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-DATE:3-4 June 1989 'qggfgyng L #1? ____

VENUE: SOE'VAFCO STAFF ROOM i

Til-IEE: 9.00Hrs 1 . :ovJ

CHAIRPERSON: Quesh Mokoena

AttendedUby;Manghezi; Jabulile; Maphisa; Uncle Dennis; Khaya Vanda

Jimmy Mokgosi; Andrew Hasondo; Dorica Motlole; Babu September;

Mzwandile Kibi; Martins Jacobs; Aubrey Matlole; Stanley Gumede;

Natso Khumalo; Thami Khaya; Nosisi Tanda; Balungile Shembe;

Enerst Khaile; Solomon Tefo; Sipho Hajombozi; Kenmore Oscar;

Don Ngakane; Kenneth Kotelo; Pearl Serote and Ma Maseko.

THEMEzMobilisation of the Community into active participation
in the development of the ANC. .

PURPOSE : To concretise deliberation of ZPC meeting with Cde
Joe Nhlanhla;

- Identify strength and weaknesses and try to find solution.

The ZPC had prepared a skeleton paper that would serve as a
discussion starter. The meeting started at 9.40 due to late
arrival of comrades. This clearly indicated that some comrades had
not taken this meeting into serious consideration i e they did
not see the need of having such a meeting .

The chairperson gave the objective of the meeting and commented
on lack of seriousness within people who hold positions of
responsibility.

There was a feeling that it was too much for a meeting with no
programme to take two days. This fear was finally dismissed by
the fact that there were a lot of areas to be touched and
, truly it appeared that two days was too little. The other
question was "How did the ZPC come to organise such a meeting
having not consulted the Units and the Branches?" In response
the chairperson explained the fear that consulting people would
arouse hopes but only to find that 'nothing' is achieved and
therefore it became difficult to give a feedback. It was also
emphasised that the meeting was exploratory" . It would identify
broad areas of problems and attempt to give solutions. At the end
the meeting would decide when next should such a meeting be held
as a follow up. This was agreed upon. The participants were
urged to take a meeting with the correct spirit and not throw
stones at each other or accuse each other of the mistakes and
failures committed. A brief evaluation report (attached) was read
and in it the ZPC had made it open that during work it had
successes and failures. The idea was to look into ourselves first
and later the Community.

The ZPC

Has managed to keep Units and Branches functioning and now problems remain with people not to let them die. People in leadership positions are urged to take a leading role and be the first ones seen in Unit meetings. It was made clear that even if one is the Head of a particular department but in a Unit meeting he /she should put him/herself at a level of a meeting and participate as a member. For instance a Director at a meeting has to show people that he is at the same level with them.

The ZPC admitted having failed to contact people on decision making e.g. Announcement of Marriages through the News & Views before the Community could be consulted. The ZPC had left some work solely to departments and as a result; no proper arrangement made and this results to failures; e.g. Marking of May Day was left to the Works Committee and it gave a setback.

On matters affecting the Community, feedback would be expected. On decision making it is true and important that people should be involved but caution be taken that this is not misused.

There was also a proposal that departments should sometimes inform people about progress and any areas of interest in their work e.g. projects underway; finished to come and achievements and failures.

The ZPC was asked to make a statement on ANC membership and meeting attendance. This would be achieved only after the PPC had been contacted by the ZPC on question of membership.

The ZPC was charged with a task of taking this matter to the RFC immediate attention. It became clear that this does not only affect East Africa Region. An example of students who come to join SOHAFCO from other places like Zambia was made.

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The meeting asked the treasury department to inform the Community on the flow of goods donated and also about our donors.

News & Views could be used to pass this information. An example of a donor body visiting hazimbu and oomini across an individual and ask whether we received the goods sent and how did we find them. On shortages an immediate explanation has to be given to the community in formatign from Cde; &haya Eanda

He referred to the general meeting which was held at the Dome.

He mentioned that some problems do not come from the treasury but from the people who sell goods to us .

The Zonal lgistic committee have not yet been formed -Welfare Officers and people who are supposed to be in these committees rdd not turn up for meetings.

-Transport also is affected by this short coming.

-Welfare Officers are supposed to be part of the treasury.

-Noted was that the ZPC Welfare Officer appears to be very busy.

