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T0: YET BOARD OF TRUSTEES

DELEGATION: Patrick Van Rensburg, Leslie Gumbi.

DATES: 31.08.92 at KWSC, 4.9.92 at Cape Town.

MANDATE: PREPARATIONS FOR RE_OPENING

- 1 needs assesSment

-, 2 interviewing of Workers.

- 3. interviewing of academic staff.

- 4 identification of additional Board members.

- 5 discussion with kaNgwane Authorities on lease

Agreement with KEDC.

- 6. financial queries and investigation of

iirregularities.

'Ad 1

It should be noted that we cannot properly assess our material needs without taking stock of what we already have given the fact that losses were suffered through theft and damage during the illegal occupation of our facilities by "students" from Soweto. Inventries of academic support material at Khumbula and Mthimba are being made. Stock taking will be made at both centres in relation to production training material to include tools, machinery and raw materials.

Such compiled inventries will enable us to have a Record of Assets and at the same time guide us in our expenditure and budgetary control. This task is however, huge to be carried out only by Cde. Monareng. We have therefore, asked him to mobilise more people from the administraticnr to assist him in this. Personnel in the production units is also expected to submit their inventries to Cde. Monareng.

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Board of Truslccs: Albertina Sisulu - Sidney Mufamadi - Sr. Bernard Ncube - kheksi Lehoko
I I Patrick van Rensburg I Chris Walters
(I Fxmltivic Trustees)

Ad 2

The purpose of the interview with the workers was to assess their level of commitment to the project and their coping with the demands of the Curriculum-Education with production-to gauge the level of synchronisation between education and the production aspect. A meeting with the workers was held on 1.09.92 where they were reminded of the expiry of their contracts on 31.08.92. They were informed that they will be all interviewed after which, they will be informed of the results of the interview on or about 15.09.92.

Those succeeding in the interview will be employed for a period of three months till the end of the year. Employment on a permanent basis shall be considered as from next year and it is hoped that by then a benefits system will be in place. The implementation of a Grievances Procedure should be accorded immediate attention. The workers were equally told of the restructuring of the project's management system which will guarantee for their effective participation.

At present, our total work force at KWSC consists of 45 workers out of these, 35 have been interviewed at KWSC and Cape Town. At KWSC 28 workers were interviewed with 6 absent. Security guards had to be met at their guarding posts because of the nature of their work. In Cape Town 8 workers were interviewed and two were absent inspite of being informed. The two Cdes. who were absent have financial irregularities noted in their production unit accounts which they have not accounted for. The interviewing panel recommends for the dismissal of the following workers.

1. Theledi Titus B. - fiddles with female students and uses tools of the project for private jobs without the necessary permission.
2. Mkhonza Philemon - failure to account for numerous missing tools. Not in possession of a technical education background and on job experience which could enable him to impart theoretical knowledge.

3. Nkosi Elmon - failure to account for missing tools. Not in command of English and has no technical training background. Though his work experience is impressive, barriers in communicating in English make it impossible for him to teach theory.

4. Sambo Anthony _ is in possession of an excellent technical training background. Has commendable experience as an instructor. Weaknesses; failure in terms of accountability eg. tools and has drinking problems affecting his performance at work.

5. Mhrabalala Chris S. _ refuses to account for financial irregularities as noted with money paid into his production unit has proved to be incompetent in relation to his job description.

6. Makhetha Dimakatso - undermines authority, uncooperative and not ready to answer for financial irregularities noted with the sale of Chickens.

7. Sithole Daniel - does not understand demands of the job that as a boarding master he needs to be at the centre most of the .time, has drinking problems which affect discipline.

Ad 3

The kaNgwane Department of Education and Culture seconded to the project a total of 15 teachers. Only one has left the project for further studies. Of the remaining 14 teachers, 5 were absent for the interview and only one was not interviewed since he was part of the interviewing panel.

