current challenges is POPCRU facing?
 - ❖ What are the strengths we can build on moving forward?
 - ❖ What are the decisive strengths and achievements as well as the fatal weaknesses of our movement since inception?
 - ❖ Are our current organisational structures calculated to positively react to the current challenges than to respond to our operational tasks in the pillars of our transformation agenda?

3. The Character of POPCRU

No sacrifices are too great in honour of the men and women who, on their part, considered no sacrifice too great to be made for our safety. Indeed, because of their modesty and humility, we are too often unaware of the intensity and magnitude of the sacrifices of officials. When POPCRU was formed community policing was one of the key goals. The best tribute we can pay to them and to all those men and women like them who continue to sacrifice their lives so that we can have ours is to make the country a better place for all to live in and to improve the working conditions of the Criminal Justice System officials across the country.

It is within the genes of this union to educate, mobilize and recruit passive or unconscious individuals to join this movement. Such actions must start in the families of the membership by educating and training their families and communities; membership must teach one another and their communities the essence of POPCRU. In the beginning of this union, community policing was a key goal, and that character still fires within the core of this movement. The success of such policing is that all officers have to be cadres, leaders, freedom fighters, ideologues, organizers, defenders and promoters of the organizational cause.

Not once in the 25 years of its existence has POPCRU ever feared to have a voice, a voice of reason, a voice of the greater purpose, a voice for transformation within the Criminal Justice System and South Africa on its entirety. It is therefore cannot be that we be quiet when certain individuals attack our organization, leadership and communities to satisfy their troubled ego or their masters. We need to have a voice in some activities in our daily lives and the legacy of this union will survive through our actions. It is no doubt that our current patriots are building on the achievements of our previous leadership and membership who protected this organization by any means necessary.

4. Measures to Safeguard Organizational Core Values

Amongst POPCRU's first aims and objectives as set out in its Constitution is the undertaking to unite all members of the South African Police Service, Correctional Services and Traffic. This had been and is still a mission that since its inception in 1989 POPCRU has determinedly functioned at. Central to this task of uniting members within these sectors is ensuring its unity and internal cohesion. The different organisational approaches that the organisation developed over time helped it to build unity as the foundation of its survival. The destruction of POPCRU's principles, values and organisational culture includes a propensity to challenge its unity and not deal with this matter as an untouchable principle that must be enforced and adhered to at all time. Organisational renewal must therefore also ensure an unflinching and tireless commitment towards both the unity and cohesion of the movement, in pursuit of our mission to unite our members in their quest for fundamental change within the scope of POPCRU's operation.

It can be stated that for the working class to attain its noble objectives, there should be unity as a class. The working class unity which is unity amongst all parts of the same class is the precondition to attain every struggle. It does not really matter from what level of academic education the working class operates from. If there is no unity, they

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stand to disintegrate on every step of their great effort – be it the poor peasantry, the progressive intellectuals and or the new generation. Now, the unity that is supposed to be practiced by POPCRU, as the class movement ought to have class features. This will enable the movement to unify the class and its allies in the struggle against capitalism and imperialism. This must be the unity which is not occasional or for one day of convenience but unity that can and will support the struggle of the workers for their direct and long-term problems, Unity for the present and the future.

Two lines exist and clash around unity inside trade unions as in all basic fronts. On one side there is class current and on the other side there is reformist current. Both currents talk and may even be writing a lot about unity. It may indeed be true that both sides want unity. Their essential difference exists as to what kind of unity or for what purpose or intentions. The class current wants unity to strengthen the fight of the proletariat against monopolies, against multinationals and their political representatives. This will be with the aim to accumulate the qualitative and quantitative class forces that will clash with imperialism, will connect the fight and struggles of the workers for elimination of exploitation of human being by human being. For example, the class current in Latin America promotes unity amongst all popular classes so as to defend the Cuban Revolution, to defend Venezuela and Bolivia and their struggle efforts.

