



IMATUmail

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Inside this issue:

A Festive Season Message	1
Meet the New Office Bearers	1-2
Address by Minister S. Shiceka	2
Address by Ms. Allison Lawless	3
Nelson Mandela Bay Executive Mayor, Cllr Zanoxolo Wayile's keynote address	3
Meet the New Office Bearers	4
Continues	
Address by Ms. E Levy: Open Democracy Advice Centre	5
The Status of Municipal Services in South Africa	5
The Status of Municipal Services in South Africa Continues	6
Act Against Abuse: 16 Days of Activism	6

A FESTIVE SEASON MESSAGE FROM THE OFFICE OF THE GENERAL SECRETARY: JOHAN KOEN



The Festive Season is a time of birth, wonder, sharing, and resting at home with our loved ones. As we prepare for this busy and joyous holiday season, it is a time to reflect on the year that has passed. We have, in our work environment, as well as in our personal capacities, experienced much in 2010, both good and bad. As the year draws to a close we are able to "pat ourselves on the back" at having been able to live, love, laugh and learn for another year. 2010 has been a momentous year, both for our Country in terms of having successfully hosted the Soccer World Cup Event, but, as well, for IMATU. For the first time in our history, we have an African President, Mr. Stan Khoza, who was elected President during October 2010. We have every confidence that Stan will take the organisation to undreamed of heights and we as the Administration look forward to serving the organisation under his leadership.

As we approach the Festive Season, may I take this opportunity of thanking all of you who form the IMATU Family: Office Bearers, members and staff, for journeying with us during 2010.

On behalf of my Administration, I extend to you and your families, the warmest Season's Greetings. May you have a very happy holiday season, and a New Year filled with peace, joy, productivity and prosperity.



MEET STANLEY KHOZA: NATIONAL PRESIDENT OF IMATU

Stanley was born on 18 December 1956 in Chesterville and grew up in Kwa Mashu, (two townships within the erstwhile Durban boundaries) in Kwa Zulu Natal. He converted to the Muslim religion in 1976.

His goal is to take IMATU to new heights and ensure IMATU becomes the majority trade union within the local government sector.

He is a devoted sportsman who has participated and represented South Africa on more than one occasion in the discipline of karate-dojo. Not only does he balance his employment responsibilities, trade union activities and karate development amongst the youth but also in 1982 he formed the Amandla Esizwe Karate Dojo in Kwa Mashu, which now has 15 branches within the eThekweni Metro Region.

He has produced 95 black belt karatekas from previously disadvantaged communities. His main motivation in karate is to share his knowledge and experience.

He also wishes to provide an opportunity for the youth from all communities to meet in a spirit of unity and peace and to learn the values of self-control and upliftment through the discipline of karate – dojo. In doing this he wishes to redress the imbalances of the past which still exist and be actively involved with social development in his community. Also as a devoted trade unionist, he was elected into leadership positions at the formation of IMATU. During 1990, he was elected as a shop steward of the Durban Municipal Employees Society (DMES) which was one of the founding unions which eventually formed IMATU.

He joined the Durban City Council in 1983 which is now known as the eThekweni Metropolitan Council. From 1999 to 2007 he was Vice-Chairperson of IMATU eThekweni Region and a NEC Member. From 2002 to 2007 he served as IMATU Vice-President: Labour Relations. The period from 2007 to 2010 saw him occupying the position of IMATU Deputy President. From 2007 to date, he is the Chairperson of IMATU eThekweni Region.

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In October 2010 he was elected as IMATU's National President.

Stan has also served in the SALGBC as Executive Committee member in 2002, Bargaining Committee Member and National Moderation Committee Member.

During 2008 he was elected to serve as a FEDUSA NEC and MANCOM member and MANCOM member and FEDUSA KZN Provincial Chairperson.



**KEITH SWANEPOEL:
DEPUTY PRESIDENT OF IMATU**



Keith started his municipal career 25 years ago at the Johannesburg Municipality (now the Johannesburg Metropolitan Municipality). He is employed as a Manager: Support Services and Nerve Centre (Inner City) Regeneration Office.

This means that he manages the regeneration programme of Johannesburg's inner city rehabilitation, something that he considers as the highlight in his municipal career.

He is proud of the "turn around strategy" that the city has implemented to great success and the visible effect that his department has had in making Johannesburg the trade mark "world class African city".

