



Memorial Service

in honour of

Siggibo Colin Rani

8 July 2020

Order of proceedings

Welcome	<i>Sefako Mafoyane</i> <i>SALDREP National Committee Member</i>
Opening Prayer & Scripture Reading	<i>The Reverend Mfene</i> <i>Uniting Presbyterian Church in Southern Africa</i>
Obituary	<i>Family Representative</i>
Tribute: Contribution to the Labour Movement	<i>Joseph Thee</i> <i>Part-time CCMA Commissioner and Bargaining Council Panelist</i>
Tribute by CCMA	<i>Carlton Johnson</i> <i>Provincial Senior Commissioner, CCMA</i>
Tribute by TOKISO	<i>Tanya Venter</i> <i>TOKISO CEO</i>
Tribute by SALDREP	<i>Mike Marawu</i> <i>SALDREP National Committee Member</i>
Vote of Thanks	<i>Family Representative</i>
Closing Prayer	

“My wish is for peace, and for healing
in the hearts, of the people in the world
I was told that changing the world starts
within so I’m ready!” Lira – **Makubenjalo**

Obituary: Colin Rani

Sigqibo Colin Rani, who passed away on 30 June 2020 after contracting COVID-19, was a dedicated labour mediator and arbitrator who was driven by the need to adhere to the principles of fairness and social justice.

Rani, aged 60, was born on 30 April 1960 to Nolusapho and Lizo Rani in a village called Cofimvaba in the Eastern Cape. He completed his secondary schooling at Freemantle Secondary School and thereafter went to study and graduated from the University of the Western Cape (UWC) with an Honours in Development Studies as well as a Diploma in Labour Relations at Damelin. After graduating he joined the then Chemical Workers Industrial Union (CWIU). He joined the labour movement in 1987 at a time when trade union federation, the Congress of South African Trade Unions (COSATU) was on the rise. He rose through the ranks of the union to the provincial leadership of the CWIU by the time he left.

Whilst being a formidable trade union leader serving workers in the chemical industry, Rani was also a devoted family man. He met his wife Thozama Rani in 1992 and they were married in December 1996. They are blessed with three beautiful children, two daughters Luthando 23 & Olwethu 19 and son Yongamela 14.

His wife, Thozama talks about how Rani was a man of taste, “he enjoyed Jazz music and great company.” She also speaks about how he was very hands-on with family matters and “his extended family has lost an elder that they have leaned on and relied to ensure that the families clan customs are done in the correct manner and as the family’s forefathers have done it“.



I first formally met Rani in 2010 but had seen him over the years as our lives intersected at different points. We met when we both part-time commissioners for the Commission for Conciliation Mediation and Arbitration (CCMA). He was a very dedicated professional and he wanted to do what was right and what was in the law and always during our debates together, he was governed by the principals of striving to achieve fairness and social justice.

Over the last twelve years Rani has been a part-time commissioner for the CCMA, for TOKISO and bargaining council panellist. One of Rani’s recent cases concerned the interpretation and application of the national collective agreement which provides for a grading system and salary levels for nurses. His carefully considered interpretation of the agreement, concluded under the auspices of the Public Health and Social Development Sectorial Bargaining Council was upheld by the Labour Court on review and subsequently by the Labour Appeal Court.¹

¹ DENOSA v Western Cape Department of Health and Others [2016] ZALAC 72.

More importantly, Rani preferred to assist employers and workers to find solutions to labour disputes through mediation, a process that lends itself to creativity and consensus-seeking. This view is very much in line with how his wife described him: “A leader in both professional field and personal relationships, he believed in instilling peace through progressive discussions.”



He was also known for his delightful laugh and steady temperament as well as his passion for training and mentoring in the field of labour law and dispute resolution. More recently, he was a founding member of SALDREP, a professional association of labour dispute mediators and arbitrators in both the public and private sectors which was established in the wake of the COVID-19 pandemic. The association was established not only to promote professionalism amongst mediators and arbitrators but to ensure that these professionals were operating in a safe environment in view of COVID-19. Hence, it is both tragic and ironic that he took ill after returning to work in order to serve the public by resolving labour disputes and dispensing social justice in the world of work.

Rani’s unique combination of professionalism, kindness and sincerity will be missed by all his colleagues.

SALDREP on behalf of all its members throughout South Africa expresses sincere condolences to Rani’s family, friends and community.

*Written by **Mike Marawu** a former colleague and friend with contributions from his wife, Thozama Rani, July 2020, Cape Town.*