



U.P.F.
UNITED PEOPLE'S FRONT
LOVE & PEACE

☒ 27
LEBOWAKGOMO¹
0731



**THE ADMINISTRATIVE HEAD
MULTI-PARTY NEGOTIATIONS PROCESS
ISANDO**

Sir

**MEMORANDUM FOR CONSIDERATION AND DISCUSSION BY
THE NEGOTIATION COUNCIL**

1. It is common course that there has always been maladministration, inefficiency and corruption in the disgraced and discredited Department of Regional and Land Affairs previously known as the Department of Native Affairs, Bantu Administration, Plural Relations, Co-operation and Development and later Development Aid. The Changes made in the name or the title of this department and the successive Ministers may have changed the complexion and not the character of this notorious department.
2. It is also common course that this department was established for the purpose of a cosmetic decentralisation of Administrative powers and functions to the Bantustans which was of course the corollary of political decentralisation aimed at so-called self-determination or separate development, and this has now dismally failed. The concentrated power for the Administration of Bantustans or Homelands remained and is still vested in a

Minister in-charge of Black Affairs and the R.S.A. Government still has the last or final word in all the decisions.

3. **DEVOLUTION OF POWER OR POLITICAL DECENTRALISATION.**

Whereas the South African Government referred to the devolution of power by way of so-called decentralised representative local and regional political institutions with demarcated areas of ethnic jurisdiction and authority over certain aspects, the Government merely shifted the political responsibility and accountability to the so-called homeland leaders and retained upto this stage, a dominant role, and powers as opposed to the Bantustan institutions in respect of decision-making with the result that the practical reality of the situation is that of a government system based on a premise halfway between a centralised system and a decentralised system. The South African decentralisation in terms of Homeland Legislative and Administrative powers and functions infers a system where elected black authorities exist between the electorate and the highest authority which operates under the auspices of a Black Affairs Minister or now a Minister of Regional and Land Affairs, who wields executive powers authority and functions and command the Homeland leaders to carry out his instructions and the Legislative Assembly to rubberstamp his decisions or the decisions of the R.S.A.

Government. The present situation in Lebowa is a good example.

4. The R.S.A. Government has taken a decision sometime ago that the various departments in the so-called Self-Governing Territories should have line functions with the mother departments of the Central Government. The line functions of all the other departments of the R.S.A. Government with the Self-Governing Territories are not redundant except for the duplication of services.

It remains however unthinkable and in fact undesirable during this transitional period to still have a department or a Minister whose main function is to supervise the Homeland Administrations over the political and all the administrative functions, which is nothing else but a perpetuation of the autocratic, maladministrative incompetency, and corruption in this disgraced, discredited and notorious department whose existence is not only unwarranted but rejected by the majority blacks in our country.

It has however become worse that this department abuses its powers by indirectly and directly using its officials to misuse tax-payers money and corruptive ways and methods in the distribution and utilisation of the resources e.g. Funds and Land.

5. As a sequel to the history of the Department of Regional and Land Affairs, and the present attitude and actions of Minister Andre' Fourie, which may render the aims and objectives of the T.E.C. and the various sub-councils ineffective and which may also jeopardise the economy of our region, U.P.F. and Lebowa Administration submit as follows:-

6. In view of the existing and the escalating political tension between the South African Government and Lebowa which came about as a result of some political differences between the National Party and the United People's Front, and which have now developed into a political victimization and marginalisation of our Administration but in particular the leadership of our organisation and which is no doubt a political opportunism aimed at gaining support for the N.P. in the Northern Transvaal Region;

and in view of the pending establishment of the T.E.C., whose objects shall be to facilitate and promote, in conjunction with all Legislative and executive structures at all levels of government in South Africa, the preparation for and transition to a democratic order in South Africa, by - inter alia exercising such powers and performing such duties as may be conferred upon or assigned to it by any other law;

And having regard to the powers and functions given to the

sub-councils in terms of the new T.E.C. legislation recently passed by Parliament.

