

DDC / 013 / 0011 / 8
THE DEPARTMENT OF MANPOWER DEVELOPEMENT
REPORT

05.11.88

PRESENTED TO THE MAZIMBU-DAKAWA DIRECTORATE
MEETING ON THE ~~8th NOVEMBER~~ 1988
5th Nov.

MPHO KEAGILE
DEPARTMENT OF MANPOWER DEVELOPMENT
MAZIMBU.

AFRICAN NATIONAL CONGRESS (S.A.)

DEPARTMENT OF MANPOWER AND DEVELOPMENT

5th November 1988

In reviewing the period since the last meeting of the Directorate, the Department had ^{met} with some successes and problems in the met execution of its task of developing our manpower through upgradings, attachments and distributing of present manpower. Some short comings even after being identified are still a problem to over-come. We hope that with time and the co-operation ^{from} with the relevent departments and structures these problems will be over come .

The following courses have been organised for personnel in management and administration positions:

Management of Agricultural Cooperation

- (a)
- | | | |
|----|-----------|----------|
| 1. | Thabo | Mofokeng |
| 2. | Martin | Mokoena |
| 3. | Kedibone | Manco |
| 4. | Dimakatso | Makhetha |

(b) Med. Rehabilitation

- | | | |
|----|---------|---------|
| 1. | Ali | Ogane |
| 2. | Masilo | Diphoko |
| 3. | Charles | Mphephu |
| 4. | Andy | Nokeng |

(c) Skills Development

- | | | |
|----|-----------|----------------------------|
| 1. | Itumeleng | Moholo |
| 2. | Solly | Lukhele Rathebe |
| 3. | Mandla | Lukhele |
| 4. | Siphiwe | Zondi |
| 5. | Fezile | Gysman |
| 6. | Lawrence | Masango |
| 7. | Gaza | Moloi |

Gaza Moloi was deployed because of visa problems.

Chris Bojoang has left to attend a management course in Harare.

(d) Law upgrading in Ghana:

1. Themba Mbeje
2. Oupa Mooi

(e) Comrades who attended the SAAEP sponsored Arusha course and were seconded to British concerns have left with exception of Tom Zwane and Nceba Nqana whom the British embassy is said to be awaiting their acceptance letters.

Solomon Seoketsa has been placed with Sir Medonald and Partners Consultant Engineers for a Year.

RETURNED QUALIFIED MANPOWER

GDR:

Gay Zolile	Magugu	Philosophy
Moamoeng	Ike	Journalist
Stanley	Langa	Medicine
Rositta	Langa wife	Nursing

DEPLOYMENT

Library
Boarding Stafff
Dakawa
Dakawa

Unqualified

USSR:

1. Jermiah Thabane Malaka
2. Maureen Mfeka

Finland

Sisa Ncwana

Comrades accepted by SAAEP but not yet placed:

1. Gloria Nkadimeng
2. Judas Madlala
3. Isaac Sibeko
4. Jonathan Manitshana
5. Henrietta Loza
- 6.

Recently returned from 6 weeks Human Resources Management Department Arusha.

1. Themba Dladla
2. Jackie Morake
3. Ted Bahule

23 December 1988

1. Qwesh
2. Mpho Keagile
3. Nonkululeko Woko

This is for a Personnel Management course

A new time table for skills development courses by ESAMI has been received. As soon as we get a more copies we will circulate it through all departments for their heads to make a selection of relevant courses and maybe draw up a rotational time table for their staff to go on these courses. These courses are more suitable for the heads and people with university courses.

Problems faced by DMD

Office Space: There is too much movement in the office of the DMD. This makes it difficult to concentrate on the side of the staff ie Problems that could be handled by one person in one office tend to be attended to or provokes the attention of ~~the~~ all the Present Personnel.

Transport: We would like to remain ~~the~~ the Directorate of the skill existing problem of transport. We hope that when there is a distribution of car this department will be considered.

Manpower Deployment: The shortage of manpower has forced us to ~~be~~ deploy people in fields totally outside their profession especially when it comes to boarding staff.

Dakawa Office: There is a need for a separate office for the DMD, especially^{as} interviews needs an atmosphere of confidence and secrecy. There are a lot of personel information. This office also needs a typewriter and a filing cabinet.

People Changing departments without consultation:

There are two serious problems we have encountered as DMD. Two comrades moved from Dakawa to Mazimbu without proper authorization and joined other departments there not through the DMD. These problems have been brought to our attention through DMD Dakawa.

Changes in the DMD

Comrade Bizzah has already left for Britain Cde Mpho Keagile has been endorsed by DMD- Lusaka as head of the DMD- East Africa Cde Mondli Ali Dlamini is now based in Lusaka and is to be replaced by cde Jimmy Mohohlo as DMDrep. in Dakawa. He will need to be reinforced.

On the 3-11-1988 the Head of the Department of Manpower Development in East Africa Comrade Mpho Keagile officially informed me, Jimmy Mohohlo, to head the Department of Manpower Development in Dakawa. As a result I had to organize all office Material and Equipments. This meant:

- systematically arranging available Documents and made it possible to organized those Documents who were not available
- organize a temporary Filing-System while waiting for a Filing Cabinet and other office Equipments
- compile a Manpower Need List from the following Departments: Construction, Administration, Health Department, Adult Education Ruth First Oriantation Centre, Textile Workshop(s\$students) and Day Care Centre
- created conditions for a smooth running of our work with the above mentioned Departments e.g. Filling Registration Forms
- handed the Housing Officer with a list of registered and deployed Comrades for November accoding to their arravail in Dakawa
- prepared Census for Dakawa
- exchanged Manpower Lists with the D.M.D.-Mazimbu in order to have a fair Manpower distribution in Mazimbu and Dakawa
- requested and recieved a bicycle and an Airconditioner for the D.M.D.-Dakawa
- Tried to recall Comrade Nozuko Bam back to Dakawa, who is presently deployed at the Project Manager's Office, from Mazimbu

The Department of Manpower Development - Dakawa hopes to improve the working relations with all other ~~all~~ other depts especially with the Z.P.C., DIP, ZYC Housing Officer the Works Committee.

The D.M.D- DAKAWA HEReby ask the Heads of the Departments to follow the drawn system for the deployment and redeployment of comrades.

SIGNED BY JIMMY MOHOHLO
D.M.D.-DAKAWA

