



MEMORANDUM OF DEMANDS

By CWU | SAPWU | DEPACU

On behalf of Workers of the South African Post Office (SAPO)

Date: 29 April 2026

To: The Honourable Minister of Communications and Digital Technologies
The Honourable Minister of Finance (National Treasury)

1. WE ARE HERE BECAUSE GOVERNMENT HAS FAILED TO ACT

We, the workers of the South African Post Office (SAPO), organised under CWU, SAPWU, and DEPACU, present this memorandum as part of a National Shutdown and Mass Action.

We have not taken to the streets lightly.

For years, organised labour has engaged in good faith—through submissions, negotiations, and consultations. Yet SAPO continues to deteriorate under financial mismanagement, governance and state inaction.

Let it be stated clearly:

SAPO is not collapsing because it cannot be saved. It is collapsing because there has been no political will to save it.

SAPO is a strategic public asset, central to a developmental state. Its destruction—whether by neglect—will have devastating consequences for workers, communities, and the broader economy.

We reject any path that leads to silent liquidation, reckless privatization, or managed decline.

2. THE CRISIS IS SYSTEMIC AND INTOLERABLE

SAPO remains under Business Rescue, yet:

- Workers have endured 8 years without meaningful wage increases
- Thousands face job insecurity and uncertainty
- Critical branches continue to close, particularly in rural and township areas
- Governance instability persists due to delayed Board appointments
- The entity is being systematically weakened through the erosion of its revenue stream

Workers have carried this institution on their backs while the shareholder has delayed decisions.

This situation is now intolerable.

3. NO MORE DELAYS – WE DEMAND DECISIVE, TIME-BOUND ACTION

Workers are not interested in further presentations, task teams, or empty assurances.

What is required now is immediate, concrete, and time-bound intervention.

Failure to act will be interpreted as a deliberate political choice to collapse SAPO.

4. OUR DEMANDS ARE FINAL AND NON-NEGOTIABLE

4.1 END THE 8-YEAR WAGE FREEZE – RESTORE WORKERS' DIGNITY

Workers have suffered a devastating erosion of real income due to inflation and rising living costs.

We demand:

- Immediate implementation of a meaningful wage increase
- Compensation or backdated adjustment for prolonged wage stagnation
- A binding, structured wage negotiation framework going forward

4.2 ENFORCE 30% GOVERNMENT BUSINESS – WITHOUT EXCEPTION

Government cannot starve SAPO of business and then declare it unviable.

We demand:

- A legally enforceable directive allocating no less than 30% of all government business to SAPO
- Immediate implementation across all departments and state entities
- Monitoring and enforcement mechanisms with consequences for non-compliance

4.3 RELEASE THE R3.8 BILLION – IMMEDIATELY

Delays in funding are unjustifiable and constitute economic sabotage of a state entity

We demand:

- Immediate release of the R3.8 billion funding allocation
- Full transparency and oversight on the utilisation of these funds

4.4 NO RETRENCHMENTS – NOT ONE JOB MUST BE LOST

Workers will not pay for a crisis they did not create.

We demand:

- A total moratorium on all retrenchments
- Exploration and implementation of job-saving alternatives
- Protection of all existing jobs, wages, and benefits

4.5 PROTECT SAPO'S 1KG PARCEL RESERVATION

The erosion of SAPO's reserved services is a direct attack on its sustainability.

We demand:

- Full enforcement of SAPO's exclusive right to handle 1kg and below parcels
- Immediate regulatory action against private sector encroachment

4.6 A REAL TURNAROUND PLAN – NOT A PAPER EXERCISE

Workers reject consultant-driven, opaque, and unaccountable plans.

We demand:

- A credible, transparent, and publicly available turnaround strategy
- Clear targets, measurable outcomes, and strict timelines
- Regular reporting and accountability mechanisms

4.7 END THE EXCLUSION OF WORKERS

Decisions affecting workers are being taken without workers.

This is unacceptable and unlawful in principle.

We demand:

- Full and meaningful consultation with organised labour
- Inclusion of labour in all restructuring and strategic decision-making platform
- Compliance with the Labour Relations Act and fair labour practices

4.8 APPOINT A COMPETENT BOARD – END GOVERNANCE COLLAPSE

SAPO cannot function in a leadership vacuum.

We demand:

- Immediate appointment of a credible, skilled, and ethical Board of Directors

4.9 EXIT BUSINESS RESCUE – WITH A CLEAR DEADLINE

Business Rescue cannot become permanent paralysis.

We demand:

- A clear, realistic, and public timeline to exit Business Rescue
- An exit strategy that prioritises job preservation and long-term sustainability

5. THIS IS A QUESTION OF POLITICAL WILL

The SAPO crisis is not technical. It is political.

Government has the authority, resources, and instruments to save SAPO.

What has been absent is decisive leadership.

Workers will not accept:

- Collapse through delay
- Liquidation through neglect
- Privatization through stealth

WE ARE PREPARED TO ESCALATE

If these demands are ignored, delayed, or undermined:

- Mass action will intensify nationwide
- Workers will embark on sustained and protected industrial action
- The shutdown will escalate into broader national mobilisation

We are united. We are organised. We are prepared to defend our jobs and our ins

7. RESPONSE REQUIRED

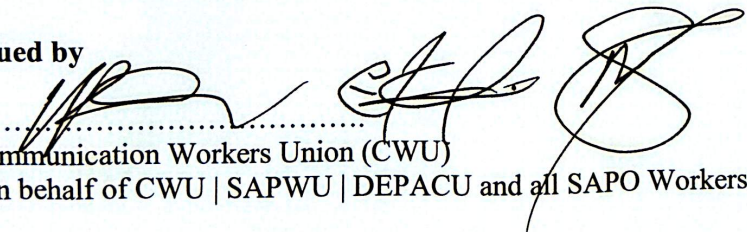
We demand a written response within 7 working days, clearly outlining:

- Commitments
- Implementation timelines
- Responsible authorities


Failure to respond, or a vague response, will be treated as a refusal to act.

FORWARD WITH THE DEFENCE OF WORKERS' JOBS!
FORWARD WITH A PUBLIC, PEOPLE-CENTRED POST OFFICE!

Issued by


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Communication Workers Union (CWU)
(On behalf of CWU | SAPWU | DEPACU and all SAPO Workers Nationwide)

Acknowledged and signed by


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29 APRIL 2026

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