The Lebowa Cabinet and the United People's Front hereby request that the Multi-Party Negotiating Process consider and give serious attention to the following:-

- (a) The South African Government and the National Party cannot be allowed to continue directly or indirectly marginalising, victimising and oppressing other political parties, but in particular the political parties or organisations which are members of the Patriotic Front. The Government and the National Party continue to abuse their Legislative and executive powers and in particular the misuse of Security Forces and the Financial Institutions.
- (b) The T.E.C. shall not achieve its objectives if and until the Government refrain from its wicked ways and methods of exercising its powers to its own advantage and to the prejudice of the underprivileged people in South Africa.
- (c) The South African Government cannot be allowed to continue to use the Internal Stability Units comprising inter alia of foreign elements to harass, torture and kill our people in this country in order to achieve the National Party's selfish political goal.

- (d) The South African Government cannot further be allowed to use the disgraced, discredited and the most notorious Department of Regional and Land Affairs to continue administering the affairs of the majority people in this country and thereby using wicked methods to woo the community leaders, Traditional Leaders, Businessmen, etc. by using their positions and powers to garner support for the National Party

The United People's Front and the Lebowa Administration propose consequently as follows:-

1. That the Department of Regional and Land Affairs refrains completely from controlling Administrative functions in the Self-Governing Territories, or that it be totally disestablished, and as regards the present impasse in Lebowa that the Financial Administration and related matters be placed under a neutral body or arbitrator to be appointed by the Multi-Party Negotiating Process to evaluate the promotions of Public Servants, investigate and report on the alleged irregularities and to normalise the situation.
2. That the Financial Administration of Lebowa be placed under a direct control of the Ministry of Finance or the Ministry of State Expenditure since the Departments

of Finance of the Self-Governing Territories are having line functions with the R.S.A. Departments of Finance and State Expenditure. These departments have manpower that has relevant training and expertise unlike the Department of Regional and Land Affairs whose Senior Officials are the old officials of the then Bantu Affairs Department who have little or no financial background. It is alarming to note that most of the Accounting Officers are ex-Bantu Affairs Commissioners, ex-Agricultural Officers, ex-Magistrates who hardly have junior degrees. The T.E.C.'s Sub-Council on Finance shall also have a line function with the Departments of Finance and State Expenditure and the out-dated disgraced, discredited, and a notorious department whose record of corruption is not questionable, and whose function is nothing else but a perpetuation of the unpopular administration and control of black people in South Africa. The continuous changing of the title of this department and its ministers is a testimony of the confusion, maladministration, harassment of black people, and rejection of this department by the majority of our people, and the undesirability of its existence, especially during this period of transition.

3. That the Sub-Council on Finance immediately on its inception be assigned with a task of investigating or requiring the investigation of Minister Andre' Fourie's

specific allegations of so-called corruption, inefficiency or deterioration of Lebowa's Financial Management, "which may have an adverse effect on the attainment of the objects of the T.E.C. in the course of the preparation of the 1994/1995 budget of Lebowa, and to conduct such research as necessary and that there be immediate investigation and consultation on all matters contained in sub-section 3 of Section 17 of the Transitional Executive Act", which has recently been passed by Cape Town Parliament.

4. That the S.A.P. Internal Stability Unit which is presently interfering in the duties and functions of the Lebowa Police be withdrawn by Minister Harnes Kriel with immediate effect.

5. **BACKGROUND TO THE CRISIS**

- 5.1. Normally in terms of the Exchequer Act the budget (Appropriation Bill) should be finalised within 5 months of the beginning of the financial year i.e. within the period 1 April to 31 August of each year.

