

**19/3 PLACEMENT POLICY**

Date : 2002-03-20 (Ref : TLM/sz)

Council Agenda : 2003-03-27

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**REPORT : HUMAN RESOURCE AND ADMINISTRATION**

During the Special Council Meeting of 28 February 2002 the Placement Policy was tabled to Council as was approved by the LLF.

Council resolved to put the Placement Policy in abeyance and for the Councillors to read the document and make their inputs on or before 08 March 2002 to the Human Resource and Administration Department.

**REPORT BY HUMAN RESOURCE AND ADMINISTRATION**

Seen that no inputs of Councillors were received by this Department, it is the opinion of this Department that the Councillors approved the Placement Policy as was tabled.

**RECOMMENDED:**

1. That Council approve and accept the Placement Policy.
  2. That Council appoint two (2) representatives to serve on the Placement Committee.
  3. That Council take note that Mr Swanepoel as appointed by MST will facilitate the Placement Process on 26 & 27 March 2002.
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**Minutes : Council : 27 March 2002**

Clr. Jakobo proposed that this matter be resolved as follows and was seconded by Clr. Morallana.

**RESOLVED:**

1. That Council approve and accept the Placement Policy.
  2. That Council appoint two (2) Councillors and two (2) Officials to serve on the Placement Committee.
  3. That Council take note that Mr Swanepoel as appointed by MST will facilitate the Placement Process from 26&27 March 2002.
  4. That the appointment of Managers directly accountable to the Municipal Manager must be finalised before Placement can take place.
  5. That Councillors Jakobo & Tsolo be appointed to serve on the Placement Committee.
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# PLACEMENT POLICY

## MEMORANDUM OF AGREEMENT

Made and entered into by and between

The Setsoto Council, the employer (hereinafter referred to as "Council")

and

The South African Municipal Workers' Union, a trade union duly registered in terms of the provision of the Labour Relations Act (hereinafter referred to as "SAMWU")

and

The Independent Municipal and Allied Trade Union, a trade union duly registered in terms of the provisions of the Labour Relations Act (hereinafter referred to as "IMATU")

Whereas the Structures Act and demarcation results necessitate the incorporation of personnel into one personnel structure for each demarcated area

and

Whereas the establishment of one personnel structure shall necessitate the transfer and placement of employees from the disestablished municipalities into the newly established municipalities.

Now therefore it is agreed as follows:

### 1. STATEMENT OF INTENT

The parties accept that:

- 1.1 Arising from the need to restructure local government and functions within the applicable demarcated areas, the re-organisation of existing staffing structures (including geographic re-deployment) may be necessary to meet operational objectives to service delivery. All restructuring shall take place in accordance with the principles contained in this agreement.
- 1.2 The contracts of employment of all staff of the disestablished municipalities have been transferred, as part of a going concern, to the newly established municipalities in terms of Section 197 of the Labour Relations Act as from 6 December 2000.
- 1.3 While legislation permits the relevant MEC to issue guidelines in respect of ..... it also recognizes the primacy of collective agreements, on the same issues, that have been concluded in the bargaining council.
- 1.4 No finalization of organograms nor the placement of staff shall take place until this agreement has been adopted whereafter these issues shall be dealt with in terms of the provisions of this agreement.
- 1.5 The placement of staff shall be done in a manner that is consistent with any existing Employment Equity and Skills Development Plan and/or the objectives of the Employment Equity Act and the Skills Development Act.

RELEVANT REGULATIONS

## 2. ORGANOGRAMS

- 2.1 The new municipality shall prepare the envisaged final organograms of all departments and submit this proposal to the Local Labour Forum.
- 2.2 Where it is not possible at this stage to prepare final organograms, the temporary employment of staff shall take place in terms of structures prepared on a 'cut and paste' basis. This temporary arrangement will be dictated to by the time frames of enactment of the MUNICIPAL SYSTEMS ACT.
- 2.3 The IDP for the municipality shall inform the organogram and the principle of 'structures follow strategy' shall apply.
- 2.4 Before completing the organogram, each Municipality shall complete a skills audit in terms of the Skills Development Act and consider the proper placement of personnel thereafter in accordance with the result of the audit.
- Skills audit takes place in terms of the Skills Development Act and does not relate to placement. An audit of job content should take place in respect of each employee to facilitate placement.*
- 2.5 New organograms shall be finalised within 6 months of the effective date of this agreement or longer depending on the enactment of the MUNICIPAL SYSTEMS ACT or per agreement between the parties.
- 2.6 All organograms, whether final or on a "cut-and-paste" basis, are to be referred to the Local Labour Forum for consideration prior to finalisation by the Council.
- 2.7 Any dispute arising from the failure to finalise the organogram at the Local Labour Forum shall be dealt with in terms of an acceptable dispute procedure..

## 3. PLACEMENTS

### 3.1 PLACEMENT CRITERIA

The parties agree to the following criteria:

#### 3.1.1 Employee follow functions

*The application on this principle entails that employees are not moved from one geographical location to another location without the function which the employee is performing necessitating such movement.*

#### 3.1.2 Empty the pool first

*In this regard the parties agree that every attempt shall be made to place the existing employees that were transferred in terms of Section 197 Labour Relations Act first into the post that will be created in the new structures. If no placement in terms of the agreed to criteria can be made, the parties agree that the employer will be entitled to advertise the post and fill the post with the best candidate.*

*In this regard the post shall first be advertised internally and if no suitable candidate is found, the post will be advertised externally.*

*Employees are to be placed in the structures on a permanent basis.*

New or major changed posts will only be advertised where no placement in terms of agreed to criteria is possible.

The parties are committed to ensure continuity of employment and every attempt will therefore be made to ensure that no retrenchment/redundancy will occur, provided that the affected employees are willing to accept alternative positions that are offered. In this regard every effort will be made to ensure that such alternative offers are reasonable.

EFFORTS

### 3.1.3 Close match placement

Employees are to be placed in the new structure on a close match basis.

In close matching a post, the job content of the "new" post is compared to the existing job content of the employees.

The employee having the closest match in respect of the job content is then the successful employee to be placed. e.g. a typist will be close matched to a typist post, a labourer to a labourer.

Where the close match can not be done one hundred percent, the match must be done on the most matched job content. The focus should be on the crux of the job. e.g. an accountant job content will be matched against a post that contains the most stipulations reflecting accounting duties.

The close match is done on job content and not job designation. Post designation may however be used as an indicator

Please note that the salary and qualifications of an employee plays no role in the placement.

All posts to be closed matched including those levels contemplated by the MUNICIPAL SYSTEMS ACT in terms of Section 57.

This close match placement to be subject to the stipulations of the MUNICIPAL SYSTEMS ACT in respect of the contractual stipulations as contained in Section 57

### 3.1.4 Additional factors

Where more than one employee can be close matched to a post and there is more employees than there is posts the following factors will be used to facilitated the placement decision:

Employment Equity and length of service will be used in that order to determine placement

## 3.2 PLACEMENT COMMITTEE

Each Municipality must create a Placement Committee consisting of equal numbers e.g. TRADE UNION and Employer representatives. There shall be equal representatives between the Union representatives as well.

The Committee should compose of at least four (4) but not more than eight (8) members e.g. 2 per side or four (4) per side.

The Placement Committee will have the following terms of reference:

"To consider and reach consensus regarding the placement of existing employees into posts in the new structures"

The Placement Committee shall strive to reach consensus on the staff placement. Where consensus cannot be reached the Council proposal will be published.

The Unions and its members will in no way be barred or in any way prejudiced by the fact that it participates in the decision making process of the Committee.

### 3.3 PUBLICATION OF DECISIONS

All decisions, whether by consensus or in the case of no consensus, the Council's decision, shall be communicated to employees by means of publications in a circular specifically for this purpose and shall be displayed on general notice boards located at places agreed upon by the Unions.

An initial personalized letter informing each individual employee of the process and especially the location of the agreed to notice boards and other places will be issued.

The individual employee to be placed will be notified in writing by way of a personalized letter.

These communications will indicate decision by consensus and those by non consensus.

### 3.4 PLACEMENT PROCEDURE

The placement will take the place as follows:

#### 3.4.1 Classification of posts

The Placement Committee will classify the posts in the structure in the following four categories.

Placement in terms of these categories takes place in the following manner.

##### 3.4.1.1 Unchanged posts

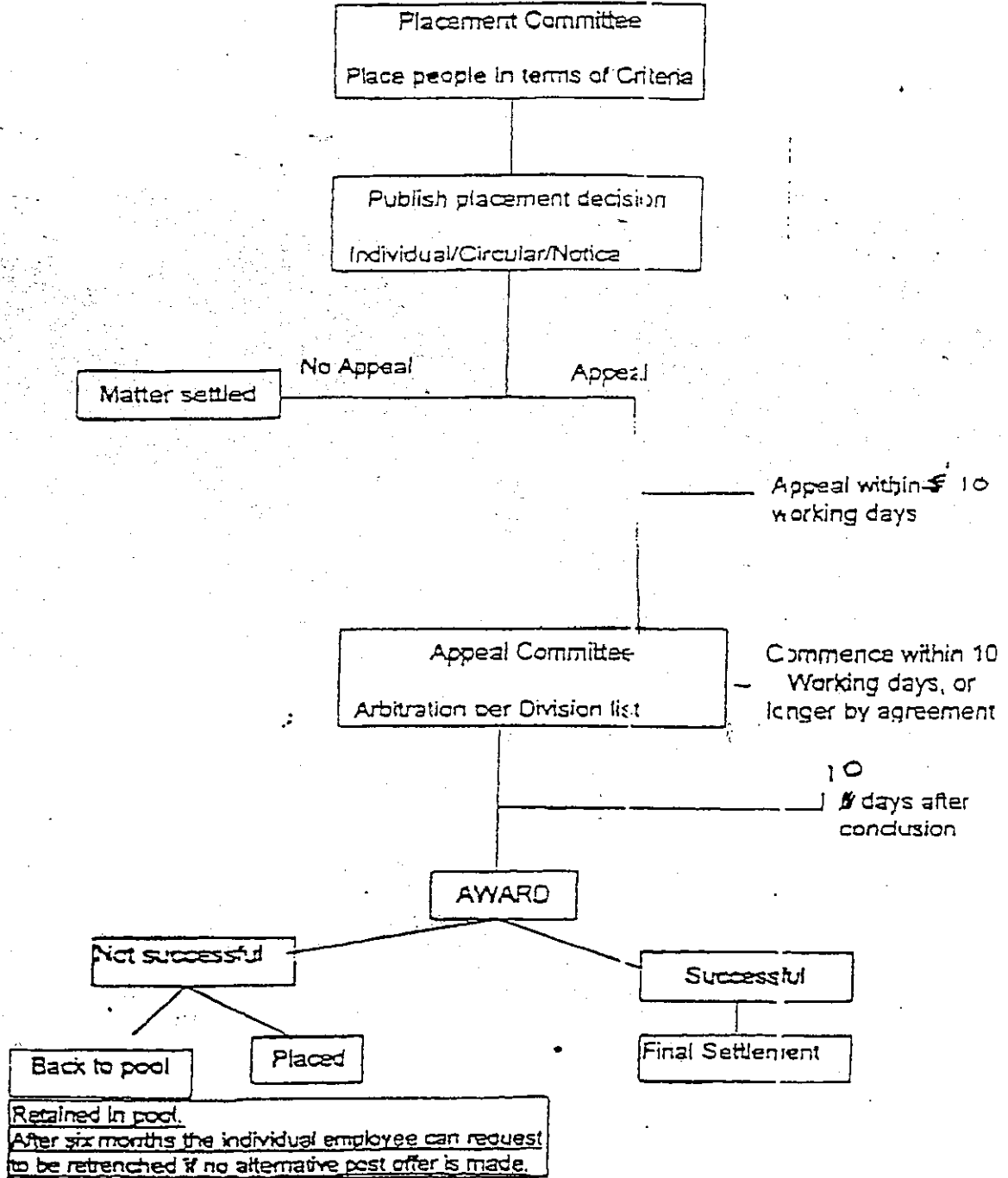
These are posts that have no change to their scheduled duties or geographical location.