On the contrary, the reformist current wants to join the workers to fight for modernisation and support for capitalist system and unify working class and its allies in the line of class cooperation and compromise with imperialists and system administrators. For this reason, their unity is in essence summit movements and is tactics of expediency. For example, the reformist current at the same continent [Latin America], promotes its unity around its main objectives which are the subversion of the Cuban Revolution, subversion of Hugo Chavez and Evo Morales and through these subversions to succeed the victory of imperialism. This kind of unity promoted by the reformist current is dangerous for the workers' interests and the trade union movements. The class current must always put class analogy on the issue of unity – with whom and for what purpose.

Out of this analogy, it is clear that unity is not invisible, is never colourless and/ or odourless. It has always a defined and specified content and the content has the primary significance.

5. Strengthening POPCRU's Unity and Cohesion

Historic lessons since inception on the organisational renewal and reshape of POPCRU.

We note that POPCRU continues to survive because of its unity, which formed part of its founding principles. The organisation has seen many a storm and internal political wrangles because of this fundamental principle and that out of this exposition; it was without doubt that **UNITY** was the fundamental backdrop for the class trade union movement. The CEC Commissions were to reflect on the analogy and respond to the following key questions:

- a. Is POPCRU united in the same understanding as outlined in the analogy?
- b. Is POPCRU as class conscious movement? If no, what needs to happen to bring it to this level? If yes, what are the features?
- c. What are the imperialist tendencies within the sectors where we operate which POPCRU has to wage a struggle on?
- d. Having identified the tendencies, are in a position to fight and defeat them? What tactics should be used in such battles?
- e. Who are our allies and how should we strengthen the ties?

6. Working Class Unity

An essential prerequisite for the success of the workers struggles is to promote and construct the unity of the class regardless of religious, racial, gender, linguistic differences. The working-class in every sector and every country, regardless of which union centre the trade union belongs to, has the same interests against the capital and against exploitation. It should be our task is to unite workers under the banner of our common goals as clearly alluded to in the Preamble of our Constitution. The working class, when united on a class-basis can bring to their side the poor farmers, the self-employed, small tradesmen and have allies in the conflict against the monopolies and big capital. They can construct their own alliances.

Key to this characteristic is the necessity to bear in mind at all times that the opponents and enemies of the workers are also trying to unite forces under their own goal, their own umbrella. Issues of "*UNITY*" should always be scrutinised closely because each class does want allies and concentration of forces on their side in class struggle. The controversy remains at all levels and with all problems. For example the Palestinian problem, the Palestinian people want unity and allies to achieve their goals of independence of their country from occupation, while Israel and USA want allies to achieve their own imperialist aims. In Cuba the General Cuban Workers Confederation [CTC] seeks to rally all trade unions in Latin America for the defence of the Cuban Revolution, whereas the International Trade Union Confederation [ITUC] is trying to buy and rally forces for its own objectives, against the Cuban Revolution. Therefore, the question "*who to unite with, and for what purpose*" is always important.

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7. Building Organizational Capacity

POPCRU remains the organisation that takes into consideration workers interests above all else. Hence why it holds events to stay true to its mandate of setting rules and guidelines which dictate the manner in which the organisation work, conduct itself and make use of available resources in its control. Resources which are meant to make it easier to service the men and women who put their trust in POPCRU. Discussions of within these events and programmes as well as the founding policies within the organisation have had impact that led into the transformation of all the departments that POPCRU organises in.

7.1. Training and development

Capacity can be enhanced through continuous training and development utilizing internal avenues such as Political Schools, Mass Education Programmes, etc. and external avenues such as higher institutions of learning where possible.

Political Education on its own contributes to the maturity of any leader and helps strengthen the ordinary cadre's political commitments. We all need to look at what is happening around us sharply and ponder about our own status in the context of our political life-lines. Many challenges we are grappling with today did not happen overnight, nor did they get manufactured outside our organizations. It is only when we are able to distinguish true cadre-ship from the bogus politician who seek only the lime-light and glory that we can say we are seasoned politicians. Political schools are something that trade union movements should focus on in order to raise the level of consciousness among their members and leadership.

