

**MINUTES OF THE BOTSWANA UNIFIED LOCAL GOVERNMENT SERVICE  
CENTRAL EXECUTIVE COMMITTEE MEETING HELD AT GABORONE CITY  
COUNCIL COMMITTEE ROOM ON 27<sup>TH</sup> JANUARY 2005 AT 08: 00 HRS**

**PRESENT WERE:**

<i>P A D S Baeng</i>	-	<i>President</i>
<i>G C Kekgonegile</i>	-	<i>Vice President</i>
<i>M S Motelebane</i>	-	<i>Secretary General</i>
<i>J Kolagano</i>	-	<i>Assistant Secretary General</i>
<i>W J Willie</i>	-	<i>Treasurer General</i>
<i>O K T Mantle</i>	-	<i>Recording Secretary</i>
<i>M Noga</i>	-	<i>Publicity Secretary</i>
<i>B S Kgomotso</i>	-	<i>Consultative Member</i>
<i>J Senamolela</i>	-	<i>Consultative Member</i>
<i>A Madome</i>	-	<i>Additional Member</i>
<i>N M Othusitse</i>	-	<i>Additional Member</i>
<i>P Norwebb</i>	-	<i>Chairperson Women's Wing</i>
<i>K N Baruti</i>	-	<i>Secretary Women's Wing</i>

**BUL/CEC/1/05**

**PRAYER**

*Member Madome led the meeting in prayer*

**Adoption of agenda**

*The items Briefing on Tsunami, Women's wing report and Corronation/ Association Business Centre were added as items 5, 10 and 11 respectively.*

*Consultative member proposed for adoption and seconded by Recording Secretary*

**Resolution:**

*Agenda adopted with the three additional items.*

**BUL/CEC/2/05 CHAIRMANS REMARKS**

*The President in his welcome remarks informed the meeting that the Treasurer General is still negotiating with one branch to request for a loan to pay members allowances, since the handover would not be possible (done) as was planned.*

*The President encouraged the CEC members to give the meeting all their attention since this is the first meeting of the new Executive Committee.*

*The President advised the meeting that the CEC is faced with a very big task of ensuring the welfare of Local Authorities employees are improved.*

*That the new CEC should look for some new strategies that would be effective and produce results, and that where there is no progress that would call for a need to change the strategy.*

*The BULGSA membership should be made aware that the elections have come and passed and the results are known and therefore there is need to rally behind the executive leadership to ensure unity. The President requested the meeting to always advise the leadership since his office will always be open for advices.*

*On governance, the President talked of the need to help each and every CEC member to deliver on all the campaign pledges made during the BULGSA CEC 2004 elections.*

*The CEC should ensure as much as possible that members are consulted on each and every action taken to ensure they understand as much as we (CEC) understand.*

*The President informed the meeting that the issue of External Auditors should be pursued and finalized no matter what the consequences may be.*

### ***On court cases***

*The CEC should took into other options of how all these cases should could be settled without any litigations*

*The association should ensure that the Unionisation issue is addressed extensively. (e.g. colours, motto song and advertise/publicize the Union).*

*The elections process need to be reformed to ensure this office should foresee to all the elections (National, regional and Branch) the Elections officer should therefore be a full time officer to ensure impartiality.*

### ***Headquarters***

*The association should ensure the CEC set itself a date as to when this project is completed.*

### ***Association Finances and assets***

*There is need to ensure there is proper accountability by all structures of the association (CEC, Region and branch) to all the funds and other assets obtained through the use of BULGSA name*

*The President raised the issue of re – organizing the Consultative machinery since it has been operating with the same guide lines and principles.*

*The need to standardize the scheme of loans at Branches and ensure the Treasurer General report covers branches.*

*The President informed the meeting that there is need to harmonize the establishing rules and the constitution.*

*The need to resuscitate the AIDS charted and has already assigned the VP to ensure this year the AIDS message should be at the forefront of every activity we undertake.*

### **DOMESTIC AND INTERNATIONAL RELATIONS**

*The President further informed the meeting that he has already talked to BCSA President and has requested for a state visit to BCSA and that the long awaited assistance by SAMWU should be urgently followed up and that there is need to visit their leadership to sign a memorandum of agreement regarding this assistance.*

### **COMMENTS ON OPENING REMARKS**

*Consultative member - The open consultation position is welcomed and there is need to ensure meetings start in time because too much waiting for other members may create problems for the CEC in the long run. The court cases should be addressed through the court since the association has an experience on the out of court settlement.*

*– Is hopeful the delegation of powers would give confidence to all the assignees and would enhance feedback and agrees there is need for BULGSA to have assets and should ensure the Headquarters project is up by the end of 2005.*

### ***Resolutions***

- resurrect the Presidential award.*
- Treasurer General to have control over all assets of the Association including finances at branches*
- BULGSA President to pay a state visit to BCSA and that this to be done as quickly as possible.*

- A task force to be formed to look into the Presidential awards (3 members). Publicity Secretary, Additional member (Mooketsi) Secretary W/W and to report at next CEC meeting.