The Municipalities will be required to merely list these posts with the names and other forms of identification used, of the present incumbents and submit it to the Placement Committee for confirmation.

##### 3.4.1.2 Minor changed posts

These are posts involving changes to the duty schedule, which has no material effect on the level of responsibility. It might also involve a mere change in title without a change in duties.

# FLOW CHART



The Municipalities need to submit the names and other form of identification used of the present incumbents to the Placement Committee for confirmation.

#### 3.4.1.3 Major changed posts

These are posts which have undergone a major change to their duties and responsibilities. This will necessitate that the post be evaluated.

Wherever possible, the placement shall be on the "close match" basis.

These posts with the existing and proposed duties should be submitted to the Placement Committee together with the names and other form of identification used of the employees to be placed in the posts on a "close match" basis.

#### 3.4.1.4 New posts

These are posts which carry duties and responsibilities that do not exist in any form in the present structures.

These posts with the detailed duty schedules must be submitted to the Placement Committee for consideration to offer to the suitable persons in the pool as an alternative post.

Should no suitable candidate be identified from the pool of employees, then the post be advertised internally and an appointment made in terms of the appointment criteria. If no suitable candidate can be found internally the post be advertise externally and appointment made in terms of the appointment criteria.

3.5 All placements shall be finalised within a period of six (6) months after the adoption of the organogram. This period can be extended by mutual agreement.

#### 4. DISPUTE/APPEAL PROCESS

Every individual employees and / or TRADE UNION on behalf of their members have the right to lodge an appeal against the published decision's of the Placement Committee. This appeal may be in respect of the employees own placement, non-placement or in respect of any other placement in a post to which the employee might aspire.

In the case of non consensus at the Placement Committee level the issue is automatically referred to the Appeal Committee.

This appeal must be lodged within 10 working days of the Placement Committee's publication/notification or date of receipt of the decision by the individual employee.

An appeal lodged will be dealt with in terms of the following procedure:

#### 4.1 APPEAL COMMITTEE

The Appeal Committee shall consist of an independent arbitrator agreed upon by the parties. A list arbitrators will be decided upon by each Division of the Council.

*The arbitration shall be for the cost of the employer/Council.*

*The arbitration must commence within 10 working days after the appeal has been received unless the parties agree to a longer period.*

*The arbitration award must be made within 10 working days after conclusion of the arbitration.*

*Section 138 of the Labour Relations Act shall apply to the arbitration proceedings.*

*The arbitration shall be a final and binding award on the parties.*

*Please note: No placement is final until the appeal process has been exhausted.*

5. JOB EVALUATION

- 5.1 *New posts or major changed posts shall be evaluated in accordance with the dominant Job Evaluation system in the Division, unless otherwise agreed by all the parties.*
- 5.2 *Within 1 year of the commencement date of this agreement the Job Evaluation Committee of the Bargaining Council shall evaluate all the posts of the newly formed local authority in accordance with the agreed national job evaluation system.*

6. CONDITIONS OF SERVICE

- 6.1 *All employees transferred to the newly established municipality shall, from the commencement date of the newly formed municipality, be subject to the following:*
- 6.1.1 *No interruption in Conditions of Employment or service shall occur. All employees shall retain their benefits as if their services were not interrupted.*
- 6.1.2 *Employees who, prior to amalgamation, designed from the service of their Municipality, shall be entitled to their normal benefits and the normal principles of that specific Municipality, with regard to the resignation of personnel. These matters shall explicitly fall outside the jurisdiction of the new-formed Municipality.*
- 6.1.3 *All staff of the newly formed municipality shall retain all their current conditions of employment following placement in the new structures. Equalization of benefits, salaries and conditions of service will be dealt with at bargaining council level.*
- 6.1.4 *Notwithstanding the provisions of 6.1.3 the salaries and benefits of staff shall be adjusted in accordance with any collective agreements concluded in the bargaining Council.*

7. GEOGRAPHICAL RELOCATION

- 7.1 *All recommendation on placements are to indicate whether geographical relocation of staff will be required.*
- 7.2 *Geographical re-deployment of staff will only take place for the following sound operating and/or economic reasons:*



- 7.2.1 *The functions of the post/s are to be delivered in another geographical area.*
- 7.2.2 *The functions of the post/s may be reduced and/or combined resulting in a necessity to rationalize resources.*
- 7.2.3 *The functions of the post may be abolished in that particular geographical area.*
- 7.3 *Where it is necessary to geographically re-deploy only part of a section/department, the selection of employees for re-deployment in each of the affected job categories will be done in terms of the following criteria:*
  - 7.3.1 *Call for volunteers from employees within each job category.*
  - 7.3.2 *Should too many affected employees volunteer to be re-deployed, then selection will be done on the basis of "first in, first opportunity" (FIFO).*
  - 7.3.3 *Should too few affected employees volunteer to be re-deployed, then selection will be done on the basis of "last in first out" (LIFO), i.e. the employees with the shortest service in the job category concerned will be selected for re-deployment.*
- 7.4 *In the event of equivalent vacancies subsequently being advertised at the previous geographic location within a period of 12 months from re-deployment, any re-deployed employee will receive preference should he apply for transfer thereto.*
- 7.5 *In the case of an employee accepting geographical relocation, and such employee, moves his place of residence in order to reside closer to his new place of work, the council concerned will pay the cost of removal of his household goods to his new place of residence.*
- 7.6 *In the case where the employee does not move his place of residence, additional travelling arrangements or costs may be negotiated with the Municipality.*

#### 8. REDUNDANCY/RETRENCHMENT

*The following will not constitute grounds for retrenchment/redundancy:*

- 8.1 *Reasonable geographical re-deployment.*
- 8.2 *The transfer from one employer to another employer without any changes to functions and/or conditions of employment in terms of section 197 of the Labour Relations Act.*

#### 9. OVERSEE AND IMPLEMENTATION OF AGREEMENT

*The divisions of the Council must ensure adherence and compliance with the agreement in respect of municipalities under its scope of jurisdiction.*

#### 10. TRAINING

*All employees to be trained in the whole process.*

<b><u>TECHNICAL SERVICES DEPARTMENT</u></b>	
<b><u>Office of the Manager Technical Services</u></b>	
Manager Technical Services	TSM 1
Secretary/Typist	TSM 2
<b><u>Technical Services : Ficksburg Division</u></b>	
Technical Officer	TF 1
<b><u>Water and Sewer Section</u></b>	
Superintendent	TF 2
<b><u>Water Purification</u></b>	
Snr Operator	TF 3
Shiftman	TF 4
General Worker	TF 5
<b><u>Sewer Purification</u></b>	
Operator	TF 6
Shiftman	TF 7
General Worker	TF 8
<b><u>Water Maintenance</u></b>	
Plumber	TF 9

Artisan Assistant/Team Leader	TF 9 (a)
General Worker	TF 10
Sewer Maintenance	
Artisan Assistant/Team Leader	TF 11
General Worker	TF 12
<u>Refuse and Sanitation Division</u>	
Superintendent	TF 13
Refuse Section	
Foreman	TF 14
Operator Gr 2/1	TF 15
Heavy Vehicle Driver	TF 16
Tractor Driver	TF 17
General Worker	TF 18
Sanitation (Sewer Removal)	
Supervisor	TF 19
	TF 20
Driver (Suction Tanker)	
Tractor Driver	TF 21
General Worker	TF 22
<u>Public Works Section</u>	
Superintendent	TF 24
Roads and Stormwater	
Foreman	TF 25

88

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<b>Gravel Team</b>	
Team Leader	TF 26
General Worker	TF 27
<b>Concrete Team</b>	
Bricklayer	TF 28
General Worker	TF 29
<b>Tar Road Team</b>	
Team Leader	TF 30
General Worker	TF 31
<b>Public Works Site</b>	
Pump Attendant	TF 32
Store Assistant	TF 33
Night Watch	TF 34
<b>Driver Operator Team</b>	
Heavy Vehicle Driver	TF 35
Grader Operator Gr 2/1	TF 36
Operator Gr 2/1	TF 37
Tractor Driver	TF 38
<b>Parks, Cemeteries and Properties</b>	
Foreman	TF 39
Tractor Driver	TF 40
Caretaker (Properties)	TF 41

Caretaker (Caravan Park)	TF 42
Supervisor (Cemeteries and Gardens)	TF 42 (a)
General Worker	TF 43
Gate Keeper	TF 44
<b>Electricity</b>	
Chief Electrician	TF 45
Electrician	TF 46
Street Light Operator	TF 47
Store Assistant	TF 48
General worker	TF 49

<b>Technical Services : Senekal Division</b>	
Technical Officer	TS 1
<b>Water and Sewer Section</b>	
Superintendent	TS 2
<b>Water Purification</b>	
Operator	TS 3
Shifman	TS 4
General Worker	TS 5
<b>Sewer Purification</b>	
Shifman	TS 6
Team leader Driver	TS 6 (a)
General Worker	TS 7

<b>Water and Sewer Maintenance</b>	
Plumber	TS 8
Team Leader	TS 9
Gen Worker	TS 10
<b>Sanitation (Sewer Removal)</b>	
Foreman	TS 11
Heavy Vehicle Driver (Suction Tanker)	TS 12
General Worker (Suction Tanker)	TS 13
Tractor Driver	TS 14
General Worker	TS 15
<b>Public Works Section</b>	
Superintendent	TS 16
<b>Refuse Section</b>	
Foreman	TS 17
Tractor Driver (Team Leader)	TS 18
Operator Gr 2/1	TS 19
General Worker	TS 20
<b>Roads and Stormwater</b>	
Bricklayer	TS 22
Operator Gr 2/1	TS 23
Heavy Vehicle Driver	TS 24
Tractor Driver	TS 25
Operator Gr 3	TS 26

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Gen Worker	TS 27
<b>Parks, Cemeteries and Properties</b>	
Foreman	TS 28
Tractor Driver	TS 29
Lawn Mower Operator	TS 30
General Worker	TS 31
<b>Electricity</b>	
Snr Electrician	TS 32
Electrician	TS 33
Artisan Asst	TS 34
Gen Worker	TS 35
<b>Mechanical Workshop</b>	
Snr Mechanic	TS 36
Artisan Asst	TS 37
General worker	TS 38

<b>Technical Services : Clocolan Division</b>	
Technical Officer	TC 1
<b>Water, Sewer and Sanitation Section</b>	
Superintendent	TC 2
<b>Water Purification</b>	
Operator	TC 3

92

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Shiftman	TC 4
General Worker	TC 5
Sewer Purification	
Shiftman	TC 6
General Worker	TC 7
Water and Sewer Maintenance	
General Worker	TC 8
Sanitation (Sewer Removal)	
Foreman	TC 9
Heavy Vehicle Driver (Suction Tanker)	TC 10
Tractor Driver	TC 11
General Worker	TC 12
Public Works Section	
Superintendent	TC 13
Refuse Section	
Tractor Driver	TC 14
General Worker	TC 15
Roads and Stormwater	
Operator Gr 2/1	TC 16
Tractor Driver	TC 17
Gen Worker	TC 17 (a)
Parks, Cemeteries and Properties	