POPCRU has always been proud of itself with regard to organizational structures and discipline. The decision to hold a political school arose from the realization that an organization cannot keep on priding itself with that while not cultivating it. The truth is that every system and even education needs maintenance; we cannot expect that the wheel will keep moving if we do not take some time to stop and inspect it. That is exactly what the organization is doing, investing in what has already been built as it ensures that it offers to its members leaders and politicians who are conscious of their responsibilities and duties.

The first democratic President of the Republic, Nelson Mandela once alluded that "education is the engine to personal development. It is through education that the daughter of a peasant can become a doctor, that the son of a mine worker can become the president of a great nation. It is what we have, not what we are given, that separates one person from another". The former President's inputs are still valid to date and it is for this reason POPCRU found it fundamental to host its 2nd National Political School in 2013 with a theme that rightfully states that it seeks to achieve deep political knowledge among its cadres that will allow for effective leadership to flourish.

7.2. Improved Communication

The organization should adopt the latest mode of communication, e.g. short message services, email and further explore the possibility of communicating via social networks. POPCRU has currently revamped its website to continuously be updated to keep the

members informed on any latest developments within the sectors.

7.3. Accountability

POPCRU as a well-functioning organisation ensures that candidates commit to the organisation platform once they are elected to office. What has been brought home to each of us with renewed clarity is the fact that the union forces the deployed to account, that good cadre, accountable cadre is of paramount significance. We can see the consequences all too clearly in the world that bad governance and leaders unanswerable to their people are at the core of failed states and catastrophic conditions. Integrity and trust form the link between leaders and those that they represent. The obligation and the willingness to accept responsibility, to account for one's actions, and to be answerable to the people, to one's followers and to the rules by which they consent to abide and be governed creates membership that will account. POPCRU does not believe that democracy can flourish, that economies can grow and that human rights and dignity can be maintained without the citizens having confidence in the integrity of their police.

7.4. Handling of cases

The union Case Coordinators and Paralegals embrace a culture of professionalism. Although there is a need for improvement in handling of grievances and case management including feedback to members through the soon to be introduced electronic case management system, this far the organisation has done very well as the members are involved and updated in very stage of the case.

7.5. Consultation

We should constantly participate in the decision making processes within the sectors where we organize.

7.6. Maintaining of community relations as stipulated by the constitution

Community relations serve as the building blocks to fighting and rooting crime in the Country. Over the years create emphasis has been placed on the importance of community mobilisation in crime fighting strategies. The Organization's constitution makes provision to strengthen community relations. This provision must be strengthened through the following:

- Active participation in community structures by reclaiming CPF's and ensuring that they are better resourced to weave the fight against crime.
- Champion the establishment of Street Committees
- Establishing service delivery desks within the sectors in ensuring that service is rendered as expected to the community, this will further contribute to the adherence to Batho Pele Principles.
- Shop stewards should participate in service delivery campaigns by serving as ambassadors of service delivery.
- The organisation must continue to align itself with the cultural diversity of the communities that we serve.

How do we ensure that POPCRU enhances its capacity to serve its members whilst contributing to the transformation of the sectors where it operates?

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- We need to invest in training of all elected Shop Stewards within a period of 6 months in paralegals skills to service members so that they become competent in understanding issues in their respective sectors.
- The Commission calls for the release of all LOB's on a full time basis to deal with the problems on the ground.
- The organization must step up its recruitment and political education drives.
- Implementation of radical programme of action as outlined by the NEC, through meetings, Campaigns, and educational programmes.
- Visibility, credibility and involvement on all developments in our communities and creating active sub committees in the institutions.
- There is need to strengthen the organizational recruitment and retention strategies.
- POPCRU must champion service delivery in our communities and work with schools, local government and strengthening our presence
- We must get involved in the community activities and improve our relationship with community members.
- We need to participate in Ward Committees and policing forums
- There is a need to capacitate the local leadership continuously

8. POPCRU Victories

It is crucial that we strengthen our movement so as to play a meaningful contribution in the broader transformation agenda. POPCRU is quite strong and in a better position to cleanse itself from challenges. For the period 2010 – 2011 some attempts were made by some former leaders against the organisation who sought to weaken, destabilise and destroy it. Any actions that strive for the diminishing of the movement like what we witnessed during this period should be outwitted and out rightly opposed. Any attempts by anyone for the destruction of the charismatic character and capacity of POPCRU must be reversed urgently as it happened during the period mentioned above.