- 5.2. In this particular instance the Lebowa Legislative Assembly Session whose main object is to pass the budget (Appropriation Bill) was opened officially by Minister Andre' Fourie, Minister of Regional and Land Affairs of the R.S.A. on 13 August 1993.
- 5.3. Before the 31st August 1993 the Lebowa Finance Amendment Bill was passed by the Legislative Assembly to make provision for expenditure to be incurred until the disposal of the budget, C/F Annexure "A". Such arrangements were made in the past with Minister Andre' Fourie's predecessors. It is common course that it usually takes some months before the Appropriation Bill is assented to by the State President. C/F Annexure "B". Minister Fourie neglected to submit the Lebowa Finance Amendment Bill to the State President for assentment. If a Bill is not acceptable or approved by the State President the procedure is that it be referred back to the Legislative Assembly and this has not been done by the R.S.A. Government upto this date.
- 5.4. The delay in finalising the budget was due to negotiations between the Lebowa Cabinet and the RSA Government for an increase in the budgetary allocation. At first an amount of R1,2 Billion was allocated, but after negotiations which lasted up to

the beginning of August 1993 the amount was increased to R3,6 Billion. The Lebowa Cabinet had finally to make an appeal to the State President for intervention during the process of negotiations.

5.5. The Legislative Assembly passed the budget (Appropriation Bill) on date September 1993 and sent it to the Minister for assentment by the State President and to date the Lebowa Cabinet has had no feedback from his office about it.

5.6. To our surprise the Lebowa Cabinet was summoned to Pretoria by Minister Andre' Fourie on 31 August 1993 where the Cabinet was told by Minister Fourie about the unilateral RSA Cabinet decision, then already taken for the taking-over of the financial administration of Lebowa with effect from 1 September 1993. Minister Fourie insisted that despite the financial administration take-over the Lebowa Legislative Assembly should continue with its session to pass the budget (Appropriation Bill) which was subsequently passed by the Legislative Assembly on September 1993 as indicated in paragraph ~~4.3~~^{5.5} above.

??

6. ALLEGED REASONS FOR THE TAKE-OVER.

6.1. Alleged failure by the Lebowa Legislative Assembly to pass the budget (Appropriation Bill) within the prescribed period.

Our response to the allegation: See paragraph ~~4.3~~^{5.4} above.

6.2. So-called lack of financial control as exemplified by requests for additional fund.

Our response:

6.2.1. There are several instances involved in the drawing up of Lebowa budget, inter alia, DBSA, RSA Departments of Regional and Land Affairs, Finance, State Expenditure, National Education, etc. which together with Lebowa make-up SAPRO.

6.2.2. The practice has been and still is that the Lebowa budget has been based on the guideline amount given by the RSA which guideline amount does not fully address/satisfy the needs of Lebowa as exemplified by the following extract from the SAPRO Chairman's report dated 25 June 1993 on the underlying causes

for the worsening budgetary picture, which are outside the control of the Lebowa Government:

- " - Extensive territory and growing population,
- Deteriorating economic situation and the resulting increase in unemployment and poverty,
- Drought situation,
- Strong indications of under funding and backlogs".

6.3. Alleged back-dated promotions of the deserving officials as per Cabinet decision No. 220/1993 .
Annexure "C"

Our response:

6.3.1. Backlogs in the promotions of the public servants promotions were created by the non-revision of organograms/structures of Departments dating as far back as 1982/83 despite the increase in demand for more services by communities, the upgrading of academic achievements, long-service and experience, expertise etc.

6.3.2. As a result officers/public servants were not merit assessed for promotions and this led to

dissatisfactions and grievances which were not expressed because of the then prevailing political situation.

- 6.3.3. With the unbanning of political organisations, freeing of political prisoners, return of exiles and the general freedom of expression that dawned in 1990 the hitherto bottled grievances of our public servants found expression in the form of not less than 92 protest marches, industrial action, affiliation to trade unions and other related avenues.
- 6.3.4. The protest marches were accompanied by demands for long overdue promotions and all memoranda which emanated from the above activities and actions were all sent to the RSA/Central government, and the relevant Minister, Andre' Fourie in most cases never responded.
- 6.3.5. The Lebowa Cabinet appointed an Interdepartmental Committee to investigate into public servants grievances which Committee discovered that indeed most public servants in this territory had been disadvantaged and prejudiced ^{and} recommended that these promotion backlogs be addressed and this was

communicated accordingly to the RSA through several channels including SAPRO, and here again the Lebowa Cabinet got no response from the Minister, Mr. Andre' Fourie.

