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CHRISTIAN DEMOCRATIC PARTY

**Council Meeting 27<sup>th</sup> September 2007**

**Item 6A - Alternate Service Delivery new structure and progress**

It has come to my attention that there are organizations all over the world that are going into rehab in a bid to kick a habit? It is a habit that is self-destructive and once you get hooked it needs a major effort to get rid of it. It is known in some places as *Bohica*. The disorder has been diagnosed as repeated doses of reorganization with symptoms of obsessive and repetitive rearranging. It is happening everywhere and it is causing serious repercussions. When I look at what has been happening here in Tshwane I realized that we have also contracted this same addiction. We have been under attack by a virulent negative force, which is destroying our organization slowly but surely.

*Bohica* means “Bend over, Here it comes”. This beautifully describes the affect that these changes have on organizations and the affected employees. Organizational changes that disrupt the workplace without significant improvements in performance are not only demotivating, but also costly and time consuming. Doesn't that sound just like Tshwane? Here we are once again examining a new plan, which is supposed to be one of the answers to our problems. *Bohica* is not a flattering description but it is an indication that many organizations are suffering from an overdose of restructuring not least of all Tshwane Metro. This habit must be broken if we are going to succeed. Why, because it is destroying our foundation and undermining our usefulness and success.

That is the concern the CDP/CDA has with our new Municipal Entities program and many of the other new ventures we are engaged in. In the light of the track record of the past few years and the obvious weakness in the structures of the council the CDP/CDA cannot agree to all of these new changes and new plans. Certainly not until our council is more stable and capable of handling these massive changes. Presently we are just too unprepared to cope with the situation.

**Item 7 - Supply Chain Management**

The CDP voted against it because of the emphasis the government is giving to the Historically Disadvantaged and the BEE requirements. Without going into great detail I mentioned that the CDP finds it repugnant, outdated and racially discriminatory. Therefore on these grounds the CDP voted against it.

**Item 11 Section 57 and fixed term contracts**

The CDP/CDA welcomes the increase with the increment for the section 57 or contract employees. But at the same time this item brings a more serious situation that the council presently finds itself in. One cannot just let this go without making a comment. In the last few months we have had 16 employees from top management leave our employ because their contracts have expired. Many of these people have been long-term employees and have given many years of good service.

No organization can afford to lose such valuable people. In local government the situation has an even greater affect. Local Government is unique to the three spheres of government. That is why you find courses at University, which focus on local government. (For example, Local Government

finance and Local Government administration) The idea is for a young person to make local government their career for life. This is not happening any more. We are not allowing them to do it.

The motivation that has been given to us for employing top management under contract is that it will make us more professional. This is because we are providing incentives and encouragements to perform better. It sounds good. Has this succeeded? Are these employees that much more professional? I think not. As far as Tshwane Metro is concerned it is not working because the council has never been so unprofessionally run.

The problem with this kind of labour is exactly what we experienced a couple of weeks ago when we had an unofficial strike of garbage collectors. They are frustrated because they have no job security, pensions or medical aid.

This is the same situation with our section 57 contract workers. In the past these same people worked for the council because it offered them a secure position. They were prepared to take less than someone in the private sector, because of its stability. Local Government personnel were experts in their field. When they left, others that had come through the ranks and knew exactly what they were doing, replaced them.

In the last three years besides the 16 contract people, we have also had 18 resignations of people in senior positions. That in total is 34. We might have wanted these people to be more professional but it didn't happen. We just lost their loyalty. Why, because they had no security. Employees are important assets to any organization. You lose your employees you lose the foundation of your company. No organization can continue with this trend without suffering a serious breakdown of efficiency.