

COUNCILLOR KERRY BOTHA
CHRISTIAN DEMOCRATIC PARTY

Council Meeting 24th April 2008

Item One

The draft Tshwane Integrated Development Plan

This is a huge document to get one's mind around and since it will be coming back to council there will be time to deal with the issues and get feed back.

But on pages 104 – 107 the risk management is discussed. The CDP welcomes this discussion because it brings to the fore the various problems that are confronting the council. We have all seen them but here we have them in black and white.

It mentions insufficient personal to provide service and the reason being the evolving organisational structure and current positions, which have not been filled. There is also a shortage of technical skills, especially in the engineering fields with a high exodus of technically skilled employees.

According to the response to a few of my questions recently, we have lost 5,128 employees since Jan 2001 and hired 5,829 more. We have also lost 43 section 57 and gained 122. Some of the new section 57 undoubtedly replaced permanent staff.

A typical example of this (transformation) of staff is R M Mokholo, the then Chief Director of Communication who approved the 2007 Calendar debacle, which had 152 mistakes on it. The response to my question about it was "This was a genuine mistake which was not done intentionally". With that kind of an attitude towards the failure of a simple job of proof reading and approving a calendar, no wonder our risks are at the level they are and that our multitude of wonderful plans would more than likely be negatively affected.

The Leadership related risks are mentioned on page 105:

Unclear or misunderstood roles and responsibilities leading to:

- Lack of delegation of responsibilities
- Poor interdepartmental support
- Insufficient training opportunities and
- Service level agreements not being honoured.

What we have here describes what appears to be, a total change of staff, placed into a structure that is also changing - in every way imaginable.

Someone commented to me just the other day. "I can't get used to all this changing. If it isn't telephone numbers, it is offices, and personnel. Everything is changing." Is this transformation?

I want to close with an example of a revolutionary movement in the 16th century. This is history and history can be an interesting tutor. "The collapse of this movement was a political event, which had

far reaching results. In retrospect it is easy to see why they failed. The acquisition of power confronted them with problems too intricate for them to solve. Political and constitutional difficulties emerged to which they had no answers. They believed in the voice of the people, but they constantly defied it. They paid lip service to parliamentary principles, but they were forced to rely on the power of the sword, and military government proved as expensive as it was unpopular.

All this was apparent only in part to the men most immediately concerned. Lack of unity was the primary cause of their downfall. While their strong leader lived with his immense prestige he was able to neutralise the contentions of his followers. When he died there was no one strong enough to arrest the disintegration, which set in at once. Meanwhile the ineptitude of those who tried to lead was matched by the ineffectiveness of those who might have followed.”

Because of what was happening the collapse of the movement was the result and they returned to the previous shocking situation, which they had revolted from. They were not overcome by military strength but by their own weaknesses.

Is that not one of the problems with an insecure democracy that does not have a solid foundation to lean on. Also, where we perceive that one government is failing, we just put in another? Or return to what there was before because the dreams are not being fulfilled. I have heard it said by the most unlikely people that it was better before 1994. People started out with dreams and because they could not make them a reality everyone suffers. It gives an awesome responsibility for the present government to provide the residents with something more than empty promises. And the same challenge goes out to any government in waiting to ensure primarily that they put in a good system of government and not to think of themselves more capable than they really are.