

**MINUTES OF THE BOTSWANA UNIFIED LOCAL GOVERNMENT SERVICE
ASSOCIATION EXTRA – ORDINARY CONFERENCE HELD ON 25TH APRIL
2003 AT MAUN SENIOR SECONDARY – MAUN**

THEME: THE WAY FORWARD ON JOB EVALUATION

PRESENT WERE:

CENTRAL EXECUTIVE COMMITTEE

G. Lebitsa	-	President
D. Kanje	-	Vice President
M. Motelebane	-	Secretary General
M. Mokalake	-	Treasurer General
L. Mosarwa	-	Vice Secretary General
M. Noga	-	Publicity Secretary
O.K.T. Mantle	-	Recording Secretary
J. Kolagano	-	Additional Member
N. Ramasia	-	Additional Member
B.S. Kgomotso	-	Consultative Member
C.M. Tombale	-	Consultative Member

WOMENS WING

N.L. Palopalo	-	Chairperson
P. Norweb	-	Vice Chairperson
S. Molosiwa	-	Secretary
O. Lebang	-	Vice Secretary
M. Maake	-	Recording Secretary
P. Letshwiti	-	Publicity Secretary
G. Balapi	-	Additional Member
N. Matlhodi	-	Additional Member

REGION FIVE

CHARLES HILL

Lesedi Molelo	-	Delegate
K.G. Lekaletse	-	Delegate
T. Molaletsi	-	Delegate
G. Ping	-	Delegate
G. Ralehika	-	Delegate
B. Kelebemang	-	Delegate
R. Kandjise	-	Delegate

GHANZI

Did not submit list.

CHOBE

Absent

MAUN

P.A.D.S Baeng	-	Chairperson
S. Samunzala	-	Vice Chairperson
B.D. Noge	-	Secretary
M. Keikabetse	-	Treasurer
L. Ragonamanye	-	Chairperson – W/W
B.B. Mbule	-	Vice Chairperson – w/w
K.M. Aleseng	-	Publicity Secretary
G. Mogome	-	Member
A. Makgasane	-	Consultative Member
R. Kagiso	-	Member
G. Gagosi	-	Member
S. Joel	-	Member
D. Sephutho	-	Member
P. Mpheke	-	Member

OKAVANGO

K. Andreck	-	Vice Chairperson
K. Morotsi	-	Secretary
L. Malete	-	Treasurer
D. Kgantshang	-	Publicity Secretary
P. Moshire	-	Chairperson –w/w
B. Masasa	-	Vice Chairperson – w/w
R. Gambale	-	Consultative Member
J. Mopalo	-	Member
K. Makhao	-	Member
L. Phathi	-	Member
B. Mositiemang	-	Vice Secretary – w/w

REGION ONE

TUTUME

P. Medupe	-	Vice Chairperson
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B. Sethatho	-	Secretary
R. Selala	-	Publicity Secretary
B.C.L Leselamose	-	Member
O. Kadi	-	Member
B. Keolebile	-	Member
T. Makhwaje	-	Member
T.K. Sentshebeng	-	Member

MASUNGA (NORTH EAST)

R. Kgotlane	-	Chairperson
B.M. Ratsiripe	-	Secretary
G.M. Koontse	-	Consultative
M.O. Tlale	-	Vice Secretary
O. Lesego	-	w/w workshop
L. Mpho	-	w/w workshop
M. Smart	-	Observer
J. Boitumelo	-	Observer

SOWA

M. Mannathoko	-	Chairperson (Agt)
C.G. Matshediso	-	Treasurer
J. Sechele	-	Publicity
A. Mariri	-	Member
J. Lenyebe	-	Member
G. Lucas	-	Member
K. Serurubele	-	Member
K. Bathoeng	-	Member
N. Batisani	-	w/w workshop
K. Bathoeng	-	w/w workshop

SELEBI PHIKWE

J. Senamolela	-	Chairperson
A. Nkwane	-	Vice Chairperson
K. James	-	Publicity Secretary
P. Nkomba	-	Chairperson – w/w
H.S. Rabanna	-	Consultative
G.S. Baodirile	-	Consultative
M. Mokwati	-	Vice Secretary
E. Mothomme	-	Member
J. Makhado	-	Observer
M. Selepeng	-	Vice Secretary – w/w
D. Kearabeng	-	Member
H. Samsam	-	Member

M.A. Mangadi	-	Member
M. Saakane	-	Vice Chairperson – w/w
G. Ntsanyana	-	Observer
O. Bontsibokae	-	Member
G. Keakantse	-	Member
J. Kgosi	-	Member

