



Dear Colleagues,

Allow me to introduce the SSAPSA of State Advocates and Prosecutors of South Africa (SSAPSA) and invite you to join our organisation.

Firstly, a bit of history. Our organisation had its humble beginnings 32 odd years ago, when a handful of state advocates formed an employee organisation to promote the prosecution profession as well as to regulate relations with the Employer.

The organisation grew steadily and in 1996, it registered at the Department of Labour as a full-fledged trade union. As the professional environment changed, the organisation had to evolve. As early as 2000, it became apparent that there was a great need for an organisation representing all prosecutors' interest. Attempts were made to form a separate organisation for all prosecutors; unfortunately the attempts were not sustainable. At our AGM in 2014, a landmark decision was made; we would change our constitution to include all prosecutors within our membership. Subsequently, in 2015, we further changed our name to be inclusive of all prosecutors: The SSAPSA of State Advocates and Prosecutors of South Africa (SSAPSA).

Through the years, the organisation engaged with the employer regularly to promote its objectives. We were actively involved in the JE and OSD dispensations and currently, The Legal Practice Act's effect on prosecutors, SC status for State Advocates/Prosecutors, Prosecutors to be appointed as judges/magistrates, Professional guideline policy for prosecutors, are on our agenda.

As an organisational member of the International Association of Prosecutors (IAP), our members are highly acclaimed in the international sphere. We are proud of the fact that we have had member(s) serving on the Executive Committee of the IAP for a number of years.

In order to promote our objectives, we need to engage with our Employer. Until recently, our interaction with the Employer was not formalised. It depended on the Office of the NDPP, whether they were willing to engage us. The Employer required that we be admitted to the GPSSBC in order to be an employer recognised trade union. Without such recognition, it was very difficult to demand engagement with the Employer. As the members threshold to be admitted to the GPSSBC is 20 000, it was obvious that we would never fulfil the required threshold. After negotiations with the two big Public Service trade unions (NEHAWU and PSA), the PSA agreed to enter into a working together agreement. This agreement was signed on 8 October 2015. In terms of the agreement, we will (under the umbrella of the PSA) be admitted to the GPSSBC and have a seat at the Departmental Chamber of Justice at the GPSSBC.

SSAPSA promotes dual membership with the big Public Service unions, as; this will create a 'one stop shop' for all your labour needs. In terms of our current agreement with the PSA, the practical prospects are that SSAPSA looks after your professional/occupation specific matters and the PSA after the generic labour matters. SSAPSA will be able to participate in the collective bargaining process and assist with inputs in the other matters. Membership fees are R50-00 per month.

Kindly visit our website: www.ssapsa.org.za for more information. Members have access to the interactive 'members only' section

I hereby invite you to join SSAPSA – together we can promote our profession and take our rightful place in the South African legal fraternity.

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Elivera du Plooy

Chairperson: SSAPSA

Attached hereto kindly find an application form.

Completed forms to be scanned and e-mailed to: [eduplooy@npa.gov.za/](mailto:eduplooy@npa.gov.za)
chairperson@ssasa.org.za



Dear Colleagues,

What, you may ask, will be the **benefit** for prosecutors, in joining SSAPSA?

As a member, you would have access to guidance and inputs from persons who are familiar with the working environment of a prosecutor and as such have special knowledge and understanding of your problems and how to deal with it, opposed to approaching another union where my specific environment is unknown to whoever is dealing with my problem. Bluntly put, it means seeking advice from “experts” opposed to seeking advice from a “laymen”.

SSAPSA has recognition (due to its working relationship with the PSA) with the Employer and will be able to elevate problems to the Employer and be in an excellent position to sensibly argue your problem with the Employer due to their knowledge and understanding of your environment and circumstances.

For the same reason, SSAPSA will be able to advise and support the PSA on issues they deal with (where the SSAPSA will not actively be involved in) and thus strengthen their case on your behalf.

You will be a “face” in SSAPSA as it is relatively small and will receive prompt and more personal attention, specific to your occupation as a prosecutor.

SSAPSA has full knowledge of NPA policy and labour processes and will advise you on processes within the NPA to be followed and support and guide you through any such processes in order to resolve your problem.