### **PRESENTATION BY NETCARE 911**

*Simon Modisaemang and Tumelo Pabalinga - Directors of NETCARE 911*

*Netcare 991 is a South African company and operates the biggest Hospital outside USA. Has a membership of 6 000 (mostly from BDF) Debswana through insurance. The company would be operating such that there would be a board which would direct the company.*

*Proposal can be arranged such that it shows how much is Netcare 911 willing to give away and as well convert into monetary terms. Netcare 911 has trained technicians who can handle and repair all the breakdowns and if not easy to repair advises member on the way out or arrange for towing to a safer place. Netcare 911 has pledged P1 200.00 towards the BULGSA Tsunami festival to be held at Selibe Phikwe.*

### **COMMENTS**

*Presentation gives members an opportunity to as well choose and would reduce the current monopoly by MRI, however there is need to investigate how the other contracts were entered into. BULGSA should firstly look into the Business Proposal. The Net care 911 knows that BULGSA, BCSA BOFESETE, BTU are the owners of the money thus there is need for BULGSA to lobby and convince other sister associations to look into an alternative product. The principal position is that how do our members benefit.*

### **Resolution**

- *Net Care 911 to submit proposal.*
- *BULGSA to lobby other sister associations*
- *BULGSA representative at BOPMAS should get information on how and what was the agreement with MRI.*

**BUL/CEC/ 06/05**

### **HANDOVER AND ALLOCATION OF COMMITTEE**

*Expectation was that all those posts that have changed membership were to be handed to but others would not since they had not changed offices. The outgoing President has requested to handover at the next CEC meeting since he has to do that in writing.*

## **RESOLUTION**

*A date for handover was set for 16/2/05*

### ***Allocation of committees***

*NEMIC – V.P. – Secretary General*

*BPMAS – V.P. – President*

*Pension Fund – President*

*National Aids Council – SG – Assistant Secretary General*

*Public Officers Housing Fund – Secretary General and Treasurer General*

*NCC/PSI – President, Secretary General, Womens Wing Chairperson, Secretary, Vice President Additional member – Othusitse, Women's Wing.*

*Training Selection Committee – JSCC – Shongwe*

*Joint Productivity Awareness – Secretary General to write to enquire how BULGSA can affiliate*

*Central Bursaries Committee – Senamolelo*

*Publicity Information, Education and Propaganda Committee – Member Kedise*

*Disciplinary Committee – President, Women's Wing Chairperson, Treasurer General*

*Unions Transformation Task force – President, Secretary General*

## **RESOLUTION**

*Ex President and Vice be given assignments by CEC and that their CEO's be informed and their branches*

*Reference Task Force Policy – J. Senamolelo*

### ***Allocation of CEC members to Branches and Regions***

*i. Baeng, Mantle and Othusitse – Region 4*

*ii. Baruti, Willie, Motelebane and Shongwe – Region 1*

*iii. Madome and Noga – Region 5*

*iv. James and Senamolelo – Region 2*

*v. Norwebb and Kekgonegile – Region 3*

***BUL/CEC/ 05/05***

### ***Briefing on Tsunami***

*The President informed the meeting that the CEC has made a press release to this effect and that the branches have been informed about the Lemme ga le bolaye exercise.*

*The Treasurer General briefed the meeting that BULGSA has written to companies requesting for donations to cover the costs for artists.*

- Unik Attraction 1 500 (Devine ) P2 500
- Mr Tack – free
- Kwaito Weapons – P 1 500
- Donald Botshelo – P 2 200
- Jeff Matheatau – P 4 000
- Sound system + Stage - P 6 600
- D.J. for Publicity – P 2 500
- RB2 – P 500

*Artists have been told they would be paid half before they perform and would be paid the balance after.*

*As from today 27/01/05 RB2 would publicize the festival.*

*Most companies have pledged to pay after the festival. The understanding is that part of the payment would be covered from the gate takings.*

*The entrance is P30 to be sold at they printing of tickets P 2.50 the stadium has been booked and there are no charges attached. The police have been written to for security.*

*In future the membership be involved at the planning stages to avoid situations where things that could have be done free are paid for (tickets).*