FRANCISTOWN

G.M. Lelang	-	Chairperson
S. Nelson	-	Member
T. Baaname	-	Member
N. Basupi	-	Member
G. Dubani	-	Member
B.L. Mothibamele	-	Member
O. Motlhagodi	-	Member
S.E. Semasiko	-	Member
O. Morupisi	-	Member
G. Basima	-	Member
C. Mmapadi	-	Member
T. Mangole	-	Member
S. Monare	-	Member
D. Ikaneng	-	Member
C. Tadubane	-	Member
P. Sephiri	-	Member
G. Jenjele	-	Member
K. Petros	-	Member
B. Maroba	-	Member

REGION TWO

BOBIRWA

T.N. Maika	-	Member
T. Mmopi	-	Member
I. Kgabo	-	Member
K. Nthobatsang	-	Member
C. Chikunyane	-	Member
Masasapa	-	Member
Letsholo	-	Member
I. Legae	-	Member
Esaleene	-	Member
Setsitego	-	Member

PALAPYE

K. Motlhanka	-	Member
G. Tshimo	-	Member
B. Moloji	-	Member
Y. Willie	-	Member
M. Moruti	-	Member
G. Kotlhao	-	Member
K. Lehutso	-	Member
G.K. Moroke	-	Member
R. Rateise	-	Member

SEROWE

G. Gaobolae	-	Member
M. Molatlhegi	-	Member
G. Ogotseng	-	Member
T. Thaname	-	Member
T. Ramokatlabosele	-	Member
L. Seikanelo	-	Member
K. Moapare	-	Member
M. Moruakgomo	-	Member

BOTETI

R. Mojanaga	-	Chairperson
G. Pheresi	-	Secretary
P. Mmitsi	-	Treasurer
B. Molatatshipa	-	Vice Chairperson – w/w
G. Goretetse	-	Secretary – w/w
B.K. Kgobero	-	Observer
L. Dibetso	-	Observer
G. Basima	-	Member
K.S. Moalosi	-	Member
J. Chilume	-	Member

MAHALAPYE

D. Segaletsho	-	Chairperson
A. Tladi	-	Secretary
O. Magosi	-	Vice Secretary
K. P. Setlhomo	-	Treasurer
W. Petrous	-	Publicity Secretary
M. Otsetswe	-	Member

I. Kwada	-	Chairperson – w/w
J. Asekeng	-	Member
D.E. Sephetsholo	-	Member
S.R. Moreki	-	Member
B. Makgoloke	-	Member
A. Ithuteng	-	Member
L. Mokaro	-	Member
M. Lesole	-	Member
D. Ponatshego	-	Member

REGION FOUR

KGATLENG

S. Kedise	-	Chairperson
T. Mathibidi	-	Vice Chairperson
T. Nchunga	-	Secretary
B. Motlhagodi	-	Publicity Secretary
L. Nkunyane	-	Chairperson
J. Keipopele	-	Member
R. Moeng	-	Member
E. Ramasimong	-	Secretary – w/w
K. Kote	-	Member
K. Rammidi	-	Member

TLOKWENG

F. Setlhare	-	Chairperson
B. Kelaeng	-	Vice Chairperson
D. Molelekwa	-	Member
J. Marapo	-	Secretary
I. Mokganedi	-	Member
R. Mokone	-	w/w workshop
B. Nkwe	-	'

RAMOTSWA

A. Pulenyane	-	Chairperson
L. Machacha	-	Secretary
B. Tladi	-	Publicity Secretary
F. Boiditswe	-	Observer
B. Poitshego	-	Member
S. Kgari	-	Observer

LETLHAKENG

O.K. Dibe	-	Chairperson
N. Mhake	-	Publicity Secretary
M. Lesonya	-	Chairperson – w/w
B. Molale	-	Consultative (member)
G. Otsweleng	-	Member
J. Mlambo	-	Member
L. Moeti	-	Member
B. Modisenyane	-	Member
N. Keipeile	-	Member
K. Tshenyego	-	Member
A. Ketlhaotswe	-	Observer
T. Kaorapela	-	Observer

MOLEPOLOLE

O. Thuto	-	Member
M. Makgoloke	-	Member
B. Nkonyane	-	Member
T. Ramaloto	-	Member
A. Pule	-	Member
M. Kgosimotho	-	Member
T. Mokoka	-	Member
R. Lesole	-	Member
M. Motsewatsho	-	Member
T. Somolekae	-	Member
E. Motshepa	-	Member
G. Moumakwa	-	Member
K. Motswapong	-	Member
S. Mosinyi	-	Member
K. Lekoba	-	Member

