

<p>NORTH-WEST BRANCH NOORDWES TAK: Building E11 Gebou Internasional Office / Internasionale kantoor NWU –Potchefstroom www.saptu.co.za</p>		<p>NOORDWES: Nadia Linde Executive Officer / Uitvoerende beampte B Juris,LLB, Dipl.Law / Regsdiploma SAPTU North-West / Noordwes North-West University / Universiteit Private Bag x6001 Privaatsak Potchefstroom 2520 Tel: +2718-299-4227 Fax: +2718-299-4070 Faks Cell: +2772-030-1970 E-mail: Nadia.Linde@nwu.ac.za Monday, November 16, 2009</p>
---	---	--

To Whom It May Concern:

It is with a sense of jubilation and achievement that SAPTU's North-West Branch, is bidding 2009 adieu!

It was an eventful year that has witnessed the coming and going of various work places related incidents, a year in which we could make a noticeable difference to the lives of our numerous members.

We have uncovered discrepancies in the previously implemented Group life Scheme at the North West University, and due to our continuous applied pressure, it is currently the object of an internal investigation in which we were promised the finalization of each individual policy by means of an actuary calculation.

Several members' employment conditions has been improved through our intervention and some Employers have even made use of our expertise in the drafting and implementation of fair Code of Good Practices/ Office Policies, ensuring the consistent application of fair employment regulations and conditions in the work place forum. This guarantees our members' constitutional right to all being treated equally under the law.

Salary negotiations have been topping our priority list in order to better the living standards of our lower income group members- We maintain that a happy employee is a productive employee!

We have also ensured that each member is treated with individual respect and protected against intimidation, by representing them at disciplinary hearings, making sure that the rules of natural justice, or so called ***Audi alteram partem***- rule (Listen to the other party's version) is being adhered to. Also that reasonability and fairness governs these disciplinary action procedures and that procedural fairness consequently governs each incident or case scenario.

We have reported frequently to our members, keeping them posted on the outcome of issues - Our monthly news flashes, now being a regular feature on our calendar. We can only conclude that these might be several factors attributing to our *status quo* of nearly a thousand 'satisfied' registered members, as SAPTU North-West goes from strength to strength!

