
Your Ref:

Room 201, Bram Fischer Building

Our Ref:

Date: 23 March 2021

Councillor M Kganakga
Mangaung Metropolitan Municipality

Dear Councillor

RULE 38 QUESTION: OVERTIME ISSUES IN MANGAUNG METROPOLITAN MUNICIPALITY

Your letter dated 8 October 2019 with regards to the above-mentioned matter refers.

1. How many people have been suspended for overtime “theft”?

- There is no proven overtime theft. Overtime in the city is structured and outcomes based. Workers are given tasks that are supposed to be completed on specific time frames.

2. How many people have been suspended for illegal “strikes” due to lack of overtime?

- There have not been cases of people who have engaged in strikes due to lack of overtime.

3. How many employees have been placed on disciplinary for “stealing” overtime?

- There is no proven overtime theft. Overtime in the city is structured and outcomes based. Workers are given tasks that are supposed to be completed on specific time frames.

4. What is the highest number of overtime paid over to a single employee in one month?

- We have curbed overtime in less than 150 hours. But it will require one to understand the norms and standards for waste management to understand how one reaches what can be interpreted as abnormal overtime.

5. Is it possible to get more than 300 hours of overtime in one month, if yes, how? If no why does it happen?

- During this term there has not been cases of people getting 300 hours of overtime. Where overtime is administered, it is administered in line with both basic conditions of employment act and the Waste management norms and standards.

6. What are the HOD's and General Managers doing about this crisis?

- We have curbed overtime in less than 150 hours. But it will require one to understand the norms and standards for waste management to understand how one reaches what can be interpreted as abnormal overtime.

7. What mechanisms have been put in place to make sure people work in the business hours?

- Even though its possible if we go in line with the norms and standards, particularly where there is chronic shortage of resources, we have curbed it at 150 hours at most.

8. What role has the City Manager played to make sure this crisis does not drag on longer that has already?

- We structure overtime to be in line with norms and standards. But resource shortages as well as the environmental laws do compel us to collect waste, at times at all cost and this sometimes necessitates going beyond normal hours.
- The city is working hard towards bringing resources together for the normalization of operating hours. We are working towards ensuring sufficient tools of trade and employees.

9. What happens to the Mangaung employees that have been found to switch off water valves to close-off water to communities in order to claim overtime?

- No evidence has been brought forward that directly implicates MMM employees of such acts.

10. How does the Metro protect the rights of its residence when its own employees are switching off the water?

- No evidence has been brought forward that directly implicates MMM employees of such acts. Based on our operational plans, the Municipality always strives to ensure a reliable supply of water to our communities

Yours Faithfully


Adv. Tankiso Mea
City Manager