GABORONE

S.S.G. Sithole	-	Vice Chairperson
D.P. Kgari	-	Secretary
A. Mokopanele	-	Treasurer
K. Mhapha	-	Consultative (member)
M. Tumisang	-	Member
M. Mbise	-	Publicity Secretary
V. Masi	-	Secretary – w/w
A. Mmelesi	-	Member
M. Gaealatswe	-	Member
O. Sentle	-	Member
D. Mokoto	-	Member

T. Kelaeng	-	Member
T. Manabalala	-	Member
K. Ketshubetswe	-	Member
J. Setswammung	-	Member
D. Seboko	-	Member
B. Seno	-	Member
K.C. Kwena	-	Member
S. Phirie	-	Member
O. Tlhomelang	-	Member

REGION FOUR

TSABONG

B. Rabakane	-	Chairperson
M. Mokoto	-	Member
K. Magosi	-	Member
S. Ditshane	-	Member
T. Mathiba	-	Member
L. Selelo	-	Member
G. Motshegwe	-	Member
K. Gaopalelwe	-	Member
S. Mothibedi	-	Member
M.M. Gaanakgomo	-	Member

HUKUNTSI

S. Koolebetse	-	Chairperson
M. Tselenyane	-	Member
I. Mokgethe	-	Member
N. Sennyé	-	Member
A. Ramabele	-	Member
M.G. Gaetote	-	Member
O. Kazandunge	-	Member
K. David	-	Vice Secretary
K. Babeile	-	Member
T. Lekone	-	Member
D. Daniel	-	Member

MABUTSANE

W. Kgabo	-	Vice Chairperson
G. Kaboyamodimo	-	Secretary
M. Tlhako	-	Consultative (member)
K. Sepepere	-	Chairperson (w/w)
M. Timela	-	Observer

B. Koosimile - Observer

GOOD HOPE

N. Pitso - Member

M. Kgasa - Member

JWANENG

D. Siele - Chairperson

K. Ntekola - Publicity Secretary

S. Tirelo - Consultative (Member)

P.O. Ramantsana - Member

E. Setlhako - Member

R. Banda - Member

J. Gaelae - Member

O. Baikakafi - Member

A. Motukwa - Member

M. Ditshwene - Member

LOBATSE

A.B.C Mtlhabaphiri - Chairperson

M. Pine - Vice Chairperson

N. Oaitse - Secretary

M. Seremane - Publicity Secretary

H. Tsile - Women's Wing Chairperson

K.P. Khiba - Delegate

S. Zuse - Treasurer

P. Diphoko - Delegate

M. Monakwe - Delegate

O. Lebani - Delegate

P. Samotwe - Delegate

T. Ditshupo - Delegate

S. Motshelanoka - Delegate

T. Nombewu - Delegate

B. Kolantsho - Delegate

M. Othusitse - Delegate

E. Mathambo - Delegate

U. Goutlwetse - Delegate

V.O. Phoga - Delegate

M. Tumoyagae - Delegate

K. Moreetsi - Delegate

M. Seitshiro - Delegate

M. Keenao	-	Delegate
M. Kono	-	Delegate
L. Baeng	-	Delegate
T. Mponwane	-	Observer
V. Cooper	-	Observer

KANYE

L. Moswetsi	-	Member
A. Kaisara	-	Member
P. Phuduhutswana	-	Chairperson
J. Willie	-	Treasurer
T. Sebegu	-	Member
M. Mpotsang	-	Member
G. Sebegu	-	Member
T. Koboyankwe	-	Member
B. Pule	-	Member
G. Morewakwena	-	Member
L. Gwapela	-	Member
D. Mangadi	-	Member
M. Kooneng	-	Member
K. Pelontwa	-	Member
N. Mooketsi	-	Member
D. Mafoko	-	Member

CHAIRPERSON: G. LEBITSA – PRESIDENT

MOTTO SONG: Selibe Phikwe

PRAYER: C. Nchunga

ADOPTION OF PROGRAMME

Selibe Phikwe moved and Kgatleng seconded.

Introduction of CEC and Women’s Wing followed by a Roll call of branches.

WELCOME REMARKS BY REGIONAL CHAIRPERSON

In his welcoming remarks Rre Khunuo requested for understanding from the membership regarding the problem of water situation at Boseja Ward.

