



Executive Mayor  
Cllr Mogobo David Magabe

## Job evaluation and wage curve the Lekgotla resolved that the issue be treated as a matter of priority

The District's Lekgotla is a platform through which Sekhukhune District Municipality and the five local municipalities to harness coordination, flow and synergy in implementing service delivery programmes. The original concept emanates from the Cabinet Lekgotla in the national sphere which was ushered by the democratic dispensation. The Lekgotla continues to be an opportunity to craft the Executive's programme of action, coordination of planning, review of policy and implementation of service delivery.

Whereas the Lekgotla is an all-day strategic debate session that cover a wide range of issues, Sekhukhune.Com picked on the Lekgotla resolutions that have a direct bearing on the Sekhukhune District Municipality staff. The fourth quarter Lekgotla session for 2013/2014 was held on 06 August 2014 at Royal Stay Resort at Ga-Moloi Village in Jane Furse.

The Lekgotla was opened by Executive Mayor Cllr Mogobo David Magabe and the members of the political management team, Madam Speaker Cllr Caroline Mathebe, the Chief whip Cllr Coleman Marota.

Leading the Management Team of Directors and Managers was the Municipal Manager Ms Mapule Mokoko and the newly appointed Chief Operations Officer Ms Manching

Monama.

In his opening address the Executive Mayor commended and applauded the good work done by the administration and also encouraged the staff to keep up the level of good work confirmed by the recent improved audit outcome. A vast area of discussions were covered in line with overarching theme of moving Sekhukhune Forward.

Some of the resolutions taken at the meeting which directly involves the staff include job evaluation and wage curve, communication, supply chain management, performance culture, volunteers, outsourcing of services and the recovery of monies in case of employees doing business with the state.

In terms of Job evaluation and wage curve the Lekgotla resolved that the issue be treated as a matter of priority and establishment of task teams to drive the process. The Lekgotla unanimously agreed that it is high time that Manager: Communications as the municipal communicator must sit in the decision making structures of council.

Supply chain performance also drew the attention of Lekgotla to work towards a suitable solution be found to address supply chain management challenges raised.

The underperformance of staff generally was put to scrutiny with a

view that indolence and indifference should not be tolerated. As such the Lekgotla contemplated on measures to be put in place to improve the performance culture across all functions of the District.

The issue of volunteers was pondered upon particularly in relations to the District's capacity to absorb volunteers. The Lekgotla looked into the matter of cost-benefit analysis undertaken to verify the feasibility of the use of volunteers. This was discussed in the same wave length with the issue of outsourcing of services and its bearing on skills transfer.

The thorny topic of that enthralled the Lekgotla atmosphere was the call for recovery of monies in situations where employees are doing business with the state. The recovery follows the previous council resolutions on the same matters. This was discussed along the question of disclosures on the issues that might affect qualification be disclosed earlier before they are identified by Auditor-General South Africa. The business of the was summed with a consensus on procedure manuals which were due to be finalised for all departments and submitted to council.