A weak POPCRU is the threat that must be confronted when we are to realise the movement's full prospective proficiency. We have noted that the immediate objective of our strategic opponents is to weaken POPCRU in order to stop or slow down the transformation agenda within the sectors where we operate. In the midst of such, our immediate response lies in strengthening the capability of this movement for it to be in a position to deepen transformation within our scope of operation and improve the quality of life of our members.

During the past twenty fives years, POPCRU has continued to eloquently express its progressive policy positions and take resolutions determined to uphold its character as a labour movement committed to its members. It has used its position to push forward the transformation agenda in the sectors. The following are some of the events that can be recorded during the teething and maturity stages of this gigantic movement:

- Up to 1995 POPCRU had thirteen regions, namely, Pretoria, Witwatersrand, Vaal, Free State, KwaZulu Natal, Northern Province, Border, Eastern Cape, Western Cape, Northern Cape, Eastern Transvaal. The NEC of 1995 before the national congress resolved that organisational structures should be in accordance with the nine political demarcations.

- The 1995/ 96 internal organisational/ political infightings leading to election of the leadership which did not have the plight of POPCRU at heart and lasted only for eight months.
- The turn of events in rebuilding POPCRU after the 1996 special congress at Kroonstad in the Free State.
- The 1998 National Congress in Durban “Impi yase Ngcome” whereby some dissidents stormed the National Congress with guns demanding the inclusion of members who were not nominated in the leadership contestation.
- Mass dismissals in the DCS in 2004.
- Resolution on unionisation of SADC region and successful staging of three International Symposiums – one in Durban in 2002, one in Lesotho in 2006 and the third one in Botswana in 2009.
- Winning all the litigations in the arbitrations and courts against our dismissed members in DCS resulting in the conclusion of Settlement Agreement which reinstated all the 510 members.
- Financial capacity from the deficit overdraft up to 1996 to millions of assets and reserves.
- Active Participation in the PSCBC, SSSBC, GPSSBC, DBC and other transformation structures.
- Been the majority union in the Department of Correctional Service and South African Police Service.

Having outlined the above account, the organisational capabilities – structure, systems and processes - do not match the tasks and demands of the current phase of the transition. Although we have a presence of progressive policies and cadres at all levels, we are not deliberately building appropriate capabilities to mobilise, engage and lead the motive and progressive forces in making complete changes within the sectors, and therefore draw the linkages between pillar and sectoral processes and the overall national objective.

Organizational Challenges and Opportunities

The challenges of the organization is experienced as a result of loss of membership, who at times genuinely that the organization is not fulfilling its mandate. It is necessary for the organization to reinvent itself to win and serve its members without fail. We recognise that membership loss is a natural process however it should not be at an alarming rate. We recognise small mushrooming unions as a threat to our survival and growth. The organization must at all times develop ways and means to ensure that we serve as a point of reference in the sectors we organise in. There exist growth potential for the organisation in all the sectors we organise, what is needed is a new commitment to ensure the success and survival of this glorious movement.

Current Challenges

- Most of our challenges are concentrated at sector level; we need to engage with our social partners on the issues of cadre deployment that is not being fully implemented.
- We do not popularise the organisational constitution and an inadequate effort

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- of mass education within the organization.
- Shop Stewards are not fully hegemonic in the society [There is a lack of the culture of activism]
- The organizational retention strategy is not fully efficient as evidenced by the high number of membership that is lost.
- The Commission notes that our members do not have organizational material and this tends to lead to despondency amongst our members.
- We must fast track the issue of providing ordinary members with organizational material as per resolution.
- The organization is capable to deal with challenges at the National, Provincial and local levels because of the decision of the organization to have continuity on leadership and political education through political schools.
- The same cannot be said about institutions except if we capacitate this layer of leadership through all forms of education
- In order to achieve national congress resolutions and adhere to COSATU 2015 resolution on growing membership we need to embark on the service based massive recruitment campaign
- Re- affirm the decision of the organization to convene a Policy conference a year before national congress
- Re-affirm the organization's retention strategy for our existing members
- The high level of discipline within the organization remains a critical component of the organization
- Ensure that all provinces hold their mass education in order to highlight the plight of vulnerable workers within our sector.