-Shortages also come because our people and departments do not give themselves time to sit down and plan. Everything appears to be an emergency.

The Pioneer committee was commended for having handed in their requisitions in time thus giving the treasury enough time to prepare their budget.

Recommendations

-Clear Convenor and periodic meetings .

-Different structures to make a budget for at least one month and hand it over to the treasury.

-Educate our community on how to save e.g water and electricity and emphasised to take good care of the property of the Movement.

Creation of the Zonal flogistic and transport committee will be the duty of the ZPC in connection with the treasury.

-A budget committee was suggested to the treasury. The Director was charged with the task of forming the budget' committee.3 'Hool

A.sbhool raised fears on this budget saying that they have been handing in their budget but have not been attended to in time.

The reason as it is put by the treasury is that the dis organisation is brought by these departments that are not making theirs and the school has been the only department that does it.

The meeting had to break for lunch and the second session started at 2 pm.

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A recommendation was made to the Treasury to let a tender in order to avoid shortages - especially of vegetables.

Second session of the Meeting

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Chairperson: Solomon Tefo

Director: A brief evaluation was read to the meeting.

Composition of the directorate was given per request. It was noted that the directorate was not properly structured;

Who is the directorate answerable to? Does it have any guidelines on how to work?

In 1984 the guidelines were drawn so they should be in the office

In 1987 there was a proposal that this structure be changed and recommendations were sent to the HQ.

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- That The Directorate be restructured.

- That all the principals of different educational sectors sit in the directorate

- The principals committee should continue and the Director is the convenor.

- Deputies should attend the meetings in the absence of the two. any other member can provide information but does not become a member of the directorate.

- The directorate should take interest in the election of the leadership (political structures) sometimes people don't take elections seriously as a result they don't perform their duties .

- The projects should sit in the directorate

- The bursar should also sit in the directorate.

Changes as tabulated by the Directorate

HQ still working on the new structure but this cannot be imposed on Mazimbu.

The new structure will have Deputies working with different structures.

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Maintenance - PMO

It was felt that three departments should sit in the directorate: Projects and Construction

The community was urged to take part in the maintenance of the environment and the sports field. The community and the school should be provided with tools so that they can repair some of the broken furniture.

The schools should have their own people to look after the property of the school.

The Primary has finally employed a person to deal with maintenance and at the same time a driver.

A tractor should be used for cutting grass in common areas. This task was assigned to the ZPC and the Maintenance department.

It came out clear that the maintenance team is not doing its work properly and this needs immediate attention.

Uncle Dennis raised a shortage of architects to finish the school square. There are hopes of getting one soon and this gives us hopes of having it finished soon. The Tennis court lacks facilities but some material has been received. There are hopes of having it finished soon. The stadium was said not to be suitable for running and there are moves of making it suitable for running even though the architect has not yet been found for it. Kids playing grounds to get immediate attention. Oh these the projects office is asked to intervene where possible and be of help.

The donors are not yet ready to help us with the road for Teborer road. In the near future we do not even see the road being tarred but the maintenance team will continue grading the roads after heavy rains. On the question of maintenance Uncle Dennis sees other very important projects that need constant maintenance. Viz sewerage system and water tap.

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There are also problems of staff and some parts.

The community is left to destroy the property of the movement. Master keys have been lost, people break the locks and finally they get lost. The broken property is thrown away. Chairs etc.

Present: Babu; Stanley; Quesh; Ma Naseko; Jabulile; Aubrey; Don; Siphon; Thami; Dorica; Masondo; Nosisi; Jimmy: Ernest; Director; Balungile; Jimmy Phambo; Kenneth; Mzwandile; appology) Kennmore and Oscar.

Chairperson: Kenneth & Tefo.

Projects - Background was given and an example followed.

Giving the comrades the background information would be necessary.

The question followed as to how many projects do we have here.

Some projects e.g. the farm is separately funded. This also refers to cars which belong to the projects.

Ernest was given a chance to talk on projects and give the background information. Since the Projects Office is not a home one and therefore it becomes difficult to work with our people in the zone.. Each and every project has to have its banking account. It was also noted that funds for other projects are used for others and this causes shortages. This comes as a result of treasury not having proper monitoring of funds for other projects.

It was reported that there are efforts of commercialising projects.

