ABAQASHI NABASEBENZI BABEKE PHANSI AMATHULUZI

Umgomo olawula abasebenzi othi;ongasebenzanga akaholi,bawushaye indiva ngolwesihlanu abasebenzi baseAlbert Luthuli,kwazise phela nabaqashi bebemdibi munye nabasebenzi kwisigungu sokukhulumisana nokubonisana phakathi kwabaqashi nabasebenzi[Staff Indaba]. Bekukuhle kudelile,bonke begqize ngokuluhlaza,ungafunga ukuthi bekungabalandeli bamaZULU FC[Inyokana eluhlazana].

Umnumzane Mpila ongumenenja kamasipala eAlbert Luthuli, ukhuthaze waphinde wazibophezela ukusebenzisana kahle phakathi kwabaphathi nabasebenzi.Wagxeka laba abathi okuthi uma sebe sezikhundleni zokuphatha bese bezibona bengcono ukunalaba ababaphethe.Ukhuthaze ukuphatha ngokubambisana okuhambisana nenhlonipho.
Ube esebonga ubaba u,J.J Sekwane nobaba uB.S Nkosi asebethathe umhlalaphansi emva kokusebenza iminyaka engamashumi amabili,wabapha amawashi amakhulu asobondeni.Uma iKhanyisa ibabuza ukuthi bazizwa kanjani:ubaba uSekwane wathi"Ngijabule kakhulu ukuthola lesisipho kodwa futhi singifikisela ngosizi uma ngicabanga amaqabane asasishiya emhlabeni".Ubaba uNkosi yena wathi,"angazi ukuthi ukujabula kwami ngingakuchaza kanjani,ngalezizimangaliso umasipala wethu azenze kithi."
Izikhulumi bezisina zidedelana,bheka ngoba kuphinde kwasukuma uZakhele Khumalo ongusekela -sihlalo ezingeni lesifunda,aphinde futhi amele abasebenzi.Uncome kakhulu indlela ubaba uNkosi nobaba uSekwane ebebezinikele ngayo embuthweni wabasebebenzi iSAMWU,waphinde wagcizelela ukuthi ubuchule babo,buyohlale budingeka njalo.Ikhanyisa ibe isikhulumisana noZakhele Khumalo,sabuza ukuthi iziphi izinselelo eziphambili ababhekene nazo njengabasebenzi.

Ube esephendula ethi,"sinenkinga yokungenelela kwamakhansela ezindabeni zokuphatha kumasipala,kokunye baze basho ukuthi kufanele kuqashwe bani,okwesibili ukungahlali kwesigungu sabasebenzi[Labour Representative Forum] ,okwesithathu isigungu sokukhulumisana nokubonisana[staff indaba],sithatha iminyakanyaka ngaphambi kokuba kubekhona enye futhi,isibonelo nje,I staff indaba yagcina ngo 2007,njengoba yenzeka namuhla njena."

Ikhanyisa iphinde yalandelela yabuza uMeya cllr P Shiba, ngokungahlali kwesigungu sabasebenzi,uvele wakhwela wazehlela egxeka icorporate services ngokungabinalo uhlelo oluqondile lwalemihlangano,waphinda futhi wagxeka izinyunyana zabasebenzi ngokudonsela engxenye.Mayelana nesigungu sokukhulumisana nokubonisana,uthe into edala ukuthi ingabi ngezikhathi okuvunyelwana ngazo,yingenxa yezimo zepolitiki,nanokuthi abanye bayibona ibalulekile kanti abanye ababoni kanjalo.
Inhlangano yabasebenzi iMATU elandela ISAMWU ngobuningi nangobukhulu,ebime lwe uJane Mabuza ngokwesifunda noBMW Magagula ezingeni likaZwelonke,ikhwele yazehlela kumasipala ngezwi likamnumzane Magagula wathi,"ukuze kuhlinzekwe umphakathi ngezidingo,kufanelwe kuqalwe ngabasebenzi kuqala,bahlinzekwe ngezidingo zabo,ngoba okusalayo yibo abangamathuluzi okudluliswa kwezidingo zabantu emphakathini."Okunye futhi akubalulile ukuthi abasebenzi basebenza ngaphandle komfaniswano,wakhala nanokuthi akuvulelekile ukukhushulwa kwabantu ezikhundleni.
Lenhlanganiso beyihanjelwe nayiSALGA,yona imelwe uSelby Ratshiediana,ongumeluleki kuLabour Relations Collective Bargaining and HR Support,othe yena uzokhumbuza abasebenzi ngokufanele bakwenze nokungafanele bakwenze,ikakhulukazi laba abamele abasebenzi ezindaweni zokusebenzela.Emva kwezikhulumi zonke,kube sekusukuma ingadlangadla,umfundisi Negros Manana,ophethe uhlelo lwezenkolo kwiGwalagwala FM,uphinda futhi abe ngumfundisi weTurning Point International Christian Centre.
Uthe uma ephakanyiswa,kwachwaza indlu yonke,bemjabulela,kwazise phela nguyena obeyisikhulumi sokukhuthaza[motivational speaker].Uthe,"uma umile phezu kwamahlombe ezimu[giant],ubona kude,lapha abanye abangaboni khona." You can only see far by sitting on the shoulders of the giant].Uqhubeke wathi,"kumele niphile impilo enemiphumela emi hle,waqhubeka wathi,abalandeli bakho bokuqala,kufanele kube umnndeni wakho,waqhubeka futhi wathi kufanele uzibungaze wena,ngokwempilo yakho oyiphilayo."Umfundisi Negros Manana ushiye bonke bekhexe imilomo,besafuna okunye.

Chief Albert Luthuli Municipality
A STAFF INDABA 2012
PURPOSE OF STAFF INDABA

The Chief Albert Luthuli Municipality Staff Indaba is an initiative taken in order to create a forum/platform that seeks to improve the working relations of the internal stakeholders (Council, Management and Trade Unions, IMATU and SAMWU representing employees)

STAFF INDABA DECLARATION

We, the politicians, management fraternity and Labour of Chief Albert Luthuli Municipality having noted the discussions that ensued since the morning, hereby declare the following:

- Ensure that we will adhere to the provisions of the Main Collective Agreement (ORA)
- Ensure that we will adhere to the promotion of Health and Safety
- Ensure that we will adhere to the promotion of Skills Development
- Ensure that we will adhere to the definition of clear roles and responsibilities of Political Office Bearers
- Ensure that we will adhere to Succession Planning
- Ensure that we will adhere to joint and consultative planning in respect of WSP/ATR, IDP and Budget
- Ensure that we will adhere to empowerment of women and people with disabilities
- Ensure that monthly departmental meetings are convened
- Ensure that unit Offices are well resourced
- Ensure adherence or promotion of Employee Assistance Programme
- Ensure that we will prioritize internal appointments provided that we have the requisite skills
- Ensure that all vacant and funded posts are filled
- Ensure that labour peace is promoted at the workplace
- We commit to support and respect each other

Enquiries:SF MNDEBELE
HEAD OFFICE
P.O Box 24 . Carolina 1185 . Mpumalanga
Telephone +27 (0) 17 843 4000 . Fax +27 (0) 17 843 4001
e-mail mm@albertluthuli.gov.za
Address all correspondence to
THE MUNICIPAL MANAGER

OTHER OFFICES
Badplaas ,Empuluzi ,Elukwatini ,Ekulindeni
+27 (0) 17 844 1066 ,+27 (0) 17 881 3006 ,+27 (0) 17 883 0431
+27 (0) 17 884 0360