Keith has a long history with the trade union movement that eventually led to the formation of IMATU. He was elected to serve on the Executive Committee of the Johannesburg Municipal Employees Association (JMEA) and is especially proud of his involvement in facilitating the amalgamation process of the trade unions that formed IMATU in 1996.

Keith has a passion for caravanning, camping and the outdoor life. This he shares with his wife, son and daughter on each occasion that they have to break away.

"Growth, change, growth, change..." is what he envisages for IMATU in the next three years of his term of his office. "Change" to him means operational changes, change in interaction with members, change in communication and change in the visibility of IMATU.

CONGRESS ADDRESS BY MINISTER S. SHICEKA

The Honourable Minister for Co-operative Governance and Traditional Affairs (CGTA), Minister Sicelo Shiceka, addressed delegates to IMATU's Fourth Congress. In his address the Minister referred to the following matters which are important to IMATU and its members;

Possible changes to the constitutional framework of local government as part of government's view of an ideal municipality. Hinting that before the end of this year government and the ANC will review the existence of district and certain local municipalities which are not financially viable. Minister Shiceka reiterated that the funding model of municipalities was not working and should be thoroughly re-examined. The model was based on the principle that 95% of a municipality's income should come from the community, which was not happening. In some cases councils were receiving up to 40% of their funds from government. He said government needed to give municipalities more money.

A turnaround strategy for local authorities, including a corrective plan for each individual one, would, according to him, determine policy for the next couple of years. He said plans were well advanced to ensure the professionalism of municipal officials and see that the roles of officials and political leaders were clearly defined. The Municipal Systems Amendment Bill is currently at NEDLAC and will apparently be referred back to parliament at the end of this year.

Mr. Shiceka's analysis clearly indicated deficiencies in municipal management and he wanted to ensure that each council had at least a properly qualified Municipal Manager, Head of Finance, Engineer, Town Planner, Head of Communications and Head of Human Resources. Government would involve unions in determining minimum qualifications for the posts.

The government's vision for a developmental local government especially against the backup of the service delivery agreement that he has reached with the President, Mr. Jacob Zuma, also came under the spotlight. This agreement requires the CGTA department to manage the practical programme to implement the delivery.

Common priorities on supporting the implementation of the local government turn-around strategy were also discussed by the Minister and IMATU's role as a stakeholder in CGTA was furthermore emphasised. Mr. Shiceka also referred the delegates to IMATU's participation in the stakeholder "bosberaad" of June 2009, which he described as "invaluable". Failures and weaknesses of municipalities were also mentioned as one of the biggest concerns for the government. In this regard he also referred to the required outputs that are contained in the delivery agreement which was drawn up between President Zuma and himself. The government's vision for a developmental local government especially against the view of the service delivery agreement that he has reached with the President, Mr. Jacob Zuma also came under the spotlight.

Editorial

The year 2010 is close to be filed as “task completed”. This was South Africa’s year. It was the year that we showcased this beautiful country and its beautiful people. The FIFA Soccer World Cup highlighted our progress and our problems; it focussed on goals reached and those missed. Now the final whistle is about to blow.

IMATU’s members met for its fourth Congress and new IMATU leaders were chosen. Changes in service delivery are imminent and before long, the municipal elections will be on us. New municipal leaders will rise again...

In this edition, meet our newly elected office bearers, recall messages from the list of exceptional keynote speakers at Congress and familiarise yourself with IMATU’s position on service delivery matters.

Help to stop violence in our communities. Reflect on our General Secretary’s message and come back with a positively charged work-spirit. The year 2011’s file is about to be opened.

ADDRESS BY MS. ALLISON LAWLESS, CEO OF ALLYSON AND ASSOCIATES (PTY) LTD

Mrs. Allison Lawless is the CEO of Allyson and Associates (PTY) Ltd. She is a winner in the Shoprite/Checkers Woman of the Year 2007, in the Science and Technology Category.

She has been nominated for her drive to make a difference from the highest levels in government to communities in need of infrastructure and for actively campaigning to put senior and junior engineers back into local government to improve service delivery.

In 2000 she was the first woman president in the then almost 100 year history of the South African Institution of Civil Engineering (SAICE). Allison addressed Congress on the role of civil engineering in service delivery. She placed emphasis on the following during her address:

Allison made mention of the decline in the ratio of civil engineers in South Africa since 2005 and did an analysis of successful international local authorities.

Allison also drew a picture of the similarity between South African municipalities and certain successful international local authorities referring to infrastructure challenges in South Africa, the impact of the need to increase service delivery, the need to rebuild civil engineering capacity and the need to train and attract civil engineers to the municipal sector.