9. Naming of Organizational Buildings after the Fallen Heroes/Heroines

Throughout history people are always told that they need to know where they come from and where they are going, as much as this applies for individual people it is very much relevant to an organisation. An organization that does not know its history and culture is a dead organization. Knowledge however, can only benefit the organisation if the relevant information is utilised appropriately. Organisations are not individuals but they are sustained by entities. POPCRU takes pride in its heroism and heroines by commemorating them as they bravely fought for the organisation's recognition and transformation within the Criminal Justice cluster, therefore profoundly playing a role in the liberation of South Africa.

Since we are proud of these heroes and heroines, we follow their footsteps. The history of patriotic founding leadership of this organization has been written by blood and nobody can erase it from the record of POPCRU history. These patriots invited us by sending us cards that were written by their blood.

POPCRU has embarked in the process of acquiring its own buildings for its operations, and is so doing have found a need to commemorate and recognise the fallen heroes/heroines nationally.

- So what is heroism in the context of the organization?
- Who were and are our patriots who deserve our recognition and commemoration?

Are these heroes and heroines only political leaders or all members who have paid necessary sacrifices for the organization to be where it is today.

Heroism in the context of POPCRU is to sacrifice one's energy, knowledge, economic resources, and even life whenever it is necessary for the betterment of the lives of individuals within the Justice Cluster as well as the entire South Africa. Heroic POPCRU individuals have never hesitated to serve their people at whatever cost even if it requires giving life by defying suffering. Such politically conscious individuals who clearly understood the mandate are honoured, the organization takes pride in their bravery and deeds. Not celebrating such devoted members within this glorious movement will tantamount to walking on their blood and trashing the organization's objectives.

The organization is currently owning four nameless buildings nationally (one is the National Office, another in Limpopo, also Eastern Cape has as well as Western Cape: the fifth one in North West is still the process of procurement. The ultimate aim is that all the organisational offices must be owned by POPCRU. and want to commemorate the fallen heroes/heroines by immortalizing them with these buildings named after them. To thank them for their sacrifices, commitment, and hard work to make the name of POPCRU what it has appeared to the global stage as. We should sustain the spirits of our fallen heroes and heroines by taking concrete actions every day. The spirits of our heroes and heroines require that all of us must be grass-root leaders who engage in a systematic struggle to fight those agents of the enemy or those misled individuals who undermine the ability of this organization intentionally or unintentionally.

Let the enfant terrible amongst us learn great lessons from the exemplary lifestyles of these fallen citizens! The men and women that we shall remember are those who laboured selflessly, not only for the preservation of their own generation but for generations to come. All those who seek immortality should learn from this that it does not lie in how much we take up but in how much we give up. It does not lie in how much we are served but in how we serve. May the hope and energies which they have invested in POPCRU's future not be ruined.

10. Advancing Transformation Agenda

- Interrogation of policies in all departments that we organize in [DCS, SAPS, Traffic]
- POPCRU must advance the pillars of transformation through the following pillars:
 - Transforming the economy,
 - Building a democratic state,
 - The ideological work and the battle of ideas and
 - International work

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11. Transformation of Public Service

The Public service is an important delivery instrument through which government delivers its services to the citizenry. It is, therefore important that this machinery is well oiled to ensure that it is capable of delivering such important services. Remove the unnecessary bureaucracy in the Public Service that causes a delay in providing services.

12. State Owned Enterprises

- State enterprises is a key component in a developmental state should be strengthened and expanded.
- It is important for the state to resource and capacitate the enterprise with necessary human resources.
- Poor performance should not be incentivized by golden hand shake hence therefore employment contract should have a clause that discourage or prevent the practice.

13. Ideological Tools of Trade Unions

Contemporary conditions of trade unionism are complicated, demanding and challenging. The willingness to offer heroism and organisational stability are no longer enough even though they are so important. The propaganda of capital and its governments is elaborate and crafty. The monopolies and the multinational companies train their people. It is therefore, an obligation from all POPCRU leadership including the broader membership to have the ideological and trade union level that is demanded under these conditions.