6.4. Alleged exceeding of overdraft facility of R185 m by R60m.

Our response:

- 6.4.1. When the present Chief Minister came to power he inherited an overdraft of R367m which he worked very hard to reduce to R185m and instead of Minister Andre' Fourie congratulating the present Lebowa Cabinet for this achievement he comes up with the Financial Administration take-over move when the total overdraft is only R245m. This is certainly not a problem that is insurmountable.
- 6.4.2. The financial administration of Lebowa has always, to date, been controlled and managed by seconded RSA government officials sent by Mr. Andre' Fourie and his predecessors and these seconded officials are in a habit of investing Lebowa Government funds in private own banking accounts in order to reap the interests accrued. A case in point is one under

investigation by Lebowa government of one seconded official who has invested R63m of Lebowa funds in private banking accounts.

6.4.3. These seconded officials are said to be experts who are sent to Lebowa to train local public servants, but in reality they are not only underqualified but require training from the very people they are supposed to train, hence their high levels of incompetence and output.

6.5. Alleged salary payment of officers whose posts have not been budgeted for e.g. the alleged new 1 147 teachers posts in the Department of Education which are not on the budget.

Our response:

6.5.1. The creation of new posts is determined by norms prescribed for use nationally by all relevant Departments; for instance, the Pupil: Teacher ratios in the Lebowa Department of Education justified the creation of the above additional teaching posts and this was communicated accordingly to all relevant RSA instances indicated under 6.2.1 above which made money available for this essential and urgent service through the relevant seconded officials.

7. CONSEQUENCES OF THE TAKE-OVER.

Since so-called Minister Andre' Fourie's take-over of Lebowa financial administration the following incidents occurred:-

- 7.1. Pensioners were not paid.
- 7.2. Government petrol depots dried up and as a result essential services suffered including those at hospitals and police stations.
- 7.3. Hospital stores are not replenished e.g. medicine and oxygen facilities which lead to loss of lives.
- 7.4. Cheques issued for August 1993 salaries were stopped for payment by Minister Fourie's officials. These include cheques for Contractors and Suppliers who are further picking up problems with various bank institutions.
- 7.5. Cheques earmarked for payment of insurance premiums, housing bond repayment, medical aid premiums, etc were stopped for payment thus exposing the government to claims for losses as a result of the stoppages by Minister Fourie's officials.
- 7.6. The unilateral payment of salaries of all officials for

September 1993 based on their March 1993 salaries created fertile ground for industrial unrests, work stoppages, bedeviling of employer-employee relations, etc. and does not auger well for the good administration of Lebowa Government.

- 7.7. The Lebowa Government keeps various state accounts among which there are accounts in which monies belonging to para-statal Government Institutions are kept. These accounts were also stopped by minister Fourie's officials resulting in serious inconveniences, embarrassment and anger of the owners.
- 7.8. Lebowa Government Officials are tortured and kept at hostage day and night. Homes of some of the officials were searched and their family members harassed in the night.
- 7.9. Some cheques issued by Minister Fourie's officials were dishonoured in the bank, thus creating a contradiction to his declared efficiency of financial administration.
- 7.10 The Economy of the Northern Transvaal in particular the towns has now begun to deteriorate than ever before because business transactions have now virtually collapsed. Some members of Minister

Fourie's Task Teams are discredited as their services were withdrawn from Lebowa for various forms of incompetence but they are now being brought back and show arrogant attitudes towards Lebowa.

7.11. The Task Teams do not consult with relevant officials of Lebowa Government and are as a result complaining of receiving no co-operation from Lebowa.

7.12. The Task Teams are racial and unilateral because they are comprised of only white officers from the Central Government and exclude neutral independent personalities; and we, therefore, doubt their impartiality moreso that they have been appointed by the RSA alone which has political interests in this region.

