

TASKS SET FOR REGIONS FROM THE ANC NATIONAL RECONSTRUCTION AND STRATEGY CONFERENCE

7th February 1994

As per the previous EPC, 3 Comrades were mandated to identify the tasks set by the National Conference and make recommendations where necessary.

The tasks were grouped into the following:-

1. **Human Resources and Training**
2. **Executive Structures of Government**
3. **Premiers Office**
4. **Provincial, Metropolitan and Local Government**
5. **Public Service** — *missina from document*
6. **ANC**

1. HUMAN RESOURCE DEVELOPMENT AND TRAINING

Government, Departments, Public Service, Parastatals; Institutions need to be staffed by appropriate individuals to ensure good clean governance and ensure implementation of RDP; and

- (1) For Government and its departments the urgent task is to identify from amongst the candidates for provincial, regional and National Assembly and non-candidates those who will have to be:
 - (i) Ministers;
 - (ii) Part of Government Committees or Commissions;
 - (iii) Director General [DG] deputy Director General;
 - [iv] Senior Personnel in Director General's offices.
- (2) For the Public Service, Parastatals and key institutions the task is to begin to identify possible individuals within the Western Cape, from the Alliance, MDM and broader progressive community that could take key positions consistent with areas of specific concern to the RDP.

The pursuance of these 2 tasks, gender race and class equity should receive serious attention.

Proposal No. 1. STAFFING OF GOVERNMENT, PUBLIC SERVICE AND INSTITUTIONS

- (1) An immediate skills and experience audit be carried out amongst all Western Cape candidates on the 3 lists.

Candidates should then be grouped into areas consistent with our attempt to secure strategic Ministries, Departments and needs of Premiers office and RDP.

Where necessary candidates should be trained, the Region should make use of training courses offered through Head Office.

- (2) An immediate process be put in motion to determine potential skill, areas of interest from amongst branches of 16 ANC, COSATU and Party Structures as a first priority and secondly from MDM and progressive sections of NGOs; Universities, Technikons and other institutions both public and private. Have assessed our capacity or lack of it begin a large scale training programme for identified individuals. A Questionnaire could be of use for the Alliance structures to obtain information needed. For the MDM and Broader Progressive Community we could possibly request a NGO or key trusted individuals to carry out such an audit.

2. EXECUTIVE STRUCTURES OF GOVERNMENT

As per the Interim Constitution about 19 concurrent powers have been given to provinces. See appendix No. 1. This might change in the next few days depending on the outcome of negotiations with the Freedom Alliance.

We must identify all the proposed ministries and departments in ministries which are strategically critical for the RDP and good governance.

From amongst our candidates and non-candidates we will have to deploy our human resources in the strategic and non-strategic ministries and departments.

We will need to start a process of building a collective leadership straddling both parliament and outside parliament. This team should act as a think tank and as a shadow cabinet.

Proposal No. 2:

STRATEGIC MINISTRIES - Note that we will only have 10 ministries so the strategic powers have been grouped. Some powers could be grouped in one department or we could have several departments under one ministry. Ministries have been identified in order of importance and RDP priorities.

MINISTRY NO. 1

Regional and Urban Development
Urban and Rural Development
Agriculture
Trade and Industry Promotion
Tourism
Public Transport

MINISTRY NO. 2

Housing
Local Government

MINISTRY NO. 3

Health
Welfare

MINISTRY NO. 5

Police

This should be our first option in the event of a 50% success in the election. Our key comrades, candidates and non-candidates should head these ministries and work in commissions of these ministries. Staffing of the departments of the Ministries, Commission, Director General's downwards should be ANC or ANC aligned personnel. Note candidates from the 3 lists could be asked to take Director General or deputy Directory General positions.

For the remaining non-strategic ministries we propose the following:-

MINISTRY NO. 6

Provincial public Media.

MINISTRY NO. 7

Cultural Affairs; traditional authorities language.

MINISTRY NO. 8

Nature Conservation.

MINISTRY NO. 9

Roads
Road Traffic Regulations

MINISTRY NO. 10

Casinos, Racing, gambling and wagering

Proposal No. 3

Having concluded our debate on the above we should start a process of grouping our key Human Resources under the 10 Ministries and its departments on the basis of experience, skill, knowledge, training and potential.

3. PREMIERS OFFICE

The Interim Constitution gives the Premiers office and the Premier a great amount of power.

The following powers will reside in Premiers office:-

- (i) RDP, implementation, co-ordination and monitoring;
- (ii) Rationalization restructuring and setting up the provincial government and its departments;
- (iii) Affirmation Action;
- (iv) Legislative Powers
- (v) Set up relevant commissions.

RDP is an ANC position to be fought for regionally and nationally whilst the remaining powers are as per the Interim Constitution.

Proposal No. 4

To begin the process of setting in motion immediately after April government commission for Implementation of the RDP.

Proposal No. 5

To identify more clearly detailed tasks within Premiers office and build a task team **now** to start the process of how we implement the RDP, rationalize, begin **affirmative** action, set up commissions and put together a provincial government. Key Comrades should be identified to staff these task teams.

Proposal No. 6

A 12 person collective be set up drawn from candidates of the 3 lists; non candidates' Regional Secretaries/Executive members be put together using the UWC Strategic meeting proposal of a Western Cape Leadership as a guide.

This 12 person collective should act as a shadow executive to the Premier. The identification of such Comrades should happen immediately after the April elections.

4. PROVINCIAL, METROPOLITAN & LOCAL GOVERNMENT

Need to rationalize and democratise provincial, Metropolitan and local government structures, in our case, RSC/City Council etc.

Need to ensure class, race and gender balance in the restructured government structures.

Need to review existing public service structure and parastatals, state linked institutions so as to ensure proper implementation of RDP and other Government functions. Develop appropriate legislation to ensure restructuring and transformation of the public service.

Proposal No. 7

Do an immediate audit of the public service, parastatals and state linked institutions to determine, resource both human, capital and financial, and to determine what is lacking.

Proposal No. 8

Put together a small task team to recommend:-

- (i) how to restructure public service, parastatals and institutions;
- (ii) look at appropriate legislation to be introduced May 1st 1994;
- (iii) Human Resource requirements at all levels Provincial Metropolitan and local government;
- (iv) to monitor and co-ordinate our interventions and Metropolitan and local government forums.

Proposal No. 9

To mandate RDP Committee to look at the dynamics of setting up a provincial government and resources needed; material, buildings etc. Committee to present concrete proposals by end of March.

In addition, it should prepare draft legislation for the first sitting of the provincial parliament prioritising RDP issues.

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| 5. ANC |
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All ANC MP's and Senior personnel in government must be accountable to the ANC. MP's will be accountable to the ANC constitution structures as well as ANC parliamentary caucuses.

All MP's will, outside of parliamentary sittings continue to work on the RDP and other such areas assigned by the ANC.

All ANC MP's will be bound by an ANC Code of Conduct.

Proposal No. 10

- (1) Pressurize ANC NEC to complete Code of Conduct and Parliamentary rules and procedures;

Proposal No. 11

Confirm May as period to review ANC REC and hold appropriate elections where necessary.

Prepared by:

TONY R\LERUMO\JOHNNY D