There should be continuous and increased need to strengthen ideological and trade union tools within the organisation. The Trade-Union Seminars, the lessons, the Political Schools, the exchange of experiences will be the way to go to educate our cadres to be capable of analysing the world today, the modern conflicts and determine our strategy and tactics.

The contact, the knowledge, the achievement of Marxist theory, give the capacity to the trade unionists and leaders in every country, every sector to be in the vanguard of the class struggle. The trade union movement of that time was divided on the main lines, between those having a class-conscious point of view and those of non-class viewpoint. Among those with a class conscious viewpoint we can count the principal trade union bodies of Germany, England, France, Italy and the Scandinavian countries, which in their programs, resolutions, etc., pointed out the class struggle and which theoretically, at least, were opposed to class collaboration.

The non-class unions, were those which in their programs declared openly for cooperation between classes and for social peace; these were the Catholic, democratic, Protestant, and other unions. We should also count here the yellow unions, which theoretically recognized the class and social peace, but, in practice had been conducting a class struggle—but not on the side of the workers; rather on the side of the bourgeoisie. This is the first grouping which divided the great mass of organized workers and which is the primary classification of the trade unions existing at that time.

14. Trade Unionism

What do we understand in the trade union literature and politics under trade unionism? This name, which was adopted from the Anglo-Saxon countries, became during the long period of development of the English and American trade union movement not only an external formula or symbol for a certain trade union in a certain country, but it represented also a certain ideological and political content of the trade union movement. Under trade unionism we understand such a form of the labor and trade union movement which has for its purpose only the narrow economic problems of bettering conditions of labor, higher wages, etc.

Trade unionism is a theory which has grown out of the practical Anglo-Saxon labor movement, which in fact does not have in its program, in theory or in practice, the overthrow of capitalism, but only the betterment of conditions within the capitalist system.

So, the main characterization of trade unionism (also a characterization of reformism, which is understood widely outside the borders of Anglo-Saxon countries) is the struggle within the frame of the capitalist system and the conception of that system as a permanent one within the frame of which we have to struggle and better the conditions of the working class.

15. The essence of trade unionism and the imperative of unity

In appreciating the importance of unity to the very survival of trade unions as well as the attainment of their primary objective of protecting the interests of their members it is necessary to ask the question; why trade unions. In other words, what is the essence of trade unionism? It is perhaps necessary to acknowledge from the onset the distinction that is made in literature between trade union and trade unionism. While a trade union is the organisation structure devised to bring together workers in paid employment, trade unionism refers to the principles and underlying philosophy that guide the conduct and activities of unions and unionists. It is not out of place to expect union members and their leaders to be guided by these principles and philosophy. This is because without imbibing them, achieving the objectives of the union may be difficult.

16. Prospects for unity within the trade union movement

Without any fear of contradiction, it can be said that the prospects for trade union unity have always been there and would ever remain. All that is required is the willingness of union members to realize the full potentialities of the working class not just as a class in itself but more importantly, as a class for itself. The very circumstances that necessitated the coming together of workers in trade unions during the early stages of the factory system are still very much present in these times. The need for unity within the trade union movement especially in dependencies like Nigeria has been made more compelling by unfolding developments within the world economy. What is referred to as globalisation has been identified as a major threat to workers, their organisations and other vulnerable groups in society.

The emergence of a unipolar world economic order in which the might of capital has been strengthened tremendously, constitutes a major threat to the well-being of workers and other vulnerable groups in society. Unfortunately this is fast becoming the dominant

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category across industries and has implications for unity and solidarity among workers. How to overcome this should reflect in the strategy adopted to achieve unity. The unassailable point is that a trade union movement in disarray cannot confront the reality presented by developments thrown up by world capitalism.

17. Tripartite Alliance

The ANC-led Alliance in the course of time has been plagued by a political crisis, manifested in a lack of ideological, organizational and programmatic cohesion amongst components of the Alliance. These to a large extent emanated from individual interests of those who sought to enrich themselves through the work of alliance which also resulted in the leadership of COSATU, ANC and the SACP having been subjected to personalized and unfair attacks by certain sections of the media and opposition parties who sought to destabilise that which was not built overnight.