Tractor Driver	TC 18
Opert.Gr 3	TC 19
General Worker	TC 20
Electricity	
Electrician	TC 21
Artisan Asst	TC 22
General worker	TC 23

<u>Technical Services : Marquard Division</u>	
Technical Officer	TM 1
Water, Sewer and Sanitation Section	
Superintendent	TM 2
Water and Sewer Works	
Operator	TM 3
	TM 4
	TM 5
Water And Sewer Maintenance	
General Worker	TM 6
Sanitation (Sewer Removal)	
Fireman	TM 7
Heavy Vehicle Driver (Suction Tanker)	TM 8
Tractor Driver	TM 9

Team Leader	TM 10
General Worker	TM 11
Public Works Section	
Superintendent	TM 12
Refuse Section	
Tractor Driver	TM 13
General Worker	TM 14
Roads and Stormwater	
Team Leader	TM 15
General Worker	TM 16
Parks, Cemeteries and Properties	
Foreman	TM 17
Team Leader	TM 18
Tractor Driver	TM 19
General Worker	TM 20
Team Leader Properties	TM 21

95

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## ROSTER FOR 12 HOUR SHIFTS

**ROSTER I:** (D = DAY / N = NIGHT / - = OFF)

S H I F T	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	O F F
	M	TU	W	TH	F	SA	S	SA	W	TH	F	SA	S	M	TU	W	TH	F	SA	S	M	TU	W	TH	F	SA	S		
1	D	D	N	N	-	-			D	D	N	N		-	-	-	D	D	N	N					D	D	N	N	A
2	-		D	D	N	N					D	D	N	N	-	-	-	-	D	D	N	N			-	-	D	D	B
3	-		-	-	D	D	N	N					D	D	N	N	-	-	-	-	D	D	N	N	-	-	-	-	C
4	N	N		-	-	-	D	D		D	D			-	D	D	N	N					D	D	N	N	-	-	D

**ROSTER I: (continued)**

S H I F T	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	O F F	
	M	TU	W	TH	F	SA	S	SA	W	TH	F	SA	S	M	TU	W	TH	F	SA	S	M	TU	W	TH	F	SA	S			
1			-	-	D	D	N	N					D	D	N	N	-	-			D	D	N	N	-	-	-	-	A	
2	N	D		-	-	-	D	D		D	D			-	D	D	N	N					D	D	N	N	-	-	B	
3	D	D	N	N	-	-				D	D	N	N		-	-	-	-	D	D	N	N			D	D	N	N	C	
4			D	D	N	N				D	D		D	D	N	N	-	-			D	D	N	N	-	-	-	D	D	D

**SHIFTS:**  
 DAY - 06:00 - 18:00  
 NIGHT - 18:00 - 06:00

28 shifts x 12 hours per shift

36 hours in 8 weeks

Average working hours per week

36 hours / 8 weeks = 4.5 hours per day

96  
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8/8 **PLACEMENT OF PERSONNEL**  
 Date : 2002-08-12 (Ref TJM/sz)  
 AGENDA : Special Council Meeting : 2002-08-19

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**REPORT : MUNICIPAL MANAGER**

The Placement Committee had its series of meetings in trying to achieve the intended purpose of placing employees in accordance and adherence of the placement policy which was adopted by Council.

\*\*\* Attached herewith is the Placement Document as discussed and espoused by both Management and Trade Unions as represented in the Placement Committee.

There are however, four (4) employees still in the pool of unplaced employees, two (2) of whom have reached the pensionable age.

In terms of the Organogram which was approved by Council subject to amendments during the placements meetings it was necessary to effect such amendments. The purpose of this was, amongst others, to accommodate employees not catered for in the Organogram and to ensure efficient, effective and a client friendly administration.

**The following are changes that have been effected:**

1. **MM4 - IDP/PMS Officer**  
To ensure effective administration of IDP and PMS as it is an obligation in terms of the Systems Act.
2. **FS36, FS37, FS38 - Division : Expenditure : Salaries**  
No provision was made in the Organogram for the mentioned division. It is an essential division to stand on its own.
3. **TSF 19(a) - Plumber**  
There are currently two (2) plumbers in Ficksburg and no provision was made for one.
4. **TSC 18(a) - Foreman**  
No provision was made for a Foreman in Sub-Section Water.
5. **AS8(a) - Clerk**  
No provision was made for one(1) clerk post in Senekal Housing Department.
6. **AS11(a), AS11(b), AS11(c), AS14(a), AS14(b), AS16(a), AS16(b), AS26(a), AS32(a) - General Workers**  
No provision was made for the General Workers working at Halls and other different offices.

7. **AS23(a), AS23(b) - Driver**  
No provision was made and there is a great need for drivers as the Traffic Officers who are currently being used cannot perform their duties efficiently.
8. **AS133 - Personnel Clerk**  
No provision was made under Human Resource Division for a Personnel Clerk and the workload necessitates an additional position.

With the above mentioned amendments included there are a total of 118 Vacant positions set out as follows:

Office of Municipal Manager	:	2
Department Financial Services	:	10 + 1 Manager
Department Corporate Services	:	14
Department Technical Services	:	91

The Budget only makes provision for 30 new appointments and the following positions are considered urgent and have to be advertised and filled as soon as possible.

1. 4 Cashiers
2. 4 Secretaries for Managers and Mayor/Speaker
3. 3 Admin Officers for Units
4. 1 Driver
5. 1 Receptionist (Disabled person to accede to the Employment Equity Act)
6. 1 IDP/PMS Officer

The Placement of Personnel in the Organogram is the negotiated placement in accordance with the Organogram and Placement Policy as approved by Council. All Personnel in the Organogram have been placed with clear consideration on their expertise as indicated in the Placement Policy. The Committee further unanimously recommended that the other strategic positions in Technical Department are for the total transformation for compliance with the Employment Equity Act and this is the process. Filling of positions will be done in accordance and adherence to the Placement Policy.

It should further be noted that the placement process is not yet completed until the appeal process as stated in the policy is finalised.

**RECOMMENDED:**

1. That the amendments to the Organogram as mentioned above be accepted and approved.
2. That the Placement of Personnel as per the attached Placement document be accepted and approved.
3. That the following positions be advertised and filled as soon as possible:

- 4 Cashiers
  - 4 Secretaries for Managers and Mayor/Speaker
  - 3 Admin Officers for Units
  - 1 Driver
  - 1 Receptionist (Disabled person to accede to the Employment Equity Act)
  - 1 IDP/PMS Officer
4. That the Placement Process continue and the process of appeals and objections be finalised.

### **Minutes : Special Council Meeting : 19/08/2002**

After discussions there were two different proposals place on the table:

#### **PROPOSAL 1**

Cllr Tsolo proposed that this matter be referred back for further inputs and comments from other Councillors and that Councillors should submit there written inputs no later than Friday, 23 August 2002.

#### **PROPOSAL 2**

Cllr van der Walt proposed that the Placement of Personnel as per the Placement Document be accepted and implemented.

The matter was then put to Vote and results were as follows:

PROPOSAL 1	-	23
PROPOSAL 2	-	6

#### **RESOLVED:**

1. That Councillors should submit their written inputs no later than Friday, 23 August 2002, whereafter the Human Resource Department will implement the Placement Process.

Councillors from DA, PAC and Alliance requested it to be noted that they feel the placement process can be implemented without first having to wait for inputs from Councillors.as decided by Council.

Approved

**OFFICE OF THE MUNICIPAL MANAGER**

POST NR	POST DESIGNATION	NAME	PAY NR	REMARKS
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MM1	Municipal Manager	Makelafane T J	100224	APPOINTED
MM2	Secretary/Typist	VACANT		VACANT
MM3	Internal Auditor	Lebeko S D	100231	new post
MM4	IDP/PMS Officer	VACANT		VACANT
MM5	Strategic Development Officer	Makhele MS	100405	new post

VACANT

VACANT

## DEPARTMENT: FINANCIAL SERVICES

POST NR	POST DESIGNATION	NAME	PAY NR	REMARKS
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FS1	Director : Financial Services	Smith BD	100296	new post
FS2	Secretary/Typist	Thakanyane CB	100171	minor changed post

### DIVISION: INCOME

FS3	Chief Accountant	Leibbrandt HP	100134	minor changed post
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### DIVISION: CASHIER SERVICES

FS4	Chief clerk	Ntombela T J	100136	major changed post
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#### UNIT: FICKSBURG: (CASHIER SERVICES)

FS5	Clerk GR. 2/1//Cashier (relief)	Koen L	100557	unchanged opst
FS6	Cashier/Clerk	Lebajoa M.E.	100161	unchanged opst
FS7	Cashier/Clerk	Lebone J	100145	unchanged opst
FS7(a)	Cashier/Clerk	Masolane M.E.	100152	unchanged opst
FS8	Meter Reader	Matoase E	100556	unchanged opst
FS8(a)	Meter Reader	Malakoane MT	100163	unchanged opst
FS8(b)	Meter Reader	Modupe MD	100164	unchanged opst

#### UNIT: SENEKAL: (CASHIER SERVICES)

FS9	Clerk GR. 2/1	De Beer E S	100137	unchanged opst
FS10	Cashier/Clerk	Grobler A J	100177	unchanged opst
FS11	Cashier/Clerk	Sprinkaan M J	100024	unchanged opst
FS12	Meter Reader Help	Nyokong B J	100143	unchanged opst

#### UNIT: CLOCOLAN: (CASHIER SERVICES)

FS13	Cashier/Clerk	Moore G S	100229	unchanged opst
FS14	Cashier/Clerk	Sogiba ZG	200157	unchanged opst
FS15	Cashier/Clerk	Makhoro NA	100141	unchanged opst
FS16	Meter Reader	VACANT		unchanged opst

VACANT

#### UNIT: MARQUARD: (CASHIER SERVICES)

FS18	Cashier/Clerk	Thamaha M E	100331	unchanged opst
FS19	Cashier/Clerk	VACANT		unchanged opst
FS19(a)	Cashier/Clerk	Malefane MP	100130	unchanged opst

VACANT

### SECTION: DEBTORS

FS20	Snr Clerk	Botha S S	100558	minor changed post
FS21	Clerk GR. 2/1	Majorobela ME	100309	minor changed post
FS22	Clerk GR. 2/1	VACANT		minor changed post

VACANT

### SECTION: CREDIT CONTROL

FS23	Chief clerk	Pretorius CC	100140	major changed post
FS24	Clerk GR. 2/1	Mayongo NE	100230	minor changed post
FS25	Clerk GR. 2/1	Makae T J	100559	minor changed post
FS26	Clerk GR. 2/1	Eksteen J	100004	minor changed post
FS27	Clerk GR. 2/1	Manyama B	100173	minor changed post
FS 17	Clerk GR. 2/1	Ntshingila VL	100142	minor cahnged post



**DIVISION: BUDGET AND STATEMENT**

FS28	Chief Accountant	van Tonder D J	100552	minor changed post
FS29	Accountant	Potgieter J D	100227	major changed post
FS30	Clerk GR. 2/1	Siko MP	100167	major changed post

**DIVISION: EXPENDITURE**

FS31	Asst. Accountant	Viljoen F	100554	minor changed post
FS32	Chief Clerk	Mkhwani M M	100553	major changed post
FS33	Clerk GR. 2/1	Le Roux A S	100228	minor cahnged post
FS34	Clerk GR. 2/1	Phele GG	100119	minor cahnged post
FS35	Clerk GR. 2/1	Joseph R	200196	minor cahnged post