She also reminded management that there is a need to professionalise and not politicise civil engineering departments. These needs coincide with the need to develop other municipal professions, such as treasurers, human resources managers and communication specialists. The need to eradicate corrupt practices within the public service, and not only municipalities, can not be overemphasised” she said.

NELSON MANDELA BAY EXECUTIVE MAYOR, CLLR ZANOXOLO WAYILE’S KEYNOTE ADDRESS TO DELEGATES AT IMATU’S 4TH NATIONAL CONGRESS

Members attending the Independent Municipal Allied Trade Unions (IMATU) National Congress at the Feather Market Convention Centre on Tuesday, 26 October were encouraged to assist in fast tracking service delivery by Nelson Mandela Bay Executive Mayor, Cllr Zanoxolo Wayile, during his keynote address.

“As long as our people live in unbearable conditions, trade unions and its membership must not rest. Both the leadership and membership must understand the socio-economic conditions of our people and make an effort to change them for the better,” said Mayor Wayile.

Mayor Wayile was accompanied by the Minister of Co-operative Governance and Traditional Affairs, Sicelo Shiceka and the leadership of IMATU. He said the IMATU Congress comes at the time when the national government was considering reviewing the funding structure of the local municipalities. “We need to have unions at the fore-front of these discussions because if we continue as municipalities to have inadequate resources we will all fail in our endeavours of creating a better life for all,” he said.

The membership of IMATU consists of municipal officials who are at the forefront of service delivery; those who Mayor Wayile insisted have a responsibility of delivering to the people.

“We dare not fail our people because history will judge us very harshly. The delegates must remind themselves that theirs is a noble cause of changing the lives of the poorest of the poor,” said Mayor Wayile. He said that it was the responsibility of the IMATU leadership to encourage their membership to improve service delivery.

IMATU INTRODUCTIONS

Willie Kilian

Vice President

Chairperson Human Resources Development Committee

Willem Albertus de Meyer Kilian started his municipal career in 1981 at the erstwhile Edenvale town council, which amalgamated with eight other councils to become the Ekurhuleni Metro. He is employed as a Senior Engineers Technician.

He and his wife have a son and daughter who supported their father through his studies and celebrated when he was appointed in the senior position he occupies today. He likes to watch any sport.

Being involved with IMATU since 1990, he has had his share of highlights in his trade union activities. He became Chairperson of the Ekurhuleni Metro, and Chairperson of the Gauteng Region.

Willie would like to see IMATU's members' interests protected and he would like to see our members' progress in their workplaces.

He wants to contribute to IMATU becoming the biggest Local Government trade union and he is willing to offer exceptional service to them during his term of office.

Melanie Vlok

Vice President

Chairperson Finance Committee

Melanie and her husband have three children and she works at the Beaufort West Municipality as a Head Clerk: Income in the Finance department.

She started her career in 1991 as Clerk in the Finance department. Her highlights include dealing with IMATU matters and have satisfied IMATU members at work, having completed her LLB degree through Unisa this year, running 21km marathons, gardening, cooking and baking. Keeping employers on their toes is also listed as a highlight in her profile...

She has been involved with IMATU since 1998 and she has achieved



the following milestones in her association with the trade union; Branch Chairperson since 1999 after she underwent shop stewards training in 1998, Vice Chairperson of the Western Cape Region, member of the Executive Committee and Plenary of the SALGBC and her election to the office of Vice President (Finance) recently. She enjoys dealing with disciplinary cases and doing conciliation of disputes.

Melanie expects that everybody that is involved with the finances of the union will assist the NEC Finance Committee to ensure that IMATU's funds are administered in a proper manner.

She wants to contribute unqualified consolidated financial statements in the 2010/2011 financial year, proper workable budgets, see that surpluses are generated, ensure that the SYSPRO system functions and see that no overspending on budgets occurs.

Rory Smit

Vice President

Chairperson Strategic Committee

Rory is a full time shop steward at the Cape Metro Region. He is also a qualified Building Control Officer and started his municipal career as a Plans Examiner in 1984.

He has a degree in Architecture, a post graduation qualification in Building Management and is the father of two children.

He was involved in the restructuring of the City of Cape Town Municipality, which he considers a highlight in his workplace, together with his full-time involvement with the PJEC (job evaluation) and his appointment as a full time shop steward since 2009.