*Artists need to be catered for in the area of going from lodging places to stadium in (transport) a roll of tickets be bought as a continue*

### **RESOLUTION**

*The CEC members who have been engaged in the matter continue with Regional Chairs.*

*All proceeds raised through the Tsunami advert goes to Botswana Red Cross Society.*

**BUL/CEC/ 06/05**

#### **Motions and Resolutions**

*The Recording Secretary presented the 2004 Ghanzi motions and resolutions for allocation to respective action offices. (see annexure 1 attached)*

#### **Resolution**

*Motions and resolutions were accepted and adopted*

**BUL/ CEC/ 07/05**

#### **Draft CEC Action Plan**

*The Secretary General presented the draft action plan*

#### **Resolution**

*- Secretary General to come up with Terms of Reference for the institution of the Task Forces.*

*Action plan was adopted*

**BUL/CEC/ 08/05**

### ***Women's Wing Report***

*The Chairperson presented a report from the wing's meeting of 25/1/2005. The meeting was informed that the two vacant posts that were not filled during the 2004 Women's wing elections had been filled by members Ontirese Lebang and Mosidi Ganakgomo as Assistant Secretary and Additional member respectively. The Chairperson informed the meeting on the confusion about communication to Council Chief Executives. (who is to write, the Wing's Secretary or the Secretary General on request for release of officers) and further wanted clarity on the role of Ex officio members at the wing meetings.*

### ***Concerns***

*Publicity matters – the 2004 Wing's conference was held without any media coverage nor any banners.*

*The composition of the region does not show if the wing is represented.*

### ***Proposals***

- that the W/Wing make their own budget and request funding from CEC*
- that W/Wing make their T shirts for the conference instead of the CEC*
- that the advance team to the conference include members from the wing*
- that the W/wing tour the branches*

### **RESOLUTION**

*- The office of President to collect all amendments and ensure they are implemented.*

*- The regions to ensure they have a Women's Wing representative (Coordinator) to specifically look into Women's issues*

*- CEC to develop an educational syllabus for the Association.*

*- Secretary General to always request for the release of W/Wing members*

*- Publicity Secretary to directly take the responsibility of the Annual General Conference publicity and ensure the training of the Wing's publicity member*

- a tour to branches to be integrated into the general program

**Schedule of meetings (Women's wing and Central Executive Committee)**

<i>Women's wing</i>	<i>CEC</i>	<i>Venue</i>
<i>25/1/2005</i>	<i>27/1/2005</i>	<i>Gaborone</i>
<i>28/4/2005</i>	<i>29/4/2005</i>	<i>Sowa</i>
<i>28/7/2005</i>	<i>29/7/2005</i>	<i>Kasane</i>
<i>27/10/2005</i>	<i>28/10/2005</i>	<i>Molepolole</i>

*Report adopted.*

**BUL/CEC/ 09/05      *Review of BULGSA/Letshego Agreement***

*The Secretary General briefed the meeting that the loans given by Letshego to BULGSA members.*

*Letshego as of now is giving BCSA more than what is given to BULGSA*

- *BCSA sits in the Board of Letshego and have a share position.*
- *BCSA is given P 30 000 monthly*
- *Councils do not charge Letshego any administration/ commission or handling charges in view of the understanding that the negotiation is done by BULGSA.*

**RESOLUTION**

*Letshego to pay BULGSA the administration charges and a 2.5% commission for deduction facility.*

*That Letshego pays BULGSA P 20 000 per month.*

**PRESENTATION/PROPOSAL LETSHEGO**

*Joshua Ntsuke – Marketing*

*Jan Glaassen - Managing Director*

*Joshua Ntsuke congratulated the CEC for their election into the office as a sign of confidence by members.*

*The President in his welcome informed the Letshego delegation that this meeting or committee is where matters are resolved and that the Letshego should make their expectation.*

**Ntsuke**

- *Look at BULGSA as a partner*
- *Letshego make its business from the civil service/local government.*
- *A contract sort off (2000) that had given BULGSA to negotiate for Letshego.*
- *Letshego has been contributing to BULGSA activities.*
- *Wish to see a strengthened relationship.*

*Secretary General presented BULGSA proposal as follows;*

- *Agree that Letshego represented by a Mr Abrahms and Mrs Ketlogetswe made an agreement.*
- *BULGSA agreed to negotiate a deduction model at Council and Council has complied. BULGSA has immensely marketed the Letshego Product.*
- *BULGSA understand the agreement had to be periodically reviewed.*
- *BULGSA understands was to be paid P 5 000.00 per quarter.*
- *BULGSA understand that the agreement that the business as was in 2000 is or may have grown*
- *BULGSA therefore proposes that the P 20 000.00 to BULGSA annually be paid per month.*