**DIVISION: EXPENDITURE : SALARIES**

FS36	Chief Salary Officer	Terblanche H D	100135	minor changed post
FS37	Snr Clerk	Lindeque C E	100138	major changed post
FS38	Clerk GR. 2/1	Pieterse A C	100139	minor cahnged post

# DEPARTMENT: TECHNICAL SERVICES

POST NR	POST DESIGNATION	NAME	PAY NR	REMARKS
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TS1	Director : Technical Services	Kohrs M	100371	APPOINTED
TS2	Secretary/Typist	De Kok C	100550	minor changed post

## DIVISION: (TECHNICAL SERVICES) - FICKSBURG UNIT

TSF1	Technical Officer			new post
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TO BE ADVERTISED

## SECTION: WATER AND SEWER

TSF2	Chief Superintendent	Hoon S A	100415	minor changed post
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### SUBSECTION: WATER PURIFICATION

TSF3	Snr Operator	Coetzer H J	100568	unchanged post
TSF4	Shiftman	Litabe L E	100569	unchanged post
TSF5	Shiftman	Ncana K J	100572	unchanged post
TSF6	Shiftman	Rantamo T J	100574	unchanged post
TSF7	Shiftman	Jantjies T D	100575	unchanged post
TSF8	General Worker	Molato M J	100573	unchanged post
TSF9	General Worker	Melato M J	100570	unchanged post
TSF10	General Worker	VACANT		unchanged post

VACANT

### SUBSECTION: SEWER PURIFICATION

TSF11	Operator	Matoase T S	100555	unchanged post
TSF12	Shiftman	Erasmus S	100514	unchanged post
TSF13	Shiftman	Muller W	100515	unchanged post
TSF14	Shiftman	Klaas A	100516	unchanged post
TSF15	Shiftman	Ntau S J	100518	unchanged post
TSF16	Shiftman	VACANT		unchanged post
TSF17	General Worker	Mokatile M P	100519	unchanged post
TSF18	General Worker	Majake D I	100521	unchanged post

VACANT

### SUBSECTION: WATER MAINTENANCE

TSF19	Plumber	Vries A	100565	unchanged post
TSF19(a)	Plumber	Tlali L J	100502	
TSF20	Team Leader	VACANT		unchanged post
TSF21	Team Leader	VACANT		unchanged post
TSF22	General Worker	Kashe K J	100566	unchanged post
TSF23	General Worker	Motaung F A	100567	unchanged post

VACANT

VACANT

### SUBSECTION: SEWER MAINTENANCE (BLOCKAGES UNIT)

TSF24	Team Leader	Moeketsi M J	100505	unchanged post
TSF25	General Worker	VACANT		unchanged post
TSF26	General Worker	Mokhatla M J	100511	unchanged post
TSF27	General Worker	VACANT		unchanged post

VACANT

VACANT

### SUBSECTION: SEWER MAINTENANCE (MAIN SEWER UNIT)

TSF28	Team Leader	VACANT		new post
TSF29	General Worker	VACANT		new post

VACANT

VACANT

TSF30	General Worker	VACANT		new post	VACANT
TSF31	General Worker	VACANT		new post	VACANT

**SECTION: REFUSE AND SANITATION**

TSF32	Chief Superintendent	VACANT		minor changed post	VACANT
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**SUBSECTION: REFUSE**

TSF33	Foreman	Broersma M J	100368	unchanged post	
TSF34	Operator GR. 2/1	VACANT		unchanged post	VACANT
TSF35	Heavy Vehicle Driver	Matjoi M M	100461	unchanged post	
TSF36	Heavy Vehicle Driver	Koalane R D	100475	unchanged post	
TSF37	Heavy Vehicle Driver	Nhlapo M M	100481	unchanged post	
TSF38	Heavy Vehicle Driver	Theoha J T	200661	unchanged post	TEMP
TSF39	Tractor Driver	Letlaka S	100480	unchanged post	
TSF40	Tractor Driver	Kere L S	100465	unchanged post	
TSF41	Tractor Driver	Phoofolo	200662	unchanged post	
TSF42	General Worker	Selate T	100460	unchanged post	
TSF43	General Worker	Selate V M	100462	unchanged post	
TSF44	General Worker	Mofubelu E D	100463	unchanged post	
TSF45	General Worker	VACANT		unchanged post	VACANT
TSF46	General Worker	Taylor B	100466	unchanged post	
TSF47	General Worker	Mofokeng L	100467	unchanged post	
TSF48	General Worker	Mokhachane K E	100468	unchanged post	
TSF49	General Worker	Lephatsoa M	100469	unchanged post	
TSF50	General Worker	Krotz M E	100470	unchanged post	
TSF51	General Worker	Kutu M F	100471	unchanged post	
TSF52	General Worker	Bergman K L	100472	unchanged post	
TSF53	General Worker	Vermeulen M B	100473	unchanged post	
TSF54	General Worker	Malebo L J	100476	unchanged post	
TSF55	General Worker	Monethe L J	100477	unchanged post	
TSF56	General Worker	Ralethohlane T A	100478	unchanged post	
TSF57	General Worker	Mtimkulu S A	100479	unchanged post	
TSF58	General Worker	Semakale I M	100482	unchanged post	
TSF59	General Worker	Sethole S A	100483	unchanged post	
TSF60	General Worker	Molefi M P	200665	unchanged post	TEMP
TSF61	General Worker	Rantamo M D	200664	unchanged post	TEMP
TSF62	General Worker	Maroba N I	200667	unchanged post	TEMP
TSF63	General Worker	Rantebaleng L P	200666	unchanged post	TEMP
TSF64	General Worker	Mokhele T H	200658	unchanged post	TEMP
TSF65	General Worker	VACANT		unchanged post	VACANT
TSF66	General Worker	Sehau M F	200660	unchanged post	TEMP
TSF67	General Worker	VACANT		unchanged post	VACANT
TSF68	General Worker	Chaka L M	200657	unchanged post	TEMP
TSF69	General Worker	Kere E	200670	unchanged post	TEMP
TSF70	General Worker	VACANT		unchanged post	VACANT
TSF71	General Worker	Molauli C	200671	unchanged post	TEMP
TSF72	General Worker	Makhele L A	100459	unchanged post	
TSF73	General Worker	Matsaseng TP	100403	unchanged post	
TSF74	General Worker	Chaka Q A	100404	unchanged post	
TSF75	General Worker	VACANT		unchanged post	VACANT

TSF76	General Worker	VACANT		unchanged post	VACANT
TSF77	General Worker	VACANT		unchanged post	VACANT
TSF78	General Worker	VACANT		unchanged post	VACANT
TSF79	General Worker	VACANT		unchanged post	VACANT
TSF80	General Worker	VACANT		unchanged post	VACANT
<b>SUBSECTION: SANITATION (SEWER REMOVAL)</b>					
TSF81	Supervisor	Sefatsa M I	100504	unchanged post	
<b>SUBSECTION: SANITATION (SEWER REMOVAL - SUCTION UNIT)</b>					
TSF82	Heavy Vehicle Driver	Chabela M	100535	unchanged post	
TSF83	General Worker	Khotle M D	100464	unchanged post	
<b>SUBSECTION: SANITATION (SEWER REMOVAL - NIGHT SOIL UNIT)</b>					
TSF84	Tractor Driver	Moshoeshoe M C	100507	unchanged post	
TSF85	Tractor Driver	Mtetandaba B N	100529	unchanged post	
TSF86	General Worker	Zimande C M	100506	unchanged post	
TSF87	General Worker	Mthethandaba V	100508	unchanged post	
TSF88	General Worker	Mgidlana V	100510	unchanged post	
TSF89	General Worker	Toba T N	100512	unchanged post	
TSF90	General Worker	Koloi P	100513	unchanged post	
TSF91	General Worker	Ndaule B T	100522	unchanged post	
TSF92	General Worker	Mgijima A	100523	unchanged post	
TSF93	General Worker	Booi R Z	100524	unchanged post	
TSF94	General Worker	VACANT		unchanged post	VACANT
TSF95	General Worker	VACANT		unchanged post	VACANT
TSF96	General Worker	Lumyawana TE	100527	unchanged post	
TSF97	General Worker	VACANT		unchanged post	VACANT
TSF98	General Worker	Ndevu M K	100530	unchanged post	
TSF99	General Worker	Matontsi P	100531	unchanged post	
TSF100	General Worker	Mtetandaba H	100532	unchanged post	
TSF101	General Worker	Mphole N M	100541	unchanged post	
TSF102	General Worker	Sopiseka Z G	100534	unchanged post	
TSF103	General Worker	Ntisa L J	100536	unchanged post	
TSF104	General Worker	Qetsu M	100537	unchanged post	
TSF105	General Worker	Langa Z H	100538	unchanged post	
TSF106	General Worker	VACANT		unchanged post	VACANT
TSF107	General Worker	Nikelo S J	100540	unchanged post	
<b>SUBSECTION: SANITATION (SEWER REMOVAL - WASH BAY UNIT)</b>					
TSF108	General Worker	Rossau A	100539	unchanged post	
TSF109	General Worker	Kheswa S E	100525	unchanged post	
TSF110	General Worker	VACANT		unchanged post	VACANT
TSF111	General Worker	Nkosi M D	100528	unchanged post	
TSF112	General Worker	Mzobotshi D B	100533	unchanged post	

<b>SECTION: PUBLIC WORKS</b>					
TSF113	Chief Superintendent	Henning J P	100418	minor changed post	
<b>SUBSECTION: ROADS AND STORMWATER</b>					
TSF114	Foreman	Kymdell L J	100484	unchanged post	
<b>SUBSECTION: ROADS AND STORMWATER (GRAVEL TEAM)</b>					
TSF115	Team Leader	VACANT		unchanged post	VACANT
TSF116	General Worker	Mokhale K	100490	unchanged post	

