



# NEHAWU

National Education Health & Allied Workers Union

## OFFICE OF THE SECRETARIAT

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### **Portfolio Committee in Higher Education; Science and Innovation**

Honorable Mkhathswa: Chairperson of portfolio committee

Members of the portfolio committee present

Members of Council for MUT

Members of Management for MUT

SRC for MUT

The National Union; NEHAWU would like to appreciate the kind invitation by your office to make the consolidated presentation on the state of affairs in the university.

However, as National Union; NEHAWU the majority union and in the university, we are of the view that it will be impossible to make joint or consolidated presentation with any other union because of our different orientation; understanding and analysis on the state of affairs in the university. The union is capable in making its own presentation to this esteemed portfolio committee.

Further to that, the national union is currently engaged on the broad consultation with its own members so that our presentation is informed by the thinking of the broader university constituency.

Our consultation with our members informed by a few independent reports back dated from 2008, Dr Vincent Maphai, 2018 by professor Barney Pityana and the recent one by Professor Anthony Staak. We are guided by each term of reference, investigation report and its recommendations accordingly.

STRENGTHEN WORKPLACE ORGANIZATION TO DEFEND COLLECTIVE BARGAINING, DEEPEN  
CLASS CONSCIOUSNESS AND ADVANCE INTERNATIONALISM

We are frustrated on the delay by management to make decisions. University processes are hampered by the indecisiveness of management to take decision. There appears to be a situation where almost all decisions are reserved for council. This was a surprised because there are delegations of authority.

We are happy that the Council approved the University structure which was rescinded in March 2020. This was creating a problem with our members and staff at large.

The independent assessor report of 2018 highlighted that: -

“The relationship between the Executive Management and Council needs to be restored. Further recommended that to start afresh with the new VC serious consideration should be given to disbanding the current Council with appropriate processes put in place or selecting new Council members in a manner that takes account of the expertise needed in the Council and the exercise of due diligence”

However, the Council was not disbanded despite the recommendation. As a key stakeholder in the University we are now witnessing serious governance issues in the University.

“Leadership in a university is shared and has mutual accountability built-in to ensure its effective functioning. That means that trust and integrity are principles or the glue that binds all elements of the university together: governance, management; academic and administration.

Part of the problem has been that there is nobody authoritative enough to monitor and enforce compliance of Council except Council itself.

When Council is in breach there is no mechanism for self-correction, except perhaps by the heavy hand of the Minister.

The independent report further indicated that “ the Office of the Registrar is a critical key to Governance and Management in the institution.

## **Recommendation**

We are recommending that, guided by the appropriate legislation, the Minister of higher Education Dr Blade Nzimande must intervene to bring stability in the governance of the University. His intervention must be along the lines of the recommendations by assessor

Instruct Management to speed up the process of appointing executives including Registrar.

## **Conclusion**

In other words, the trade unions in the present epoch cannot simply be the organs of democracy as they were in the epoch of free capitalism and they cannot any longer remain politically neutral, that is, limit themselves to serving the daily needs of the working class. They cannot any longer be anarchistic, i.e. ignore the decisive influence of the state on the life of peoples and classes. They can no longer be reformist, because the objective conditions leave no room for any serious and lasting reforms. The trade unions of our time can either serve as secondary instruments of imperialist capitalism for the subordination and disciplining of workers and for obstructing the revolution, or, on the contrary, the trade unions can become the instruments of the revolutionary movement of the proletariat." Leon Trotsky