The chairperson mentioned that the short notice to prepare for the conference as well played a role in the inconvenience, however there were some contingency plans to cater for this problem by browsing water into Jojo tanks at the hostels by Water Affairs. He said that the issue to be addressed (Job Evaluation) is to be

given the seriousness it deserves and then welcomed everyone to the conference and the region.

RULES AND PROCEDURES OF CONFERENCE

Hukuntsi moved for adoption and Boteti seconded.

Transport was to be the responsibility of member J. Kolagano and Regional Chairpersons.

EVALUATION: Vice Secretary General assisted by Tlokweng and Bobirwa.

CONFERENCE CREDENTIALS – Was made by the Treasurer General

The Treasurer General raised a concern that there wasn't much seriousness as can be evidenced by chairpersons not knowing how many members they have at their branches.

REPORT ON THE JOB EVALUATION

The Secretary General presented a paper for consideration by the conference. See Annexure 1 attached and the President presented the consolidated grading as done by the Lower Panel and the cabinet approved grades.

See annexure 2

COMMENTS ON BOTH PRESENTATIONS

RABANNA: Agrees there is need for everyone to read but the papers/reports as presented by the CEC have been self explanatory, however the CEC should explain their understanding of Presidential Directive Cab 2/84 what is meant by meaning of meaningfully in civil Case No. 8 of 1999 because my understanding of it is that BULGSA should be there all times but that was not followed.

Has Government paid BULGSA for its case (Civil Case No. 1825 of 97)?

Why has the Job Evaluation come with Multiple Grades?

Wonders why the government is accusing our leadership that they are misleading us but they were never informed.

What is BULGSA stand on the disparity that still exist at Local Government and Central Government post?

Should not allow for any relations between Job Evaluation and O&M.

Recommend that we go for strike.

BRIEFING BY LOWER PANEL MEMBERS C. TOMBALE AND MOSARWA

- The Lower Panel prepared a document.
- Has to accept there was confusion created by the Court Order.
- The Court Order contained 3 matters
 - Overtime allowance
 - Parallel progression
 - Job Evaluation
- Agree that there are similar titles to post at Central Government and Local Government but with unequal responsibilities e.g. Senior Supplies Officer at Council has more job descriptions than at Central Government.
- The notion that parity has been being addressed over the years and normalized is not what was addressed at Lower Panel.
- Local authorities include Chief Executives and the argument is that they had just been graded therefore the Job Evaluation has covered was not in anyway linked to the Job Evaluation as per the understanding of the Lower Panel.
- Do not have the idea how much influence the upper panel had on the lower panel recommendations.
- Before the release of the white paper the lower panel had not been issued with the finalized copy.
- Upon the briefing the President emphasized that the two members were not in the panel as BULGSA members but as staff representatives.
- That the parity as shown still was not addressed e.g. Senior Personnel Officer at Government and Local Government is not well addressed. They all report to head of department (Council and Central Government department).

COMMENTS

MEMBER (KGATLENG) - Congratulated the CEC for the job well done in the way they have been handling the Job Evaluation. The scenario at hand is we are fighting our war on a new ground and therefore requested for clarity on which areas of court order has our employer acted in contempt of court.

- ✓ Propose that a strike fund be established (P10.00 per member)
- ✓ Surprised how management of Local Authorities could be invited whilst they are part of the Local Authorities and thus suggest that CEO be part of our demand that they be removed at Local Authorities since they are now here to swallow us even before the employer

MEMBER (JWANENG)

- ✓ There is need to put the strike on hold (suspend) and instead to opt for court action.
- ✓ BULGSA should learn from the SRC (UB) recent court case.
- ✓ Propose that other legal advice (Advocate) be brought in to beef up in the court case.
- ✓ Propose the company of Kgalemang and Associates.
- ✓ Support the strike only if all other options have been exhausted.

MEMBER (GABORONE)

- ✓ Agrees with Tirelo on a point, however it has to be realized that our legal system of handling cases is very slow and takes time to be implemented. The truth of the matter is there is no new way a lawyer can expedite a case hearing and we should at this realize even those who were once with us are now our enemies.
- ✓ It has to be made clear that we don't have to in anyway say we agree with government on the grading of the upper panel.
- ✓ There is no how a strike should be stopped.

MEMBER (SEROWE)

- ✓ Have to straightaway go for strike and that where the need for political alignment arises let it be so.