7.13. Minister Andre' Fourie's attitude and actions do not auger well with the current negotiations at The World Trade Centre and this is of course may be a recipe for disaster and instability in the region.

8. CONCLUSION

We would like to appeal to the Multi-Party Negotiating Process to intervene as a matter urgency to avoid

instability in Lebowa and the whole region which is being fomented by Minister Andre' Fourie and his Nationalist Party for narrow and selfish political gains at the expense of the well-being of the public servants, the people and the rendering of services in the territory.

This unilateral take-over of Lebowa Financial Administration defies the imminent introduction of the T E C and its Sub-Councils and furthermore this unilateral restructuring makes a mockery of negotiations as practised by the Multi-Party Negotiating Process.

M. J. MAMLANGU

SIGNED: UPF LEADER AND LEBOWA
ADMINISTRATION.

DATE:.....05/10/93.....



LEBOWA REGERING

LEBOWA GOVERNMENT

MMUŠO WA LEBOWA

ML/mmm

No. ya Tshupetšo
Yaw. nr./ Ref. No.:

OFISI YA/KANTOOR VAN DIE/OFFICE OF THE

Ataese ya Thelekrafo
Telegrafiese Adres :Pušo
Telegraphic Address

Kgoro ya Tonakgolo
Departement van die Hoofminister
Department of the Chief Minister

Ditlakiso
Nawae
Enquiries

Setati K. J.

Mokotlana wa mong wa Poso
Privaatsak X27
Private Bag

No. ya Thelefomo 0156-35776/7
Tel. nr./Tel. No. 0156-35611-30
Faks No. 3-22799

CHUNIESPOORT
0745
93 09 29

Fax No. 0156-35788

TO: U P F

FAX NO. TOWN DIALLING CODE 011

NO. 397 22 11

ATTENTION: MR/MRS. M. J. Mahlangu

SUBJECT: A. Memorandum for consideration
and discussion by the Negotiation Council

MESSAGE: Attached

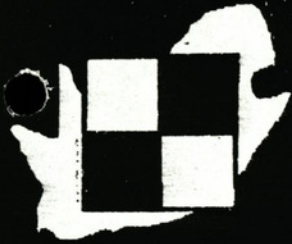
FROM WHOM: MR/MRS. Setati

DEPARTMENT: Chief Ministers

NUMBER OF PAGES (COVER PAGE INCLUDED) 6

APPROVED SIGNATURE: DATE: 93 09 29

(DEPARTMENT OF THE CHIEF MINISTER ONLY)



THE ADMINISTRATIVE HEAD
DR. T. ELOFF
MULTI-PARTY NEGOTIATIONS PROCESS
ISANDO

Sir

A MEMORANDUM FOR CONSIDERATION AND DISCUSSION
BY THE NEGOTIATION COUNCIL

In view of the existing and the escalating political tension between the South African Government and Lebowa Government Service which came about as a result of some political differences between the National Party and the United people's Front, and which have now developed into a political victimization and marginalisation of our Administration but in particular the leadership of our party;

and in view of the pending establishment of the T.E.C., whose objects shall be to facilitate and promote, in conjunction with all Legislative and executive structures at all levels of government in South Africa, the preparation for and transition to a democratic order in South Africa, by - inter alia exercising such powers and performing such duties as may be conferred upon or assigned to it by any other law:

And having regard to the powers and duties in particular of the Subcouncil or Finance:-

The Lebowa Cabinet and the United People's Front submit as follows:-

The South African Government and the National Party cannot be allowed to continue directly or indirectly marginalising, victimising and oppressing other political parties and in this specific case Lebowa and U.P.F. The Government and the National Party continue to abuse its Legislative and executive powers granted to it by the minority whites in this country.

The T.E.C. shall not achieve its objectives if and until the Government refrain from its wicked ways and methods of exercising its powers to its own advantage and prejudice of the underprivileged people in South Africa.

The South African Government cannot be allowed to use its Internal Stability Units in harassing and torturing our people in order to achieve its selfish political goals.