TSF117	General Worker	Moipatli T A	100491	unchanged post	
TSF118	General Worker	VACANT		unchanged post	VACANT
TSF119	General Worker	Moletse M J	100494	unchanged post	
TSF120	General Worker	Moorosi R J	100495	unchanged post	
<b>SUBSECTION: ROADS AND STORMWATER (CONCRETE TEAM)</b>					
TSF121	Bricklayer	VACANT		unchanged post	VACANT
TSF122	General Worker	Rakauoane T	100496	unchanged post	
TSF123	General Worker	Mofokeng F P	100497	unchanged post	
TSF124	General Worker	Modupe S A	100498	unchanged post	
TSF125	General Worker	Nkopane T J	100503	unchanged post	
TSF126	General Worker	Meshake T G	100499	unchanged post	
<b>SUBSECTION: ROADS AND STORMWATER (TARRED ROADS)</b>					
TSF127	Team Leader	VACANT		unchanged post	VACANT
TSF128	General Worker	VACANT		unchanged post	VACANT
TSF129	General Worker	Morallana M J	100427	unchanged post	
<b>SUBSECTION: ROADS AND STORMWATER (P.W.D. SITE)</b>					
TSF130	Pump Attend	VACANT		unchanged post	VACANT
TSF131	Pump Attend	Mokhotu T M	100485	unchanged post	
TSF132	Store Asst.	VACANT		unchanged post	VACANT
TSF133	Night Watch	Ketchane S R	100492	unchanged post	
<b>SUBSECTION: ROADS AND STORMWATER (DRIVER POOL)</b>					
TSF134	Heavy Vehicle Driver	Motete T J	100487	unchanged post	
TSF135	Heavy Vehicle Driver	Maduna L	100493	unchanged post	
TSF136	Grader Operator	VACANT		unchanged post	VACANT
TSF137	Grader Operator	VACANT		unchanged post	VACANT
TSF138	Tractor Driver	Melato R	100488	unchanged post	
TSF139	Tractor Driver	Tlali L D	100489	unchanged post	
TSF140	Tractor Driver	Qacha P F	100501	unchanged post	
TSF141	Operator GR. 2/1 (CAT TLB)	Ramakheteng M L	100430	unchanged post	
TSF142	Operator GR. 2/1 (Loader/Dozer)	VACANT		unchanged post	VACANT
<b>SUBSECTION: PARKS, CEMETERIES AND PROPERTIES</b>					
TSF143	Foreman	De Klerk W A	100447	unchanged post	
TSF144	Caretaker	Potloane S S	100428	unchanged post	
<b>SUBSECTION: PARKS, CEMETERIES AND PROPERTIES (SWIMMING POOL)</b>					
TSF145	General Worker	Tsoene J L	100434	unchanged post	
TSF146	General Worker	Mathiba T J	100445	unchanged post	
<b>SUBSECTION: PARKS, CEMETERIES AND PROPERTIES (SPORT GROUNDS)</b>					
TSF147	Tractor Driver	Mafoso M	100441	unchanged post	
TSF148	General Worker	Khaoletsa T J	100455	unchanged post	
TSF149	General Worker	VACANT		unchanged post	VACANT
<b>SUBSECTION: PARKS, CEMETERIES AND PROPERTIES (CARAVAN PARK)</b>					
TSF150	Cleaner	Qacha P A	100444	unchanged post	
TSF151	Gate Keeper	Visagie M G	100438	unchanged post	
TSF152	Supervisor	Fayers A F	100542	unchanged post	
<b>SUBSECTION: PARKS, CEMETERIES AND PROPERTIES (CEMETERIES)</b>					
TSF153	General Worker	Mnyamane D P	100369	unchanged post	
TSF154	General Worker	Letsela M A	100370	unchanged post	
TSF155	General Worker	VACANT		unchanged post	VACANT
TSF156	General Worker	VACANT		unchanged post	VACANT

**SUBSECTION: PARKS, CEMETERIES AND PROPERTIES (GARDENS)**

TSF157	Tractor Driver	Visagie K	100429	unchanged post	
TSF158	Tractor Driver	Matsokoano L E	100436	unchanged post	
TSF159	General Worker	VACANT		unchanged post	VACANT
TSF160	General Worker	Stamier M E	100432	unchanged post	
TSF161	General Worker	Motete T P	100433	unchanged post	
TSF162	General Worker	VACANT		unchanged post	VACANT
TSF163	General Worker	Khoali P J	100437	unchanged post	
TSF164	General Worker	Khaoletsa P L	100440	unchanged post	
TSF165	General Worker	Semakale T J	100442	unchanged post	
TSF166	General Worker	Makhorole M A	100443	unchanged post	
TSF167	General Worker	Qacha S M	100446	unchanged post	
TSF168	General Worker	Mosia M S	100456	unchanged post	

**SUBSECTION: PARKS, CEMETERIES AND PROPERTIES (PROPERTIES)**

TSF169	Caretaker	VACANT		unchanged post	VACANT
TSF170	Tractor Driver	Melamu S Z	100452	unchanged post	
TSF171	General Worker	Tlali N J	100448	unchanged post	
TSF172	General Worker	Tlali L M	100449	unchanged post	
TSF173	General Worker	Sebilo T D	100450	unchanged post	
TSF174	General Worker	Masole M J	100451	unchanged post	
TSF175	General Worker	O'John H H	100453	unchanged post	
TSF176	General Worker	Leneha M F	100454	unchanged post	

**SECTION: ELECTRICITY**

TSF177	Chief Electrician	De Villiers W.R.	100406	unchanged post	
TSF178	Electrician	VACANT		unchanged post	VACANT
TSF179	Street Light Operator	Nkhobo L E	100408	unchanged post	
TSF180	General Worker	Mokoena M S	100407	unchanged post	
TSF181	General Worker	Lenka M P	100409	unchanged post	
TSF182	General Worker	Ralifutso L J	100412	unchanged post	
TSF183	General Worker	Rantamo F M	100413	unchanged post	
TSF184	General Worker	Hlapane M J	100414	unchanged post	
TSF185	General Worker	VACANT		unchanged post	VACANT
TSF186	Store Asst.	Nthako T A	100411	unchanged post	

**DIVISION: (TECHNICAL SERVICES) - SENEGAL UNIT**

TSS1	Technical Officer	VACANT		new post	TO BE ADVERTISED
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**SECTION: WATER, SEWER AND SANITATION**

TSS2	Chief Superintendent	van der Merwe L	100027	minor changed post	
<b>SUBSECTION: WATER PURIFICATION</b>					
TSS3	Operator	Tshabalala R C	100090	unchanged post	
TSS4	Shiftworker	Distin J	100093	unchanged post	
TSS5	Shiftworker	Maketekete L J	100162	unchanged post	
TSS6	Shiftworker	Mohapi J T	100166	unchanged post	
TSS7	Shiftworker	Maketekete N P	200221	unchanged post	TEMP
TSS8	General Worker	Mokhoane L P	100220	unchanged post	
TSS9	General Worker	VACANT			VACANT

**SUBSECTION: SEWER PURIFICATION**

TSS10	Shiftworker	Kola J M	100094	unchanged post
TSS11	Shiftworker	Motaung T G	100089	unchanged post
TSS12	Shiftworker	Nyane P P	100091	unchanged post
TSS13	Shiftworker	Moduka N S	100092	unchanged post
TSS14	Team Leader/Driver	Schuld P R	100193	unchanged post
TSS15	General Worker	Ledimo N Z	100095	unchanged post
TSS16	General Worker	Nkoko T J	100013	unchanged post
TSS17	General Worker	Motete T D	100097	unchanged post
TSS18	General Worker	Ntoi M D	100206	unchanged post
TSS19	General Worker	Mekoa L J	100212	unchanged post

**SUBSECTION: WATER AND SEWER MAINTENANCE**

TSS20	Plumber	VACANT		unchanged post	VACANT
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**SUBSECTION: WATER AND SEWER MAINTENANCE ( WATER MAINTENANCE)**

TSS21	Team Leader	Motete M	100169	unchanged post	
TSS22	General Worker	Baba N A	100160	unchanged post	
TSS23	General Worker	VACANT		unchanged post	VACANT

**SUBSECTION: WATER AND SEWER MAINTENANCE ( SEWER MAINTENANCE)**

TSS24	Team Leader	VACANT		unchanged post	VACANT
TSS25	General Worker	Ponya T P	100168	unchanged post	
TSS26	General Worker	Nyareli T G	200624	unchanged post	TEMP

**SUBSECTION: SANITATION (SEWER REMOVAL)**

TSS27	Foreman	Keulder GPT	100159	unchanged post	
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**SUBSECTION: SANITATION (SUCTION UNIT)**

TSS28	Heavy Vehicle Driver	VACANT		unchanged post	VACANT
TSS29	General Worker	Mokhothu R A	100103	unchanged post	

**SUBSECTION: SANITATION (NIGHT SOIL)**

TSS30	Tractor Driver	Nyareli M J	100088	unchanged post	
TSS31	Tractor Driver	Mohase P	100124	unchanged post	
TSS32	General Worker	Mojatau M E	100098	unchanged post	
TSS33	General Worker	Tshabalala K S	100099	unchanged post	
TSS34	General Worker	Phakhathi M A	100100	unchanged post	
TSS35	General Worker	Manyane M E	100106	unchanged post	
TSS36	General Worker	Mohapi P M	100107	unchanged post	
TSS37	General Worker	Mofokeng D L	100108	unchanged post	
TSS38	General Worker	Tsoaela M N	100109	unchanged post	
TSS39	General Worker	Hlalele M P	100198	unchanged post	
TSS40	General Worker	Pindani V I	100199	unchanged post	
TSS41	General Worker	Masuku O J	100208	unchanged post	
TSS42	General Worker	Sithole M J	100209	unchanged post	
TSS43	General Worker	Pindani E L	100211	unchanged post	
TSS44	General Worker	Tshabalala M D	200622	unchanged post	TEMP
TSS45	General Worker	Mabasu E N	200623	unchanged post	

**SECTION: PUBLIC WORKS**

TSS46	Chief Superintendent	Prins R J	100043	minor changed post	
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**SUBSECTION: REFUSE**

TSS47	Foreman	Du Buisson JPN	100111	unchanged post	
TSS48	Operator GR. 2/1	Motsitsi P S	100105	unchanged post	

TSS49	Tractor Driver	Radebe R S	100132	unchanged post	
TSS50	Tractor Driver	Sithole R R	100210	unchanged post	
TSS51	Tractor Driver	Ntoi J S	100216	unchanged post	
TSS52	General Worker	Mohlomi C	100075	unchanged post	
TSS53	General Worker	Tsotsane T E	100113	unchanged post	
TSS54	General Worker	Lipali B D	100114	unchanged post	
TSS55	General Worker	Nyakane P E	100115	unchanged post	
TSS56	General Worker	Mofokeng O P	100117	unchanged post	
TSS57	General Worker	Mahlambi L J	100122	unchanged post	
TSS58	General Worker	Molefi M J	100125	unchanged post	
TSS59	General Worker	Tau M S	100126	unchanged post	
TSS60	General Worker	Mohapi L S	100129	unchanged post	
TSS61	General Worker	Makhalima T J	100131	unchanged post	
TSS62	General Worker	Nyareli S S	100174	unchanged post	
TSS63	General Worker	Chaka T J	100203	unchanged post	
TSS64	General Worker	VACANT		unchanged post	VACANT
TSS65	General Worker	Magagula M P	100213	unchanged post	
TSS66	General Worker	Khiba P H	100217	unchanged post	
TSS67	General Worker	Mokoena M M	200652	unchanged post	TEMP
TSS68	General Worker	Tsoene M K	200653	unchanged post	TEMP
<b>SUBSECTION: ROADS AND STORMWATER</b>					
TSS69	Foreman	Naude A J	100045	unchanged post	
<b>SUBSECTION: ROADS AND STORMWATER (TARRED ROADS)</b>					
TSS70	Team Leader	Moipatli L P	100055	unchanged post	
TSS71	General Worker	Kotokwane S L	100047	unchanged post	
TSS72	General Worker	VACANT		unchanged post	
TSS73	General Worker	Mokhothu A	100058	unchanged post	
TSS74	General Worker	Seturumane S A	100059	unchanged post	
TSS75	General Worker	Moalosi T I	100061	unchanged post	
TSS76	General Worker	Mofokeng P D	100062	unchanged post	
TSS77	General Worker	Mofokeng P S	100063	unchanged post	
TSS78	General Worker	Mankhe M J	100064	unchanged post	
<b>SUBSECTION: ROADS AND STORMWATER (STORM WATER)</b>					
TSS79	Bricklayer	Motsepa L J	100046	unchanged post	
TSS80	General Worker	Moahodi M S	100053	unchanged post	
TSS81	General Worker	Matsie S S	100054	unchanged post	
TSS82	General Worker	Motsamai M J	100065	unchanged post	
TSS83	General Worker	Motlokoa N G	100067	unchanged post	

