

MEETING NO.

DATE

PRESENT: Comrades, Mahala, Makopo, Tikly, Zwelakhe,
Pule, -, Jackie, Don, Kenneth, Mpho, Doctor,
Jimmy, Fanny, Zama (Minutes)

AGENDA: a) Selection of a Rapporteur

b) Urgent matters referred by the Task Force

- staffing levels and bddget

- expatriate staff

- Tanzanian workers

inventory

Imaintenance and rhnning costs

autonomous financial management

SOMAFCO matters

recruitment of ex-combatants

- Adult Education workshop

- circular to missions on children

c) Recommendations from the Project Management
Board

d) Restructuring of the Director's office

e) Restructuring of the Dakawa administration

f) Action Plan

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TEXT ACTION

SELECTION OF A RAPPORTEUR

The Meeting selected Cde Zama to record the proceedings.

URGENT MATTERS REFERRED BY THE TASK FORCE

Staffing levels and budget

The Meeting heard reports on staff requirements of the various departments and production units during the phasing-out period. It was agreed that the main objective should be to ascertain minimum numbers of ANC personnel required and, also, those who are willing to stay on during this period. This data will allow for the preparation of a budget to be presented at the SIDA talks and also to other donors.

A proposal on salary scales based on a personnel component of i 90 people in DSM, M28 and DKw was tabled and discussed. The Meeting agreed to forward a proposal of a 4-tier salary scale system of 1500, 1200, 1000 and 800 USD, plus housing and ANC health facilities. This system would cost approx. 1 million USD/year.

A subcommittee (Mpho, Bizzah, Jackie, Don, Kenneth, Zwelakhe) was appointed to determine the absolutely minimum ANC staff requirement. The subcommittee will report back in the next meeting.

RE-STAFFING OF THE DIRECTORS OFFICE

Cdes Pule and Sasha were proposed as candidates for Deputy Director for M23 and DKw. Pule was appointed as Acting Director during Cde Makopo's absence. Cde Thabisa was proposed for secretary and Cde Jimmy for Bursar. These comrades will be approached.

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Expatriate staff

The Director, Chief Representative and SOMAFCO Principal were delegated to review the situation regarding expatriate personnel. Cde Bizzah will review the situation in Dakawa.

Tanzanian workers

Cdes Kenneth, Moffat and Jackie will brief Tanzanian workers about the new situation. Cde Makopo will brief the Tanzanian Government Representative.

Inventory

Cde Zwelakhe will report back on the ongoing inventory control in the next meeting.

Maintenance and Running Costs

The Regional Treasury and Projects Dept's will submit a schedule for maintenance and running costs by 31st May.

Autonomous Financial Management

A report on the financial structure will be submitted by 31st May.

SOMAFCO matters

Discussion of this item was deferred to the next Meeting.

Draft Circular on Children

Cdes Pule and Ghandi were delegated to draft a circular on the children for Cde Sindiso.

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ACTION PLAN

The tasks outlined in this Meeting and those referred to the Management Committee by the Task Force will be detailed in an Action Plan to be prepared by Cde Tikly.

NEXT MEETING: Friday, 9.00 hrs, MZB Boardroom