Where work and trade union matters meet, Rory has notched up the following highlights with IMATU; Regional Executive Committee member (Metroberg) in 1997, Regional Sub Council Chairperson (Public Relations) in 2007, Regional Vice Chairperson in 2007, Acting Regional Chairperson in 2008, Regional Vice Chairperson in 2009, NEC member in 2009, Regional Vice Chairperson in 2010, Regional Sub Committee Chairperson (Labour) in 2010 and his recent election as Vice



President: Strategic Committee.

He is also a regular SALGBC Executive Committee member and a SALGBC Bargaining Council Delegate.

As Chairperson of the Strategic Committee, he expects support and giving support in the process of building IMATU into a more efficient trade union. He wants to contribute to build the IMATU "brand", build a strategic vision that includes the interest of the members. He will assist the union to become more proactive and responsive to members.

In his term he wants to align the IMATU Constitution with the needs of the trade union. He wants to see membership growth and in the process see IMATU become a voice for social change.

Rory also practices karate (kenjitsu).

Ronald Veerapen

Vice President

Chairperson Labour Relations Committee

Ronald is employed by the eThekwin Municipality as a Senior Committee Officer and has more than fourteen years service. He mentions his appointment as Secretary of the Interim Bargaining Structure before the SALGBC was formed, as one of the highlights in his municipal career.

He shares his love of music, reading and writing with his wife, Hazel. Ronald is also a lay Christian minister.

Since 2002 when he got involved with IMATU, his highlights include election to the position of Vice Chairperson: Labour Relations in EThekwin in 2003 and the election to office as Vice President: Labour Relations.

He expects IMATU to grow numerically during his term of office and will work towards transforming the union holistically. Ronald sees himself as a team player who contributes positively. He will do his best to see that all bargaining structures are fully functional during his term of office.



ADDRESS BY MS E LEVY: OPEN DEMOCRACY ADVICE CENTRE

Delegates were treated to another top keynote speaker at congress when Ms. Emma Levy, the Advocacy Co-ordinator of the Open Democracy Advice Centre addressed Congress on “Trade Union Advocacy around the Protected Disclosures Act as an anti-corruption strategy”.

In her address Emma addressed delegates on the status of whistle blowing in South Africa. She directed delegates’ attention to the different types of wrongdoing that constitute a disclosure under the Act. She referred to the types of disclosures that are protected and the methods of making protected disclosures.

In her address she referred to the status of disclosures to legal advisors, Cabinet or Executive Councils, regulatory bodies and the media. The reasonableness of disclosures, status of confidentiality clauses, protection given by the Act and remedies that are available to whistleblowers were also highlighted during her address.

Emma emphasised the importance of IMATU’s members to be involved in the monitoring of the workplace for any type of wrongdoing that required whistle blowing. “What happens in the workplace happens in the community. You can not close your eyes to the signs of wrongdoing in the community where you live, because the wrongdoer will take his plans to the workplace”, she said.

She called on IMATU to be vigilant in the regarding of whistle blowing and to assist its members unconditionally in instances which warrant whistle blowing.



THE STATUS OF MUNICIPAL SERVICES IN SOUTH AFRICA

The current status of municipal services and all spheres of government’s ability to deliver basic services including municipal services are continually in the spotlight. IMATU as a responsible trade union in the municipal environment is extremely concerned at the status of some of these services due to *inter alia* a lack of investment in infrastructure, and the failure to maintain the existing electricity and water infrastructure assets.

The corruption phenomenon is having a profound impact and destroys the ability of municipalities to deliver even the most basic of services. IMATU is extremely concerned in that this deterioration of municipal services is threatening the independence of municipalities, and will eventually undermine the whole of government’s ability to function an entity which promotes the values of a developmental state within a constitutional democracy.

IMATU is of the opinion that this problem should be tackled head on by mobilising our members in order to confront these problems on a direct basis, due to the fact that national government and other state entities seems unwilling to address the corruption prevailing through all three spheres of government.

IMATU has identified the following interventionist measures which are urgently required in order to address the current lack of service delivery, which is caused by the privatisation of municipal services, and exacerbated by criminal activities such as fraud, theft and corruption in supply and procurement processes.

CORRUPTION

IMATU is of the view that current legislation dealing with corruption is inadequate in protecting our members in exposing this evil. IMATU is striving, through FEDUSA, to achieve amendments and /or enact new laws in order to adequately protect our members.