<b>SUBSECTION: ROADS AND STORMWATER (ROADS)</b>					
TSS84	Operator GR. 2/1	Rankhathali T I	100048	unchanged post	
TSS85	Operator GR. 2/1	VACANT		unchanged post	VACANT
TSS86	Heavy Vehicle Driver	Lebakeng T W	100052	unchanged post	
TSS87	Heavy Vehicle Driver	Tshabalala P J	100068	unchanged post	
TSS88	Heavy Vehicle Driver	Mohloua M J	100069	unchanged post	
TSS89	Heavy Vehicle Driver	Thulo T A	100194	unchanged post	
TSS90	Tractor Driver	VACANT		unchanged post	VACANT
TSS91	Operator GR. 3	VACANT		unchanged post	VACANT



TSS92	General Worker	VACANT		unchanged post	VACANT
TSS93	General Worker	VACANT		unchanged post	VACANT
TSS94	General Worker	VACANT		unchanged post	VACANT

**SUBSECTION: PARKS, CEMETERIES AND PROPERTIES**

TSS95	Foreman	Labuschagne J H	100070	unchanged post	
TSS96	Tractor Driver	Lihlabi M J	100083	unchanged post	
TSS97	Tractor Driver	Moolosi M T	100085	unchanged post	
TSS98	Tractor Driver	Hlalele K J	100086	unchanged post	
TSS99	Lawn Mower Operator	Tsoaela M P	100074	unchanged post	
TSS100	Lawn Mower Operator	Ramotala T E	100077	unchanged post	
TSS101	Lawn Mower Operator	Motete M J	100079	unchanged post	
TSS102	Lawn Mower Operator	Tshabalala S M	100081	unchanged post	
TSS103	Lawn Mower Operator	VACANT		unchanged post	VACANT
TSS104	Lawn Mower Operator	VACANT		unchanged post	VACANT
TSS105	General Worker	Maduna L E	100071	unchanged post	
TSS106	General Worker	Mahlatsi M A	100072	unchanged post	
TSS107	General Worker	Mofokeng K	100073	unchanged post	
TSS108	General Worker	Tshabalala T S	100078	unchanged post	
TSS109	General Worker	Moroke M J	100080	unchanged post	
TSS110	General Worker	Mokhampanyane M T	100082	unchanged post	
TSS111	General Worker	Mazibuko M J	100128	unchanged post	

**SUBSECTION: PARKS, CEMETERIES AND PROPERTIES (CEMETERIES)**

TSS112	General Worker	Ramoubane P D	100012	unchanged post	
TSS113	General Worker	Tlako A	100011	unchanged post	
TSS114	General Worker	Mohoje M W	100014	unchanged post	
TSS115	General Worker	Lelimo D R	100200	unchanged post	
TSS116	General Worker	VACANT		unchanged post	VACANT
TSS117	General Worker	Majake M S	100084	unchanged post	

**SECTION: ELECTRICAL SERVICES AND WORKSHOP**

TSS118	Chief Superintendent	Addinall A J	100151	minor changed post	
<b>SUBSECTION: ELECTRICITY</b>					
TSS119	Snr Electrician	Klem H J	100215	unchanged post	
TSS120	Electrician	Van der Walt I S	100153	unchanged post	
TSS121	Artisan Asst.	Makau R P	100154	unchanged post	
TSS122	Artisan Asst.	Molefi T J	100158	unchanged post	
TSS123	Street Light Attendant	VACANT		unchanged post	VACANT
TSS124	General Worker	Sefali R W	100155	unchanged post	
TSS125	General Worker	Raboroko S J	100156	unchanged post	
TSS126	General Worker	VACANT		unchanged post	VACANT
TSS127	General Worker	VACANT		unchanged post	VACANT
<b>SUBSECTION: MECHANICAL WORKSHOP</b>					
TSS128	Snr Mechanic	Hough H C	100148	unchanged post	
TSS128(a)	Mechanic	Thwani K.D.	200197	new post	
TSS129	Artisan Asst.	Seja T E	100149	unchanged post	
TSS130	General Worker	Mzizi P P	100150	unchanged post	

**DIVISION: (TECHNICAL SERVICES) - CLOCOLAN UNIT**

TSC1	Technical Officer	VACANT		new post	TO BE ADVERTISED
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**SECTION: WATER, SEWER AND SANITATION**

TSC2	Chief Superintendent	VACANT		minor changed post	VACANT
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**SUBSECTION: SANITATION**

TSC18(a)	Foreman	Manamathela LS	100273	unchanged post	
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**SUBSECTION: WATER PURIFICATION**

TSC3	Operator	Makhorro SD	100295	unchanged post	
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TSC4	Shiftman	Makalefane MA	200612	unchanged post	TEMP
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TSC5	Shiftman	Falla TP	200621	unchanged post	TEMP
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TSC6	Shiftman	VACANT		unchanged post	VACANT
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TSC7	Shiftman	VACANT		unchanged post	VACANT
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TSC8	General Worker	VACANT		unchanged post	VACANT
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TSC9	General worker	VACANT		unchanged post	VACANT
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**SUBSECTION: SEWER PURIFICATION**

TSC10	Shiftman	VACANT		unchanged post	VACANT
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TSC11	General Worker	Pelea ES	100272	unchanged post	
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TSC12	General Worker	VACANT		unchanged post	VACANT
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**SUBSECTION: WATER AND SEWER MAINTENANCE**

TSC13	General Worker (water)	Sohlhla C B	100294	unchanged post	
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TSC14	General Worker (water)	Mohosho S J	100258	unchanged post	
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TSC15	General Worker (sewer blockages)	Ntholeng M P	100289	unchanged post	
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TSC16	General Worker (sewer blockages)	VACANT		unchanged post	VACANT
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TSC17	General Worker (sewer blockages)	Ramakoatsi L S	100288	unchanged post	
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**SUBSECTION: SANITATION**

TSC18	Foreman	Shata O M	100292	unchanged post	
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**SUBSECTION: SANITATION (SUCTION UNIT)**

TSC19	Heavy Vehicle Driver	Mphirime P A	100283	unchanged post	
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TSC20	General Worker	Mokhosi PT	200691	unchanged post	TEMP
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**SUBSECTION: SANITATION (NIGHT SOIL UNIT)**

TSC21	Tractor Driver	Lebakeng T E	100262	unchanged post	
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TSC22	Tractor Driver	VACANT		unchanged post	VACANT
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TSC23	General Worker	Koenane L	200676	unchanged post	TEMP
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TSC24	General Worker	Masaeaa MR	200675	unchanged post	TEMP
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TSC25	General Worker	Mbena NL	200674	unchanged post	TEMP
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TSC26	General Worker	Modupe SJ	200677	unchanged post	TEMP
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TSC27	General Worker	Mpakathi SJ	200678	unchanged post	TEMP
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TSC28	General Worker	Mahloane S	200679	unchanged post	TEMP
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TSC29	General Worker	Tshabalala P	200680	unchanged post	TEMP
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TSC30	General Worker	Mosala TM	200681	unchanged post	TEMP
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TSC31	General Worker	Khetsi TV	200682	unchanged post	TEMP
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TSC32	General Worker	Khoalane NJ	200683	unchanged post	TEMP
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TSC33	General Worker	Malokasa LA	200684	unchanged post	TEMP
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TSC34	General Worker	Lasapo ND	200685	unchanged post	TEMP
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TSC35	General Worker	Matshaneng SJ	200686	unchanged post	TEMP
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TSC36	General Worker	Thulo BA	200687	unchanged post	TEMP
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**SUBSECTION: SANITATION (PAIL WASH UNIT)**

TSC37	Team Leader	Mohapi M	100259	unchanged post	
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TSC38	General Worker (pail wash)	Mahloane LP	200690	unchanged post	TEMP
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TSC39	General Worker (pail wash)	Motobele TW	200694	unchanged post	
TSC40	General Worker (pail wash)	Tshabalala T M	200688	unchanged post	
TSC41	General Worker (pail wash)	VACANT		unchanged post	VACANT
TSC42	General Worker (pail wash)	VACANT		unchanged post	VACANT

SECTION: PUBLIC WORKS					
TSC43	Chief Superintendent	Barwise F	100214	minor changed post	
SUBSECTION: REFUSE (REFUSE)					
TSC44	Tractor Driver	Ntsasa F J	100286	unchanged post	
TSC45	Tractor Driver	Menyatso LA	100275	unchanged post	
TSC46	General Worker	Letuane WJ	100261	unchanged post	
TSC47	General Worker	Diba BJ	100263	unchanged post	
TSC48	General Worker	Mokhutle MA	100265	unchanged post	
TSC49	General Worker	Mohlabi MA	100268	unchanged post	
TSC50	General Worker	Thulo P	100270	unchanged post	
TSC51	General Worker	Lefu RP	100276	unchanged post	
TSC52	General Worker	Selisa MJ	100279	unchanged post	
TSC53	General Worker	Ngoase MJ	100280	unchanged post	

SUBSECTION: REFUSE (STREET CLEANING)					
TSC54	General Worker	Ntsala ME	100278	unchanged post	
TSC55	General Worker	Lebone PJ	100277	unchanged post	
TSC56	General Worker	Mifi ME	100285	unchanged post	
SUBSECTION: ROADS AND STORMWATER					
TSC57	Operator GR. 2/1	VACANT		unchanged post	VACANT
TSC58	Operator GR. 2/1	Chaotsane P	100256	unchanged post	
TSC59	Tractor Driver	VACANT	200695	unchanged post	VACANT
TSC60	General Worker	Malebo LB	100282	unchanged post	
TSC61	General Worker	Rantsatsi NS	100281	unchanged post	
TSC62	General Worker	Khetsi LJ	100287	unchanged post	
TSC63	General Worker	Setholo M J	200673	unchanged post	
SUBSECTION: PARKS, CEMETERIES AND PROPERTIES					
TSC64	Tractor Driver	VACANT	100236	unchanged post	VACANT
TSC65	Operator GR. 3 (grass cutters)	Phofu SA	100271	unchanged post	
TSC66	Operator GR. 3 (grass cutters)	Leemisa TE	100260	unchanged post	
TSC67	Operator GR. 3 (grass cutters)	Rustoff MJ	200692	unchanged post	TEMP
TSC68	General Worker	Zulu TA	100238	unchanged post	
TSC69	General Worker	Bokopane MM	100274	unchanged post	
TSC70	General Worker	Tlali MA	100245	unchanged post	
TSC71	General Worker	Makharo F	100239	unchanged post	
SUBSECTION: PARKS, CEMETERIES AND PROPERTIES (CARAVAN PARK)					
TSC72	General Worker	Falla MC	100269	unchanged post	

SECTION: ELECTRICITY					
TSC73	Electrician	Liebenberg P J	100291	unchanged post	
TSC74	Artisan Asst.	Sejane H	200695	unchanged post	TEMP
TSC75	General Worker	VACANT		unchanged post	VACANT

**DIVISION: (TECHNICAL SERVICES) - MARQUAD UNIT**

TSM1	Technical Officer	VACANT		new post
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TO BE ADVERTISED

**SECTION: WATER, SEWER AND SANITATION**

TSM2	Chief Superintendent	Venter W A	100302	minor changed post
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**SUBSECTION: WATER AND SEWER WORKS**

TSM3	Operator	Prinsloo RJ	100365	unchanged post
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TSM4	Shiftman	Moeketsi RS	100366	unchanged post
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TSM5	Shiftman	VACANT		unchanged post
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VACANT

TSM6	Shiftman	VACANT		unchanged post
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VACANT

TSM7	Shiftman	VACANT		unchanged post
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VACANT

TSM8	General Worker	VACANT		unchanged post
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VACANT

TSM9	General Worker	VACANT		unchanged post
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VACANT

TSM10	General Worker	VACANT		unchanged post
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VACANT

TSM11	General Worker	VACANT		unchanged post
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VACANT