The main purpose of the interview was to hear from the teachers of the problems they encounter and know of their needs in relation to the curriculum and the administration of the project. Secondly their level of commitment to the project had to be gauged because some teachers are heavily involved in other structures and their involvement may affect their performance. The interviewing panel recommends that the following teachers be replaced:-

1. Phiri R.M - consistent unjustified absenteeism. Lack of initiative in terms of gap bridging for students in an effort to raise their level.
2. Nongwadla P. _ consistent unjustified absenteeism during school hours, consistent lateness. Leaves school at no notice to the authorities. Does not want to teach trainees.
3. Thobela S.M - gets periodical spasms of mental disturbances as such our environment where we work with machines is an added hazard to his health when ill.
4. Tshabalala M.K - requested transfer due to family ' consideration.

Ad 4

Mr Mbatha Secretary in the kaNgwane Department of Education and Culture indicated that he would have no problems at being a member of our Board of Trustees provided we confirmed our proposal to him in writing. Efforts to contact Cde. Enos Mabuza for inclusion into the Board are still underway

Ad 5

Mr Mbatha was informed of the exorbitant price we pay to KEDC for the lease of the Mthimba factory. He advised that we should engage into direct negotiations with KEDC. He assured us that our plea to KEDC might succeed moreso, since KEDC has been restructured. He further assured us of the support of his department on this matter.

Mr Mbatha informed us that his department has been approached by the Minister of Police who was proposing that the kaNgwane Police guarding our premises should be withdrawn into other duties within the force. He suggested that should we further need them we should conduct direct negotiation with the relevant ministry who has however, not approached us on this matter.

Our delegation promised to communicate soonest with Mr Mbatha on teacher replacements, his inclusion into our Board and the outstanding comments from Chris Watters on our legal agreement with the kaNgwane Government.

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Financial irregularities were noted in the accounts of the production managers recruited from Cape Town. Part of the interview was to clarify on these irregularities and satisfactory clarification was obtained. The delegation did not meet with Cde. Dimakatso Makhetha to Clarify with her the question of proceeds from chicken sales. Cde Mhrabalala Chris was also not met to Clarify the question of proceeds from repairing several vehicles during the occupation crisis. There two comrades were informed of the meeting with other production managers but did not show up for the interview. Cde Mhrabalala had earlier confirmed to the programme officer that he was looking for a new job. Cde Maki is said to be also looking for a new job.

. Cde Fazal Williams made a verbal commitment to repay to the Trust an amount of R2032.00 he used unauthorised for his travel to Cape Town.

Mr Anwar Isaacs confirms receiving approximately R21000.00 from the production unit managers. Mr Isaacs was to keep this money for salaries of the managers during the crisis period. All of the managers since giving the money to Anwar were never paid and Anwar confirmed this.

It was proposed to Anwar that he is paid by the Trust R600.00 for recruitment fees of 11 production unit personnel. Thereafter with his remainder augmented by some funds from JHB the 8 production managers shall be paid. Mr Isaacs committed himself to submit a written proposal for his recruitment fees accompanied by a declaration of the exact amount of money he has from production managers. We are still awaiting these.

An agreement was reached in Cape Town with the production managers that they shall be paid one half of the five months salary owed to them. Upon their resumption of duties on a new three month contract they shall be paid a full salary. The three month contracts commence from October to December 1992.

OUTSTANDING TASKS

1.

The Board will be further advised of developments in relation to the setting up of a mechanism with OCRPE and NCCR for the recruitment of new returnees. A new draft application form has been designed for the applicants subject to Board approval.

Completion of interview for posts with no incumbents as yet.

Preparation of staff accommodation.

Decide on a reopening date. At our short meeting with the students they requested that we meet with their parents and local COmmunity structures in order to brief them on the situation as regards the project and also on our likely date for reopening. It was agreed together with them that a delegation from the Board will visit kaNgwane on 12/9/92 to address these issues.