

THE DEPARTMENT OF MANPOWER DEVELOPEMENT
REPORT

05/11/88

SMD/013/0039/41

PRESENTED TO THE MAZIMBU-DAKAWA DIRECTORATE
MEETING ON THE ~~XXXXXXXXXX~~ 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 ~~not~~ 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 Agri-
cultural 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 Strike Bell
3. Mandla Lukhele
4. Siphawe Zondi
5. Fezile Gysman
6. Lawrence Masango
7. Gaza Moloi

^{delayed}
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

DEPLOYMENT

GDR:

Gay Zolile Magugu	Philosophy	Library
Moamoeng Ike	Journalist	Boarding Stafff
Stanley Langa	Medicine	Dakawa
Rositta Langa wife	Nursing	Dakawa

Unqualified

USSR:

1. Jermiah Thabane Malaka
2. Maureen Mfeka

Finland

Sisa Ncwana

Comrades accepted by SAAEP but not yet placed:

1. Gloria Nkadameng
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 Mokoena.
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 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.