**SUBSECTION: WATER AND SEWER MAINTENANCE**

TSM12	General Worker (water)	Roelane SZ	100342	unchanged post
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TSM13	General Worker (water)	VACANT		unchanged post
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VACANT

TSM14	General Worker (sewer blockages)	Lebona MD	100312	unchanged post
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TSM15	General Worker (sewer blockages)	VACANT		unchanged post
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VACANT

**SUBSECTION: SANITATION**

TSM16	Foreman	Molai PP	100327	unchanged post
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**SUBSECTION: SANITATION (SUCTION UNIT)**

TSM17	Heavy Vehicle Driver	Mpakathi TS	100364	unchanged post
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TSM18	General Worker	Chalale CS	100338	unchanged post
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**SUBSECTION: SANITATION (NIGHT SOIL UNIT)**

TSM19	Tractor Driver	VACANT		unchanged post
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VACANT

TSM20	Tractor Driver	VACANT		unchanged post
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VACANT

TSM21	General Worker	Liphapang KZ	100324	unchanged post
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TSM22	General Worker	Moletsane MB	100332	unchanged post
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TSM23	General Worker	Sepatala MP	100340	unchanged post
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TSM24	General Worker	Litabe MA	200631	unchanged post
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TEMP

TSM25	General Worker	Ramotheho MA	200645	unchanged post
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TEMP

TSM26	General Worker	Melamu MS	200637	unchanged post
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TEMP

TSM27	General Worker	Shasha ME	200649	unchanged post
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TEMP

TSM28	General Worker	Maluka PM	200633	unchanged post
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TEMP

TSM29	General Worker	Qhamakoane MF	200651	unchanged post
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TEMP

TSM30	General Worker	Hlasa MF	200629	unchanged post
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TEMP

TSM31	General Worker	Santi NP	200647	unchanged post
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TEMP

TSM32	General Worker	Rodgers J	200646	unchanged post
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TEMP

TSM33	General Worker	Nkhatho T J	200641	unchanged post
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TEMP

TSM34	General Worker	Rantamo S B	200654	unchanged post
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TEMP

**SUBSECTION: SANITATION (WASH BAY - PAILS UNIT)**

TSM35	Team Leader	VACANT		unchanged post
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VACANT

TSM36	General Worker	Mokoelle A	100322	unchanged post
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TSM37	General Worker	Kantini MP	100329	unchanged post
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TSM38	General Worker	Mokhosi NA	100328	unchanged post
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TSM39	General Worker	VACANT		unchanged post
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VACANT

TSM40	General Worker	Sekharume TS	200648	unchanged post	TEMP
TSM41	Watchman/Cleaner	Maphatlalalitse TI	200634	unchanged post	TEMP

**SECTION: PUBLIC WORKS**

TSM42	Chief Superintendent	Bester J P	100310	minor changed post	
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**SUBSECTION: REFUSE (REFUSE REMOVAL)**

TSM42(a)	Foreman	Bruwer E	100361	unchanged post	
TSM43	Tractor Driver	Monethi MS	100326	unchanged post	
TSM44	Tractor Driver	Makoelle LM	100318	unchanged post	
TSM45	General Worker	Ramakatsa MD	100304	unchanged post	
TSM46	General Worker	Khasu TB	100315	unchanged post	
TSM47	General Worker	Mosoeunyane PB	100305	unchanged post	
TSM48	General Worker	Maeti AS	100303	unchanged post	
TSM49	General Worker	Ncombo NJ	100330	unchanged post	
TSM50	General Worker	Molai MB	100333	unchanged post	
TSM51	General Worker	Ramotsoanyane MO	100360	unchanged post	
TSM52	General Worker	VACANT		unchanged post	VACANT

**SUBSECTION: REFUSE (STREET CLEANING)**

TSM53	General Worker	Kometsi MS	100359	unchanged post	
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**SUBSECTION: ROADS AND STORMWATER**

TSM54	Team Leader	Lekhetho MS	100362	unchanged post	
TSM55	General Worker	Tau MD	100311	unchanged post	
TSM56	General Worker	VACANT		unchanged post	VACANT
TSM57	General Worker	VACANT		unchanged post	VACANT
TSM58	General Worker	Lebotsa PP	100363	unchanged post	
TSM59	General Worker	Santi MW	100334	unchanged post	
TSM60	General Worker	Thekiso MH	200644	unchanged post	TEMP
TSM61	General Worker	Nkoe MP	100325	unchanged post	

**SUBSECTION: PARKS, CEMETERIES AND PROPERTIES**

TSM62	Foreman	Schoeman SJ	100335	unchanged post	
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**SUBSECTION: PARKS, CEMETERIES AND PROPERTIES (PARKS AND GARDENS)**

TSM63	Team Leader	Moletsane RJ	100319	unchanged post	
TSM64	General Worker	Sekhute TF	100316	unchanged post	
TSM65	General Worker	Motsoane MJ	100336	unchanged post	
TSM66	General Worker	Letube MF	100321	unchanged post	

**SUBSECTION: PARKS, CEMETERIES AND PROPERTIES (CEMETERIES)**

TSM67	Tractor Driver	VACANT		unchanged post	VACANT
TSM68	General Worker	Mpakathi MW	100313	unchanged post	

**SUBSECTION: PARKS, CEMETERIES AND PROPERTIES (PROPERTIES)**

TSM69	Team Leader	Sephiri FR	100317	unchanged post	
TSM70	General Worker	Lebotsa MC	100358	unchanged post	
TSM71	General Worker	Pitso MJ	100337	unchanged post	
TSM72	General Worker	Wetsi TE	100299	unchanged post	
TSM73	General Worker	Mohapi TM	100320	unchanged post	

# DEPARTMENT: CORPORATE SERVICES

POST NR	POST DESIGNATION	NAME	PAY NR	REMARKS
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AS1	Director : Corporate Services	Mkhwane T.L	100133	new post
AS2	Secretary/Typist	Khiba T.P.B	100120	minor changed post

APPOINTED

## DIVISION: HOUSING AND SUPPORT SERVICES

AS3	Chief Admin. Officer	Koolane JM	100226	new post
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### SECTION: HOUSING

AS4	Housing Officer	VACANT		minor changed post
AS4 (a)	Housing Clerk	VACANT		
AS5	Housing Clerk	Sefatsa T.G.	100417	unchanged post
AS6	Housing Clerk	Kotope T J	100420	unchanged post

VACANT

VACANT

VACANT

### SENEKAL ADMIN. UNIT

AS7	Admin. Liaison Officer	Mofokeng A.R.	100087	unchanged post
AS9(a)	Typist Clerk	Jacobs E M	100005	unchanged post
AS8	Housing Clerk	VACANT		unchanged post
AS8(a)	Housing Clerk	Nkomo M P	100218	unchanged post
AS9	Receptionist	Wolfaardt M F	100007	unchanged post
AS10	Messenger/ Driver	Lebakeng T J	100009	unchanged post
AS11	General Worker/Messenger	Mahapa M A	100008	unchanged post
AS11(a)	General Worker/Messenger	Makoenyane M A	100204	unchanged post
AS11(b)	General Worker/Messenger	Mofu T P	100025	unchanged post
AS11(c)	General Worker/Messenger	Lekekiso LM	100023	unchanged post
AS11(d)	General Worker/Messenger	Mahapa R J.	100022	unchanged post

### CLOCOLAN ADMIN. UNIT

AS12	Admin. Liaison Officer	Motleleleng L.G.	200101	unchanged post
AS13	Receptionist	Makhoathi M E	100235	unchanged post
AS8(b)	Housing Clerk	Mekhoe I.M.	100118	unchanged post
AS9(b)	Typist Clerk	Skosana M.J.	100051	
AS23(d)	Messenger/ Driver	Mamooe M.S.	100057	
AS23(e)	Messenger/ Driver	R. Seboka	100236	
AS14	General Worker/Messenger	Salomane M D	100264	unchanged post
AS14(a)	General Worker/Messenger	Radimo P M	100233	unchanged post
AS14(c)	General Worker/Messenger	Morapedi M S	100266	
AS14(b)	General Worker/Messenger	Mahapi M E	100242	unchanged post

### MARQUARD ADMIN. UNIT

AS15	Admin. Liaison Officer	Moeng MM	100096	major changed post
AS16	Telefonist/Typist	Napo MI	200191	unchanged post
AS8(c)	Housing Clerk	Nqai MK	100189	
AS23(f)	Messenger/ Driver	Khampepe TD	100341	
AS16(a)	General Worker/Messenger	VACANT		unchanged post
AS16(b)	General Worker	Mahase L A	200619	unchanged post

VACANT

**SECTION: COMMITTEE AND ADMIN. SERVICES (FICKSBURG)**

AS17	Admin. Officer	Mihailescu S Z	100225	major changed post
AS18	Clerical Asst.	Sebutsoe ME	100116	major changed post
AS19	PA/Secretary to the Mayor	Magobiane VBN	100076	new post
AS19(a)	PA/Secretary to the Speaker	Mosholi MA	100110	new post
AS23(c)	Mayor's Driver	VACANT		new post
AS20	Record Clerk	Viljoen M	100544	unchanged post
AS 21(a)	Typist Clerk	Loots CB	100127	major changed post
AS21(b)	Typist Clerk	Hlapo SM	100050	major changed post
AS21(c)	Typist Clerk	Mofokeng MD	100056	major changed post
AS22	Receptionist	Vries C	200580	unchanged post
AS23	Messenger/ Office Help	Moleko L J	100545	unchanged post
AS23(a)	Messenger/ Driver	Qacha P.Z.M.	200617	unchanged post
AS23(g)	Messenger/ Driver	Ntela M.M.	100201	unchanged post
AS23(b)	Messenger/ Driver	Lebajoe LE	100066	unchanged post
AS24	General Worker	Litabe M R	100546	unchanged post
AS25	General Worker	Mokhotsoa N A	100547	unchanged post
AS26	General Worker	Falla NJ	100237	unchanged post
AS26(a)	General Worker	Semakale A M	100419	unchanged post

VACANT

DISABLED PERSON

**DIVISION: PROTECTION SERVICES**

AS27	Chief Protection Services	Du Preez J E	100144	major changed post
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**FICKSBURG AND CLOCOLAN UNIT**

AS28	Deputy Chief Protection Services	Maloka TA	100146	minor changed post
AS29	Traffic Officer Gr. 3/2/1	Motsoane SE	100175	minor changed post
AS30	Traffic Officer Gr. 3/2/1	VACANT		minor changed post
AS31(a)	VIP Security Officer	Polisane T.S.	100102	new post
AS31(b)	VIP Security Officer	VACANT		
AS31	Traffic Maintenance Officer	Renison JB	100170	unchanged post
AS32(a)	Artisan Asst.	Matoase M M	100564	unchanged post
AS32	Artisan Asst.	Molete C J	100426	unchanged post
AS32(a)	General Worker Cleaner	Tshabalala M M	100367	unchanged post

VACANT

VACANT

**SENEKAL AND MARQUARD UNIT**

AS33	Traffic Officer Gr. 3/2/1	Takalo MJ	100172	minor changed post
AS34	Traffic Officer Gr. 3/2/1	Lekitlane B J	100147	minor changed post
AS35	Traffic Officer Gr. 3/2/1	Mofokeng S A	100192	minor changed post

**DIVISION: LIBRARY SERVICES**

	Chief Library Services **			** not a post; an existing unit to b
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**FICKSBURG (LIBRARY A)**

AS36	Librarian	Israel M	100422	unchanged post
AS37	Asst. Librarian	Mokhethea M E	100410	unchanged post
AS38	General Worker	Moroeroe M M	100423	unchanged post