Some donors also insist on that. This will enable our projects to keep going. Here we were given the example of the farm.

The meeting was informed of attempts to open working relations with some local projects. eg The Bush Trekker Hotel.

The meeting was to decide on how to expose what is happening in the projects.

Projects are still expected to behave as ANC but as soon as there is proper budgeting involved then at some stage they would be forced to refuse with their property for use by other structures. In this we were given an example of cars belonging to the farm.

The projects dept. can take up projects like sporting complex but it has to assume a zonal structure first. The meeting was given a number of projects that we have. The school is also counted among projects.

Shortcomings : No report have been submitted before, No evaluations, no training. This acts as far as HQ. Project management is also a shortcoming.

It was reported that SIDA- one of our very important donors now appears to be changing their methods of work and thus making it difficult for us that we as the ANC are still poor in administration.

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Our projects need to have both Administrative and Political thinking and to try to reach professional standards.

The farm expenditure is said to have been cut down due to soil erosion. This will only be countered by teaching people on soil conservation.

On the issue of commercialising this will mean that we can use money donated to us on buying things from our farms. This will keep projects going.

The community can only be supplied where there is surplus. The meeting was asked to take into consideration personnel in our projects. It should be a full and trusted member of the ANC.

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The meeting noted that there is no career guidance, scholarships are not announced to people and requirements and as a result the candidates give false information on their not getting scholarships. Often even no to an extent of claiming to be sabotaged.

eg Some groups that are sent in big numbers are very much ill equipped eg the group for GDR was not properly explained to the reasons why they could not go. These people end up accusing the heads of their departments.

Cde Sipho Hajombozi resorted to the meeting that he was on a mission to attend a mini NSC Seminar. host candidates now appear to be steaming to the left and the Socialist countries also offer us scholarships which in most cases are not honoured. Problems

Students studying in Tanzania always come to the Treasury asking for some assistance. Comrade Masondo advised that these students should be sent to the NSC. He admitted that UFDP students are getting very little mercy. He promised that the NSC will have to discuss that with the sponsors..

Recommendations

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ESC to get its own car

N80 to identify people to train for career guidance

Scholarships for couples - to be discussed on a mini seminar of the NS .

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The meeting was informed that there were attempts to have a joint examination board with Tanzania.

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On JC it was noted that people going for vocational training are now from 5's.

PTA not functioning well. Only the primary school has PTA and it is not functioning well. Cde Babu reported that the programme has been presented but has not been getting enough support. The community has to be mobilised to take part in the PTA. PTSA was once raised in RFC Seminar in 1988. The secondary does not have this structure. The School office does not see it as their responsibility to initiate the formation of this body.

It was agreed that the method of leaving it to the community has failed. The ZPC, Students and the teachers are charged with the task of seeing to it that it is formed.

Teachers will include the school commissioner and welfare officer.

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The hospital faces serious problems of Administration
Shortages are also caused by resignations by nurses

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Patients also want to decide who should treat them.

MaHaseko gave a background information on problems faced by our hospital. The meeting noted the need of having a Social Worker.

Recommendations

The pit next to the hospital is a health hazard not only to our community but also to the Tanzanians who live nearby and drink water from the river

Need to have an incinerator

Need to have a mortuary. The meeting suggested and agreed that means of having the building of the mortuary and the incinerator

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be worked out together with projects.

Our Health team was asked to find means of convincing the Health Secretariate to understand our problems. The meeting was informed that the ambulance does not carry coffins and the hospital only deals with patients - if the person dies the it becomes the responsibility of the burial committee;

The meeting did not expect that the ambulance cannot be used for coffins but this will only be accepted when there is no other car for the hospital in cases of emergency.

Also that the medical staff does not have anything to do with corpses was not accepted by the meeting. This will be referred to the Health Secretariate, The Health Team has to play a very important role in the burial society. The Director promised to make a followup on this even with HQ.

Primary Health Education was suggested and the meeting was informed that Comrade Evelyn Hephumulo is now serving as community health educator. MCH was also said not to be serving its purpose because mothers are not taught how to bring up their kids and the right diet. The only thing that is done there is weighing of the kids.

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Why do people choose doctors ? Some people take our doctors for granted and as a result they prefer volunteers. Others want to have a number of days off work and they are in a position to convince doctors to give them a number of days they want off work and school. Sick leave is always three days but depending on the condition of the patient then the doctors can judge if the patient needs more days - after having completed three days.