The United People's Front and the Lebowa Administration propose as follows:-

1. That the Financial Administration of Lebowa which cannot be withdrawn from the Lebowa Government as it is the case now be placed under the direct control of the T.E.C.

and be monitored by the Subcouncil on Finance upon its establishment and not by an oppressive and Autocratic Minister of Regional and Land Affairs.

2. That the Subcouncil on Finance immediately on its inception be assigned with a task of investigating or requiring the investigation of Minister Andre' Fourie's specific allegations of so-called corruption, inefficiency or deterioration of Lebowa's Financial Management, "which may have an adverse effect on the attainment of the objects of the T.E.C. in the course of the preparation of the 1994/1995 budget of Lebowa, and to conduct such research as necessary and that there be immediate investigation and consultation on all matters contained in sub-section 3 of Section 17 of the Transitional Executive Act", which has recently been passed by Cape Town Parliament.
3. That the S.A.P. Internal Stability Unit which is presently interfering in the duties and functions of the Lebowa Police be withdrawn by Minister Harnes Kriel with immediate effect.
4. Mr. Andre' Fourie and officials cannot be allowed to continue being a referee and a player in the allocation and control of funds especially where there is a dispute between a self-governing territory and his department and in this specific case between Lebowa and the Minister, whose department of Development Aid has always been disgraced

and discredited as a result of its record of financial mismanagement. It is a disgrace and in fact very much alarming that the same officials of the department whose credibility and efficiency has always been questionable are now sent to investigate into the financial affairs of Lebowa.

U.P.F. and Lebowa submit that an impartial authority should be in-charge of the financial management and not Minister Fourie who clearly abuses his powers to victimise his political opponents, and whose functions and duties are meant to perpetuate the old administrative order over blacks in South Africa.

Minister Andre' Fourie and his department are virtually distabiling the Northern Transvaal Region by discrediting one of the strongest opponents of his party in the region and this is not in the best interest of the T.E.C. and the levelling of a political field for all the political parties, in having fair and free elections in April 1994.

The present situation in Lebowa is undoubtedly very much political and being used as an election campaign e.g. Minister Fourie has today, 28 September 1993 addressed businessmen, traditional leaders, community leaders, leaders of political parties and organisations and all interested parties on the present situation in Lebowa, which has to do with administrative problems and nothing else but a political posturing. Minister Andre' Fourie's behaviour

and attitude is clearly indicative of a National Party Minister who plays double standard especially after having summoned Gazankulu and Venda to a meeting in Pretoria to persuade them to accept this proposal that portions of Ellisrus, Potgietersrus and Waterberg be incorporated in the proposed so-called Boerestaat.

U.P.F. and the Lebowa Government propose that the sub-council on Finance should assume full responsibility and functions in the allocation, control or monitoring of funds in conjunction with the Minister of Finance and Minister of State Expenditure and not the Minister of Regional and Land Affairs whose functions and duties are in our opinion a duplication of the duties and functions of other departments in the R.S.A. Government. This calls for the total disestablishment or dismantling of this department.

CHIEF MINISTER AND LEADER OF U.P.F.

1993/09/28

**Annexures to the United People's Front
"Memorandum for consideration and discussion by the Negotiation Council"**

5 October 1993

- 1 Annexure A: Amendment of Section 1 of Act No. 9 1990
- 2 Annexure B: Lebowa Appropriation Bill 1993
- 3 Annexure C: Decision on Memorandum 148/93

ANNEXURE A

ACT

To amend the Lebowa Finance Act, 1990; as to provide for the extension of the period for the granting of an authorization for the withdrawal of moneys out of the Revenue Fund for the area for which the Lebowa Legislative Assembly has been established for a particular period after the commencement of a financial year until moneys have been appropriated by an Appropriation Act; and for incidental matters.