**FICKSBURG (LIBRARY B) - MEQHELENG**

AS39	Librarian	Osunde V P	100424	unchanged post
AS40	Asst. Librarian	Semakale F J	100457	unchanged post
AS41	General Worker	Lephuthing R S	100458	unchanged post

**SENEKAL (LIBRARY A) - MATWABENG**

AS42	Snr Librarian	Motloheloa M J	100015	unchanged post
AS43	Asst. Librarian	Sethuoa S M	100018	unchanged post
AS43(a)	Asst. Librarian	Monokoane M V	100020	unchanged post
AS44	General Worker	VACANT		unchanged post
AS45	General Worker	VACANT		unchanged post

VACANT

VACANT

**SENEKAL (LIBRARY B)**

AS46	Librarian	Tsolo M S	100017	unchanged post
AS47	Librarian	Marx E	100016	unchanged post
AS48	General Worker	Motuba M A	100019	unchanged post

**CLOCOLAN (LIBRARY CLOCOLAN)**

AS49	Librarian	Mbena T Q	100241	unchanged post
AS50	Asst. Librarian	Jakobs M P	100121	unchanged post
AS51	Cleaner	Mahase M J	100243	unchanged post

**CLOCOLAN (LIBRARY HLOHLOWANE)**

AS49(a)	Librarian	V		unchanged post
AS52	Asst. Librarian	Ndlapo M A	100123	unchanged post
AS52(a)	Asst. Librarian	Lefu T O	200613	unchanged post
AS53	Cleaner	Tlebere M A	100267	unchanged post

VACANT

TEMP

**MARQUARD (LIBRARY A)**

AS54	Librarian	Mahlahlane T J	100300	unchanged post
AS55	Asst. Librarian	Mothupi M M	100301	unchanged post
AS53(a)	Cleaner	VACANT		unchanged post

VACANT

**MARQUARD (LIBRARY B)**

AS56	Asst. Librarian	Kramer H C	100307	unchanged post
AS56(a)	Asst. Librarian	Majoang J.T.	200195	unchanged post
AS53(b)	Cleaner	VACANT		unchanged post

VACANT

**DIVISION: PRIMARY HEALTH CARE SERVICES**

	Chief Primary Health Care	VACANT		** not a post: an existing unit to be
AS57	Chief Professional Nurse	Kotze J	100372	unchanged post

VACANT

**FICKSBURG (CLINIC SOET WATER)**

AS58	Snr Prof. Nurse	Pienaar C G	100373	unchanged post
AS59	Prof. Nurse	Mohalali P	100391	unchanged post
AS60	Prof. Nurse	Teatea P	100401	unchanged post



AS 60(b)	Professional Nurse	VACANT (Britz)		
AS61	Clerk	Clarke NW	100383	unchanged post
AS62	General Asst. (Cleaner)	Semakale NA	100374	unchanged post
AS63	General Asst. (Health Worker)	VACANT (Raletsoane)		unchanged post
AS64	General Asst. (Gardener)	Mokaqa MC	100375	unchanged post

### FICKSBURG (CLINIC PHOMOLONG)

AS65	Snr Prof. Nurse	Nathane NL	100394	unchanged post
AS66	Prof. Nurse	Mofane MP	100393	unchanged post
AS67	Prof. Nurse	Phoofolo NJ	100377	unchanged post
AS68	Clerk	Phillips T T Y	100001	unchanged post
AS69	General Asst. (Health Worker)	Tau RN	100378	unchanged post
AS71	General Asst. (Cleaner)	Marotholi MF	100396	unchanged post

### FICKSBURG (CLINIC MASEBABATSO)

AS72	Snr Prof. Nurse	Tabane TJ	100386	unchanged post
AS73	Prof. Nurse	Letsunyane P	100387	unchanged post
AS74	Prof. Nurse	Mahlelebe MH	100388	unchanged post
AS75	Prof. Nurse	Khaile ME	100392	unchanged post
AS76	Nursing Asst.	Nyakane G	100384	unchanged post
AS77	General Asst. (Health Worker)	Sonopo MM	100379	unchanged post
AS78	General Asst. (Health Worker)	Macholo TAE	100380	unchanged post
AS79	Clerk	Mokheseng ML	100382	unchanged post
AS80	General Asst. (Cleaner)	Magelepo MR	100395	unchanged post

### FICKSBURG (CLINIC MEQHELENG)

AS81	Snr Prof. Nurse	Mohalali NM	100385	unchanged post
AS82	Professional Nurse	VACANT(Lephatsoa)		unchanged post
AS83	Prof. Nurse	Mofokeng MC	100400	unchanged post
AS84	Clerk	Masakala PJ	100390	unchanged post
AS85	General Asst. (Health Worker)	Malebese LJ	100381	unchanged post
AS86	General Asst. (Health Worker)	Pamplin NE	100402	unchanged post
AS87	General Asst. (Cleaner)	Komane NJ	100389	unchanged post

### FICKSBURG (TRAINING)

AS88	Snr Prof. Nurse	VACANT		unchanged post
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VACANT

### SECTION: SENEKAL (SENEKAL CLINIC)

AS90	Prof. Nurse	Ferreira MI	100030	unchanged post
AS93	General Asst./ Cleaner	Mankhe MS	100040	unchanged post

### SENEKAL (MATWABENG CLINIC)

AS 94	Snr Professional Nurse	Mokoro ML	100034	unchanged post
AS95	Prof. Nurse	Mabote NE	100033	unchanged post
AS96	Prof. Nurse	Makhathe MC	100222	unchanged post
AS96(a)	Prof. Nurse	VACANT(Mokhubela)		unchanged post
AS76(a)	Nursing Asst.	Mohlanka M.M	100035	unchanged post
AS84(a)	Clerk	Mokhele S.L.	100037	unchanged post
AS86(a)	General Asst. (Health Worker)	Dhlamini ND	100038	unchanged post

AS97	General Asst. (Cleaner)	Motsieloa M.D.	100041	unchanged post
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### SENEKAL (BOITUMELO CLINIC)

AS99	Prof. Nurse	Rakhetsi MM	100031	unchanged post
AS100	Prof. Nurse	Lepamo LP	100188	unchanged post
AS100(a)	Prof. Nurse	Patel P	100183	unchanged post
AS101	Nursing Asst.	Phoofolo J.M.	100298	unchanged post
AS86(b)	General Asst. (Health Worker)	VACANT (Radebe)		unchanged post
AS86(c)	General Asst. (Health Worker)	VACANT (Lebona)		unchanged post
AS102	General Asst.(Cleaner)	Hlalele MN	100039	unchanged post

### UNIT CLOCOLAN (CLINIC CLOCOLAN)

AS103	Snr Prof. Nurse	Mafisa MM	100246	unchanged post
AS104	Prof. Nurse	Mpati M	100028	unchanged post
AS104(a)	Prof. Nurse	Crause L	100297	unchanged post
AS76(b)	Nursing Asst.	Mokhetshi M.J.	100185	unchanged post
AS86(d)	General Asst. (Health Worker)	VACANT(Mpati)		unchanged post
AS105	General Asst. (Cleaner)	Hlalele NE	200614	unchanged post
AS106	Clerk	Nyapotse TM	100252	unchanged post

TEMP

### CLOCOLAN (CLINIC HLOHLOWANE)

AS107	Prof. Nurse	Mabote R	100247	unchanged post
AS108	Prof. Nurse	VACANT(Mabolloane)		unchanged post
AS109	Prof. Nurse	Mofokeng TS	100251	unchanged post
AS110	Prof. Nurse	Thelingoane SF	100249	unchanged post
AS106(a)	Clerk	Mokhomo M.L.	100253	unchanged post
AS111	General Asst.(Health Worker)	Mokhele MA	100254	unchanged post
AS112	General Asst. (Cleaner)	VACANT		unchanged post

VACANT

VACANT

### UNIT: MARQUARD

#### MARQUARD: (MAMELLO CHC)

AS113	Snr Prof. Nurse	Basson CJM	100343	unchanged post
AS118	Prof. Nurse	v Zyl M	100349	unchanged post
AS127	Clerk	Sefuthi PS	100350	unchanged post
AS120	General Asst.(Health Worker)	Lekhetho MA	100352	unchanged post

#### MARQUARD: (NOTHNAGEL CLINIC)

AS115	Prof. Nurse	Hollowan K	100346	unchanged post
AS117	Prof. Nurse	Pieterse AE	100348	unchanged post
AS123	General Asst.(Health Worker)	Moss NB	100353	unchanged post
AS122	General Asst.(Health Worker)	Kotoloane TE	100351	unchanged post
AS121	General Asst.(Cleaner)	Sempe MK	100356	unchanged post

#### MARQUARD: (KOKELONG CLINIC)

AS114	Prof. Nurse	Mallane MM	100344	unchanged post
AS116	Prof. Nurse	Motete MS	100347	unchanged post
AS126	Nursing Asst.	Khahlane SJ	100184	unchanged post
AS124	General Asst.(Health Worker)	Phasumane DJ	100354	unchanged post
AS125	General Asst.(Health Worker)	Sejane MP	100355	unchanged post

**DIVISION: ENVIRONMENTAL HEALTH**

AS128	Chief Environmental Health	Dusse R	100416	major changed post
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**FICKSBURG AND CLOCOLAN**

AS129	Environmental Health Officer	VACANT		minor changed post	VACANT
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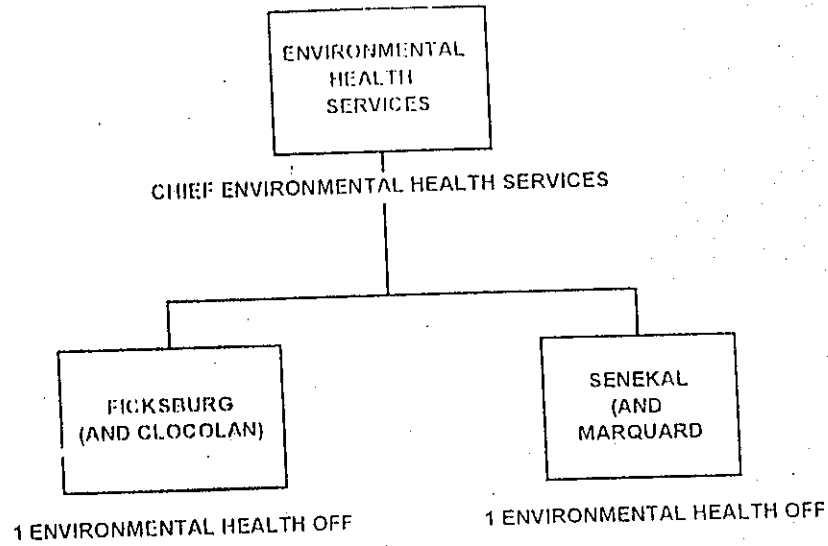
**SENEKAL AND MARQUARD**

AS130	Environmental Health Officer	Van Straaten MP	100308	minor changed post
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**DIVISION: HUMAN RESOURCES (FICKSBURG)**

AS131	Snr Personnel Officer	Nathane MM	100425	major changed post
AS132	Personnel Officer	Booi J M	100549	major changed post
AS132(a)	Personnel Officer	Lebone MC	100003	major changed post
AS133	Personnel Clerk	Kambula B L	100006	new post

PROPOSED ORGANISATIONAL GROUPING FOR SETSO J LOCAL MUNICIPALITY :  
DEPARTMENT ADMINISTRATIVE SERVICES : ENVIRONMENTAL HEALTH SERVICES DIVISION



76

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