News and Views

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News and views faces problems of manpower since comrade Zolani is preparing to leave or has just left - still there was a problem of collecting news from departments. The Primary School promised to help with news since they collect news on a daily basis. The Director promised to look into the problems of news and views since the department falls under his office.

Library

FO censorship done - if it is done it is done by only one person i.e. the Head of the Library. The meeting wanted to know the role of the library Committee and a recommendation of having a monitoring committee was made. This recommendation will be taken to the library Committee which will also see to the formation of the body.

Library working hours proves not-to be satisfactory since it is closed on weekends and this is time when people are free and they need to use the library. The Director will discuss with the library and

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get exactly how library functions.

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Leisure and Recreation

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Some members of the community have raised complaints on overloading people with work which at the end destroys an individual; A recommendation was made of having free days with no meeting at all.

The Social Club is urgently needed by the whole community and the youth is working on it as an immediate project. Members of the community have to be urged to assist the youth.

The children's centre playing grounds have for the past years been said to be attended to but this seems not to be happening. The site office is charged with the responsibility of seeing to it that it starts off soon. It became clear that there was no clear and honest working relations between Hszimbu and EQ structures. The sporting complex at the Primary School is the other example. Cde Nsibandla is said to have been consulted on the matter but he has been giving reports that are very much unlikely to be traced.

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The Bursa;

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Poor coordination between the Bursar and Administration. The bursar was not introduced to the community and his job description was not given. He could not use the Secondary School office since he is the bursar of all the schools. The bursar gets some of the funds from the treasury and the rest of the money from NPA. Funds from NPA are mainly used for holidays for students. Cde Mabandla is said to have introduced the bursar to the students executive. They also saw his job description. It is not clear whether the students are to take their problems to the bursar or to the school office due to poor working relations. \$EBEE"EEETEZEETEE" because he came to this XX region and his job description was approved by the Treasurer General of the ANC. The bursar is supposed to operate/work together with the principals of the schools and also assist each other in drawing up the school budget. It was suggested that he be introduced to the community. Students complain of poor diet and seemingly the supervisors contribute to this shortcoming - the meeting noted that when departments get rid of some of their people, they are then taken to the kitchens. People on special diet do not get enough attention. Cde Percy has been asked to concentrate on the school kitchen.

The guest house also has problems of manpower. An ANC person is needed there.

General

UNESCO teachers in our complex getting supplied with everything and at the same time earning salaries. We have problems of accommodation and it is said that they are supposed to stay in town. Cde Masondo reported that the issue has been discussed

has been discussed with W W10 er nd further mentioned that HQ lw initially give a directive that they be given everything like every solidarity worker in Hazimbu.

Non-ANC students have beer registered rt Jhe Irimery School and the statistics goes fvmm 2- 17. This sl ou 16 not be left to go on for a long time. The Dir eter prolnised that the matter 18 getting attention. On primary children eeting at the their houses, it is repeltel by ode Babu that these children are given supplies at their houses and they only go to the main kitchens when the food is well prepared. This is not correct. The school also feces problems of manpower.

There is also an inflow of students from Zambia. It is not clear whether these are members of the AEC or not.

The meeting got concerned about centih_uity. IS IT THE PRO3 EH OF THE ZPC TO HAVE A FOLLOW UP OE 1.oIeIC1 TAKEE IN THIL

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The Director O"ave Closing remarks.

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Thanked the ZPC of hevihg t2.ken an initie tive of organising such 8 meeting;. Proble1.s disc ussed are of 8 local and National Nature. The ARC her been seen and discovered to be a welfare organisation. Re liVe in a world of total unreality. Things ar e going to get herd for us when we reach home as we are sittihg here waiting to be fed. Looel solutions will only come about when we always meet and discuss our problems.

Regul er meetings should rot be organised during weekends.

Rumours can only be eliminated if we discuss information at hand. life must cram te operhess and (give _ information.

All what we have dlseua:ed is rot in anyway aeeussa otions on individuals. This constructive spirit should be kept up.

The ANC is the be st 1T formine committees and tekinm resolutions that end up fai .lh2. Let us prove this fe et wrong.

END .