Since our last Congress in 2011, the ANC-led alliance has made advancements on policy proposals through the National Health Insurance, which was subsequently adopted and has since begun the piloting stage; the NHI seeks to provide a comprehensive and quality universal healthcare for all in South Africa once it completes its trial run.

However in the midst of all the gains in the relationship of the alliance, disturbing tendencies emerged at the level of strategic conceptualisation, especially in the public discourse, with analyses and public statements that suggested different interpretation of the NDR. Key policy debates such as the National Development Plan and changes to the road traffic and related matters amendment Act were not adequately addressed through alliance structures and in the end they became the nectar that those opposed to the alliance needed in order to paint a picture of divergent views within our policy discourse.

The reflective lesson that has emerged from this, for all components of the tripartite alliance is that, divisive issues within any of the organisations, and divisive conduct on the part of senior leaders of the alliance, are bound to result in cracks in the unity of the alliance and consequently the working class bears the brunt.

POPCRU took a resolution in 1995 to affiliate to COSATU as a federation and this remains relevant.

- We reaffirm the founding principles of the federation.
- These principles are binding to all affiliates and must be adhered to.
- Deviation from these principles is an indication that an affiliate or individual is disassociating itself from the federation.
- While the federation should do all in its power to keep workers organized, there is a need to let go when it becomes clear that nothing can else be done.

POPCRU must continue to acknowledge and appreciate the role that the Alliance and MDM formations played to bring about the new South Africa. The Alliance remains relevant as a vehicle for the working class to advance its agenda. Therefore is important to retain the following positions:

- ANC must remain the leader of the Alliance and as a relevant liberation movement

to deal with triple challenges facing the working class.

- Reaffirm the resolution of COSATU congress on swelling the ranks of the ANC.
- As an organization we must accept the NDP as a guiding policy document with an understanding that it is a living document where we can make inputs.
- Alliance to urgently implement those areas where there is agreement.
- The Alliance Secretariat should be convened to finalize these areas.

17.1. Addressing issues towards a desired direction

All Alliance partners need to unequivocally recommit themselves to joint political work and programmes. The opting and secondments of alliance leaders to strategic government positions comes at the background of solidifying our relations and influencing pro-worker policies and must not be confused with losing the grip on being the vanguard of the working class as some want us to believe. The alliance must remain resolute as it is pertinent to have voices from within the decision making processes of government rather than being reduced to cheerleaders as others thought the alliance will become.

POPCRU considers the debate on the relevance of the alliance as not being here or there as the alliance is united by a common purpose through the implementation of the National Democratic Revolution. This common objective has and continues to be the strategic political and ideological foundation of the tripartite alliance. Others have sought to assume that the alliance relations are based on sentiments and the unwillingness to disagree on the shape and nature of our development; this must be strongly refuted through not sentiments but programmes and strong working class relations.

As part of the contestation for the soul of the movement and jealous to defend the progressive and working class bias of the ANC, we continue to call on all members, shop stewards and leaders to join the ANC in masse. Many organised workers have joined the ANC since then, and COSATU members form a significant component of ANC membership. As a result of the principle to swell the ranks of the ANC all leaders of the federation and at provincial levels are urged to become members of the ANC and join ranks of the movement.

The decision to swell the ranks of the ANC has been very successful in its implementation as it saw many leaders from the affiliates taking up position in government primarily to influence policy decisions of government to be pro-workers. Swelling the ranks of the ANC to defend the National Democratic Revolution is still relevant against the backdrop of those who want to defeat and reverse the gains of democracy thereby undermining worker freedom both in private and through policies that will manifest tendencies of apartheid.

18. Beyond the 8th national Congress

We need to develop and implement the three laws of dialectical development:

- the law of transforming quantity into quality;
- the law of the unity and struggle of the opposite and
- the law of the negation of the negation.

We need to take strategic positions in the sectors and advance the agenda of the organization. We must further note that not everyone will be in those positions.