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# RESOLUTION THREE

## EXECUTIVE STRUCTURES OF GOVERNANCE

Believing that:

While the RDP is a people-driven, bottom-up process, the new democratic executive structures will have a critical role in ensuring the co-ordination and implementation of the RDP.

We resolve that:

1. within the coming weeks, the ANC at both national and provincial levels must agree on the number and character of the ministries it intends to instal in May at both levels of government;

2. The ANC must identify those proposed ministries and departments in ministries which are strategically critical for the RDP (and for other ANC priorities) - bearing in mind that these might vary among provinces, and as between provinces and the national level.

3. The ANC at national and provincial level must urgently designate comrades who will begin to prepare themselves for heading such ministries. Such preparation should involve, amongst other things:

3.1 co-ordination with the ANC president and premier candidates, so that we begin to build shadow executive teams;

3.2 considering rationalisation and restructuring of administration that will have to happen in May;

3.3 preparing budgets

3.4 engaging bilaterally in regions with existing provincial and bantustan administrations.

4. The ANC must urgently designate and prepare suitable persons for the numerous new institutions/posts stipulated by the Interim Constitution.

5. There is a need for structures within the President's Office, and the Premiers' Offices to Monitor and Co-ordinate the RDP. Such structures will not undermine the implementation of line functions of ministries. Given the need for. such structures there is an urgent need to designate comrades for these functions.

## GOVERNANCE - PRACTICAL TASKS

### RESOLUTION ONE - TRANSFORMATION OF PUBLIC SERVICE

This Conference

Noting:

1. That the RDP depends upon major restructuring and transformation of the public service at all levels, including in the parastatals;
2. That the public service must be accessible, answerable, transparent, representative and without party political partisanship, but committed to the empowerment of all our people and the goals of the RDP. And that it must involve communities in the decision-making process.
3. That this requires both urgent steps as well as coherent medium and longer-term planning.

And endorsing:

1. The work of the ANC's Civil Service Unit, Civil Service Project and Parliamentary Unit; and
2. The work of the RDP co-ordinating structure.

Resolves

1. That with great urgency a much more dynamic interaction between the CSU, CSP, Parliamentary Unit and the ANC's leading political structures (at national and regional levels) and the RDP co-ordinating structure. This must ensure:

- 1.1 a coherent programme of deployment of appropriate people into the public service at all levels, particularly in areas of specific concern to the RDP;
  - 1.2 effective use of the TEC subcouncils to begin the process of transforming the public service;
  - 1.3 a review of all existing public service structures at national and parastatal levels and in the parastatals;
  - 1.4 elaboration of a detailed and effective affirmative action programme;
  - 1.5 elaboration of training and human resource programmes;
  - 1.6 elaboration of reorientation and education programmes for existing public servants;
  - 1.7 development of appropriate draft legislation to be ready by May 1994 to ensure the restructuring and transformation of the public service.
2. That all regions and delegations represented at this conference will urgently address the need to make large numbers of appropriate people available for the new public service.

### RESOLUTION TWO: LEGISLATIVE ASSEMBLIES

This conference:

Resolves that:

1. All ANC MPs must be accountable to the ANC, both to the ANC constitutional structures, as well as the ANC parliamentary caucuses.
2. ANC MP's shall be required to spend a significant proportion of their time in constituencies and/or sectoral work to ensure that the RDP is an active and participative programme. And therefore:
  - 1.1 Clear proposals on parliamentary procedures, including frequency and duration of parliamentary sessions must be developed;
  - 1.2 These constituency and/or sectoral responsibilities shall be assigned to ANC MPs by the national and regional constitutional structures of the ANC in conjunction with the ANC parliamentary caucuses at national and regional level.

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3. ANC MPs must be bound by an ANC code of conduct, in addition to any established by Parliament and the Provincial Legislatures in their own right.
4. The ANC must ensure that sufficient draft legislation, clearly prioritised in terms of the RDP, is prepared for introduction to both national and provincial legislatures for their first sessions in May 1994.

5. ANC candidates at national and provincial levels will need to convene prior to the election to

5.1 assist in the formulation of parliamentary rules and regulations

5.2 carry out a skills audit

5.3 receive any necessary orientation/training