BE IT ENACTED by the Lebowa Legislative Assembly, as follows:-

Amendment of Section 1 of Act No. 9 of 1990

1. The Lebowa Finance Act, 1990 (Act No. 9 of 1990), is hereby amended by the substitution for section 1 of the following section:

"1. For the purposes of section 35 of the Self-governing Territories Constitution Act, 1971 (Act No. 21 of 1971), section 4 of the Exchequer Act, 1975 (Act No. 65 of 1975), is hereby amended by the substitution for the provisos to subsection (1) of the following proviso:

"Provided that until moneys have been appropriated for the requirements of Lebowa as a charge against the Revenue Fund for the area for which the Lebowa Legislative Assembly has been established by an Appropriation Act or other law in respect of any financial year, but during a period not exceeding eight months after the commencement of such financial year, the Chief Minister may authorize in writing the withdrawal of moneys from that Revenue Fund without an appropriation made by law, in order to meet expenditure on services in respect of which there was an appropriation in the immediate preceding financial year, or in respect of which provision is made by any law."

Short title

2. This Act shall be called the Lebowa Finance Amendment Act, 1993.

ANNEXURE B.

LEBOWA

MOAOKAKANYWA WA LEBOWA
WA DITEKANYETSO, 1993

LEBOWA- WETSONTWERP OP
DIE BEGROTING, 1993

LEBOWA APPROPRIATION
BILL, 1993

BILL

To appropriate an amount of money towards the requirements of Lebowa for the financial year ending 31 March, 1994

BE IT ENACTED by the Lebowa Legislative Assembly, as follows:-

Revenue Fund charged with certain amounts of money

1. Subject to the provisions of the Exchequer Act, 1975 (Act No. 66 of 1975), the Revenue Fund of Lebowa, is for the financial year ending on 31 March, 1994, hereby charged with the amounts of money shown in Column 1 of the Schedule.

Short title

2. This Act shall be called the Lebowa Appropriation Act, 1993.

SCHEDULE

VOTE		Column 1
No.	Designation	
		R
1.	Chief Minister	93 358 000
2.	Home Affairs	53 972 000
3.	Public Works	245 538 000
4.	Education	1 575 945 000
5.	Agriculture and Environmental Conservation ..	273 207 000
6.	Justice	51 573 000
7.	Health and Social Welfare	1 033 200 000
8.	Finance	99 998 000

9. Law and Order	147 509 000
10. Economic Affairs and Technology.....	38 206 000
	<hr/>
TOTAL	R3 612 506 000
	<hr/>

LEBOWA GOVERNMENT SERVICE**DEPARTMENT OF THE CHIEF MINISTER****DECISION ON MEMORANDUM 148/93: FILLING OF POSTS ON THE ORGANOGRAMS OF THE DEPARTMENT OF THE CHIEF MINISTER AND THE COMMISSION FOR ADMINISTRATION.****DECISION**

The Cabinet decides that the officials who have been prejudiced in any way in respect of promotions should be considered for promotion or translations of specified personnel units in order to normalise the situation in all the Government departments which arose as a result of the organograms and merit assessments which were not updated for sometime.

The Cabinet finds it necessary that there should be some retrospectivity in promotions since it becomes evident that the organograms of all the departments except the Department of Law, Order and Traffic have all the time been overloaded and it would consequently be unscientific to ignore the extent of the facts which were not brought to the fore by the Administrative Heads of departments and the Public Service Commission which has resulted in an abnormal situation as referred to by the PSC.

1. The Cabinet accepts recommendation by the PSC that deserving officials be promoted to the next higher ranks on the updated organograms.
2. That there be no skipping of ranks in effecting the promotions and that there should be uniformity in all departments in this regard.
3. That measures contained in the various Personnel Administration Standards (PAS'es) should be adhered to.
4. That in all cases the seniority list of officials be adhered to.

The Cabinet decides in conclusion that Treasury Approval be obtained concomitantly with the updating of the organograms for each and every department.

Chaboudine
CHIEF MINISTER
LEBOWAKGOMO
1993/07/05

FILE NO. S7/2
6/4/2/1
6/4/3/1