### ***Glassen***

*There are still some Local Authorities that have not yet come up with a deductions code and would still request BULGSA to help (there some late payments) would recommend that some task team made up of the 2 parties (Letshego and BULGSA) to meet and negotiate so as to report to their respective parties.*

*Some Councils are still not allowing Letshego access to the members. The board would still have to approve the proposal/deal since the budgets have already been approved but would still feel comfortable negotiating with a smaller group of people.*

*The next board meeting of Letshego would be on 25 June 2005.*

*Letshego is willing to pay for the expenses of those negotiations from BULGSA therefore proposed 17 February 2005 in Gaborone. Letshego would still see if it could be possible to change the board meeting so as to address the BULGSA/Letshego recommendations. BULGSA will send a 5 man delegation. Letshego was still awaiting the proposal made at Hukuntsi, but was reminded that instead its Letshego who still have to come up with a group cover proposal for BULGSA's consideration.*

*BULGSA negotiating team made up of – Vice President, Secretary General, Treasurer General, Assistant Secretary General and Women's Wing Chairperson*

**BUL/CEC/ 10/05**

***Coronation/Association Business Centre***

*Secretary General presented a proposal by BULGSA, BCSA, BOFESETE and BTU to come up with a proposal to form an asset management company with a South African Company. A memorandum of understanding has been signed. The asset management company will hold 51% and the 4 associations will hold 49% the other 4% will be sold to the employees of these companies. The formed company will be ensured it gets the tender to manage the pension fund.*

*The memorandum of agreement is still to be signed so as to enable the company bid for the tenders as they are put for tender in April 2005. The previous CEC had resolved that BULGSA should not be in any negotiations with any company that does not include us in the management of the pension fund.*

*The four associations are all equal.*

*The Consultative member suggested that members should have minute book to ensure they keep record of discussions and that it has long been agreed that all reports be in written form.*

**BRIEFING BY LEGAL ADVISOR ATTORNEY – MR MOUPO**

*The Secretary General introduced the CEC to Mr Moupo*

*The Vice President briefed the attorney that he has been called to brief the CEC on court cases, and the registration of BLAWU.*

**MR MOUPO – JOB EVALUATION**

*The Judge had promised that expeditious ruling by the Chief Justice but the court has been silent. The matter as it is, is beyond the attorneys control and has been making private inquiries on what was being done but was being informed something is being done. The High Court business will start on 1<sup>st</sup> February 2005 and is hopeful that judgement will be made.*

*The only option is to write to the Registrar to remind him/her that there has been another case that has long been pending and would request BULGSA to wait for at most 2 weeks after the High court has started business.*

**O&M**

*An arrangement had been made for this case to be heard on 8<sup>th</sup> December 2004 but was later told the case was not amongst those to be heard. Most Misca are heard on Wednesdays. The Roy Sesana case has taken about 3 Judges and that the Chief Justice was the only one and was already booked with 3 cases. The O &M would be heard on 6/4/05 and has prepared the document for the Chief Justice. Has no idea of which Judges would be hearing the case. It is possibility that a Judge who presided over the Job Evaluation can be requested to recuse himself from this case.*

*The only damage involved in a case is the cost aspect and the complainant is free to withdraw it he feels there are grounds to do so.*

### **UNIONISATION**

*The constitution has already been corrected and has put some notes that were missing. The delay was due to the CEC election which were to produce the names of the CEC and are awaiting the reservation of the name from Registrar of Societies and upon their response the registration would go ahead.*

### **RESOLUTION**

*The attorney was given the go ahead to register the BLAWU.*

**BUL/CEC/ 12/05**

***Setting dates of meeting***

*Handover meeting 18/02/05*

**BUL/CEC/ 13/05**

***Correspondences***

*PSI – request for 2003/04 Financial report*

*Derick Segaletsho – complaint - Lemme ga le bolae to have left members behind and the picture of the Publicity Secretary thereof.*

*BFTU – Orbitalary – Comrade Shaleshando*

*PEEPA – Request for workshop on Privatisation in March 2005 (50 participants) PEEPA told to cater for accommodation at Palapye.*

*BFTU – invitation to a meeting in February 05 at BNPC.*

*BFTU – Invitation for HIV/AIDS Awareness workshop – Gaborone*

*AMALGAMATED – Soliciting views for Early Exit Package for Public service employees in Botswana*

*The Vice President raised his concern on the kind of meeting to have dragged so long.*

*Encouraged the open opinion type of discussions.*

*The meeting adjourned at 20: 00 Hrs*