IMATU is in the process of initiating compulsory training of our shop stewards on all aspects of corruption. The objective of this exercise is to enable our shop stewards to actively participate and assist our members in exposing corruption. Shop stewards will also play an active role in protecting our members from the current victimisation and unfair dismissals, which is rampant in all municipalities.

IMATU is also of the opinion that our role as an intermediary in exposing corruption should be seriously considered wherein we as a responsible trade union should expose corruption on behalf of our members. This is necessary due to the fact that our members are victimised in the workplace when they expose corruption and is not offered protection by their employer municipalities. IMATU is currently assessing the viability of creating a national call centre where our members may report incidents of corruption in a protected environment and on an anonymous basis.

The problem is of such a serious nature that a national collective agreement within the SALGBC needs to be developed in order to encourage the exposure of corruption.

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ELECTRICITY DISTRIBUTION



IMATU opposed electricity distribution reform and claimed that electricity distribution remains a municipal obligation in terms of the provisions of the South African Constitution.

IMATU's position throughout the restructuring process was that electricity distribution will affect the status of municipalities as independent spheres of government. IMATU is of the opinion that no roleplayer from government and/ or the EDI Holdings Company was in a position to supply IMATU with an answer as to how the revenue lost by municipalities as a result of the creation of REDS will be replaced. This loss of revenue by municipalities will lead to the demise of municipalities as independent and separate spheres of government within a constitutional democracy.

IMATU is of the opinion that the crisis in electricity generation and the problems within ESKOM bar any changes to the current distribution model, whereby both ESKOM and municipalities participate in electricity distribution. What is perturbing to IMATU is the fact that the transformation of the electricity distribution industry will lead to inevitable and unavoidable tariff increases. This will impact severely on the poorer communities who are unable to afford such increases. The transformation of the electricity

distribution industry will be fatally destructive and in opposition to national poverty alleviation and job creation goals. National government should therefore be forced in parliamentary and other processes to declare how their job creation and poverty alleviation goals can be aligned with electricity distribution reform if tariff increases will be unavoidable.

IMATU's decision to participate in the activities of the EDI – TLRS should therefore be seen as an attempt to oppose the electricity distribution restructuring process in all its formats within this body, and is aimed solely at protecting the rights and interests of our members.

THE FUTURE OF METROPOLITAN & MUNICIPAL POLICE FORCES

IMATU has always maintained the viewpoint that municipal and metropolitan police forces play a crucial role at a local level in combating crime at a local level and in enforcing all aspects relating to road traffic regulation and law enforcement. These forces play a vital role in promoting local economic development and job creation. If the City of Cape Town can not create an environment where tourists feel safe and secure in the Western Cape, the whole economy of the region may be threatened due to the fact that tourism forms an integral part of the local economy. The metropolitan and municipal police forces play a vital role in enforcing municipal by-laws, offering assistance during big sporting events (Comrades marathon, Argus Cycle

Tour), and in protecting beach goers in areas such as eThekweni and Cape Town.

IMATU's position is that the Constitution requires the police service to be functional in national, provincial and local spheres of government. Metropolitan and Municipal Police Forces have a vital role to play in discharging the obligation of local government of firstly service delivery to communities, coupled with broader poverty alleviation and job creation goals.

IMATU's position is that the South African Police Service does not have the capacity and/or resources to provide the services currently rendered by Metropolitan Police Forces to communities. The South African Police Force is not in a position to assist municipalities in discharging their obligations and duties. The integration of municipal and metropolitan police forces with the SAPS is, for these reasons opposed by IMATU on all fronts.

IMATU is actively engaging the Secretary of Police on all aspects of the proposed integration, and will continue, through engagements and / or any other appropriate challenges, to oppose this integration.

To be continued in next edition.....



Around the Country, South Africans are being called on to combat violence against women and children. For the eighth year, SA is taking part in the global 16 Days of Activism for No Violence Against Women campaign, which runs from 25 November (International Day for the Elimination of Violence Against Women) through to International Human Rights Day on December 10.

Although the global campaign focuses on violence against women only, South Africa added children to its campaign because of the high incidence of child abuse in the Country. South Africa is still home to high levels of violence against its women and children, despite a world

renowned Constitution and a legislative overhaul that safeguards women's rights. This year the campaign, coordinated by the Department of Correctional Services, is popularizing the white ribbon as a symbol of personal and organisational commitment to the eradication of violence against women and children.

The white ribbon, according to the department, symbolises the commitment of the wearer to "never commit or condone violence against women and children, and to speak out about violence where they see it."