MEMBER (KGATLENG)

- ✓ What is the role of DPSM in Local Government employment?
- ✓ Propose P20.00 for the court case
- ✓ For BULGSA to ensure government is paralyzed there is need to mobilize vigorously for the strike action and to solicit industrial class employee's support.

RESPONSES

- ✓ Government has refunded BULGSA the sum of P22 000.00 (Twenty Two Thousand Pula) for the court case.
- ✓ There is nowhere the Court Order mentions the upper panel as the one to approve the Job Evaluation lower panel recommendations.
- ✓ The Establishment Secretary has the powers under the DLGSM act as the one to determine the grades.
- ✓ It has never been BULGSA's stand to accept the upper panel, which was made up of Permanent Secretary to the President (PSP) Permanent Secretary (Finance) and Director of Public Service Management (DPSM).

- ✓ Urgent application to court could not be possible despite our realization that Government is acting in contempt of Court Order and that to avoid being blamed for stalling the process. BULGSA has allowed for the issue of the Job Evaluation white paper.
- ✓ Statistics from the November 2002 (8 days) strike shows that our members need to be mobilized if the strike action is to be successful.

MEMBER (MAUN)

- ✓ Don't agree with strike until and when all other avenues have been exhausted.
- ✓ It shows there is nowhere posts at D2 are established and filled this leading to people doing jobs which are not theirs.

MEMBER (KANYE)

- ✓ Had met as a branch to look to what led to the strike of 2002 and as such the Job Evaluation has been done and that the only forum, which can show any wrong application is the court, and if at all there is need of a strike it will be after the court ruling.
- ✓ A strike can only be used as a pressuring tool.

MEMBER (JWANENG)

- ✓ The C.E.C has done the conference injustice by not bringing the Legal Advice and therefore see no reason why wish for a strike.

RESPONSES

MEMBER (VICE SECRETARY GENERAL)

- ✓ Fa potsane e goga jaaka phoko kana go feta e tshwanetse ya lehiwa ka fa e dirang ka teng.

GROUP FUNERAL SCHEME

- ✓ The Treasurer General presented the proposal

MEMBER (RAMOTSWA)

- ✓ Most members were complaining that they were not consulted and are (some) already in the same scheme.

MEMBER (MASUNGA)

- ✓ Wanted to know how the member would benefit from the scheme.

MEMBER (MAUN)

- ✓ Marsh has more benefits and returns but would like to know what is Marsh currently doing/engaged in to date
- ✓ Was there no other option by Letshego what are the risks the scheme may encounter.

RESPONSES

The resolution is not new but was taken in 2001 at Otse and the only problem was that the implementation was delayed and the CEC is doing that.

- ✓ The benefits for all the companies are the same.
- ✓ Marsh was initially Sedgwick and has a very strong security base. It is the company that holds the insurance for all government public officers motor vehicle scheme.
- ✓ Letshego is not an insurance company but a Micro Lending Company.

MEMBER (BOTETI)

- ✓ Propose that CEC be given the go ahead to discuss business with marsh

MEMBER (KANYE)

- ✓ Thanked the Treasurer General to have gone back to the market and save the association from the Letshego venture.
- ✓ What were the benefits upon retirement?
- ✓ The schemes covers funerals and cannot be a benefit.

RESOLUTION - Adopted

Resolution for a strike

No = 141

YES = 146

SPOILT = 4

MEMBER (GABORONE)

- ✓ Wanted to know if there would be a time frame attached to the strike resolution for if it is left open in view of the understanding that there is the DeVilliers Commission and O&M.

RESPONSE

- ✓ The lawyers have advised that it will take atmost 3 months for Government to sit for our case and that one of the points will be for the lawyer to fight for a backdated implementation. However in view of the other commissions it is hoped that we wait and see if it will have been disposed off in the shortest time.
- ✓ The positive about this conference is for the resolution on the strike. The members will be informed by the CEC of the strike when the time is right.

RESOLUTIONS

See attached

CLOSING REMARKS

In his closing remarks the President thanked the members for having applied their democratic right and encouraged all members to accept the believe of **MAJORITY ROLE**. The President further informed the conference that he has seen that BULGSA has grown in labour politics judging from the debates.

The conference was informed that there was no formal arrangements for the 2003 May Day Celebrations however, regions had been adviced to join other associations where there are May Day activities and that the President has been invited as Guest Speaker for the Serowe Activities. The President wished all a safe return journey.

The conference adjourned at 17:55 with Hukuntsi leading with the motto song and a closing prayer by Tlokweng.

Written and compiled by: O.K.T. Mantle (Recording Secretary)

Approved by:President

Date: