

RULE 38 QUESTION ON GENERAL MANAGER LAWRENCE MATHAE SUBMITTED BY COUNCILLOR SNYMAN-VAN DEVENTER DATED 4 AUGUST 2022.

**THE SPEAKER OF COUNCIL
MARYKE DAVIES**

Our Ref: Adv N Mpangane

Your Ref: PP: 088705

Phone: (051) 405 8623

Fax: (051) 405 8696

23 June 2023

MANGAUNG
METRO MUNICIPALITY
LEKGOtLA LA MOTSE
DIRECTORATE
CORPORATE SERVICES



Question 1: In which Department is Mr Mathae employed as General Manager?

Response: Mr Mathae was employed as General Manager: Strategic Support in the Directorate: Waste and Fleet Management.

Question 2: Since when has he been employed by the Metro?

Response: Mr Mathae started working at the former Motheo District Municipality on 1 May 2004 and he form part of employees transferred in 2011 due to the amalgamation of the former Mothae District employees to Mangaung Metro Municipality. Mr Mothae was then placed by the placement committee established by council in 2015 to the post of General Manager (GM): Strategic Support in the Waste and Fleet Management Directorate in 2015.

Question 3: Since when has he been employed by the Metro?

Response: Mr Mathae signed an employment contract with the former Motheo District Municipality. The employee received a placement letter which incorporated him into the Mangaung Metro Municipality Structure with retention of his conditions of service he signed with the former District Municipality.

Question 4: Can you provide us with his employment contract?

Response: See attached initial contract with former Motheo District Municipality and subsequent placement letter with MMM.

Question 5: Did he in any way participate in the Performance Management System?

Response: No.

Question 6: If not, why not?

Response: Mangaung has not implemented Performance Management System (individual performance), however this matter is receiving the necessary attention from the executive management team as now it is mandatory for municipality to implement PMS. The PMS policy

MS NR/DUMALISILE
ACTING CITY MANAGER

Yours Sincerely,

Response: I am unfortunately not able to comment on party political matters.

Question 11: Is it true that he in his position as an ANC official interferes in the political governance and management of the Mangangung Metro?

Response: I am unfortunately not able to comment on party political matters.

Question 10: Is it true that he in his position as an ANC official interferes in the management and operations of the Mangangung Metro?

Response: His presence at work was managed by his immediate supervisor through the attendance register as like any other municipal employees.

Question 9: Can you provide proof that he was at his office/place of employment during working hours since he was transferred to the Solid Waste Department?

Response: The former GM performed his functions in terms of strategic support relating to the IDP, SDBIP etc in conjunction with the Acting Manager: Strategic and reporting to the AHOD: Solid Waste and Fleet. The GM was based on the 8th Floor.

Question 8: Can you prove that he fulfilled his duties as General Manager during his employment?

Response: Attached please find a generic Job Description for the position of GM: Strategic Support.

is at draft phase and once consulted with all relevant stakeholder, such will be tabled to council for approval.

DIRECTORATE
CORPORATE SERVICES

METRO MUNICIPALITY
LEKGOITLA LA MOTSE



MANGAUNG

SECTION A: JOB TITLE AND INFORMATION SECTION
JOB DESCRIPTION FORM
 (Approved by JEWG on 9 December 2002)

A.1 POST IDENTIFICATION	
Municipality	MANGAUNG METROPOLITAN MUNICIPALITY
Post Title	GENERAL MANAGER: STRATEGIC SUPPORT
Number of Posts	
Job Grade	
Date Grade Authorised	
Post Identification No/s.	IMMENG002
Name of Incumbent(s) and Service Numbers:	

A.2 LOCATION OF POST IN ORGANGRAM (The departments or service units and sub divisions within which the post or posts are located. Use the terminology used in your municipality)	
DIRECTORATE	ENGINEERING SERVICES
SUB-DIRECTORATE	STRATEGIC SUPPORT
DIVISION	

A.3 SURROUNDING POSTS	
Immediate Superior	
Job Title	
HOD: ENGINEERING SERVICES	
Immediate Subordinates	
Job Title(s):	
Post Identification No (s)	
MANAGER: ADMINISTRATIVE SERVICES	

Attach a copy of the approved organogram.



SECTION B: JOB PURPOSE, DUTIES AND RESPONSIBILITIES OF THE POST

<p>B.1 JOB PURPOSE</p>	<p>Plans, directs, manages and controls the key performance and results indicators of the sub-directorate through research and evaluation of best practices, interpretation of statutory guidelines to enable input and recommendations into longer term objective setting; implementation and alignment of policies, functions, procedures, systems and control of critical reporting requirements aimed at supporting the accomplishment of the Directorate's service delivery standards and objectives.</p>
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<p>B.2 DUTIES OF THE POST</p>	<p>NO.</p>	<p>DUTIES/TASKS (What, How and Why)</p>	<p>FREQUENCY</p>
<p>1.</p>	<p>1.1</p>	<p>A. GENERAL MANAGEMENT FUNCTIONS</p> <p>FORWARD PLANNING AND ALIGNMENT OF DEPARTMENTAL OBJECTIVES</p> <p>Identifies and defines the immediate, short and long term objectives/plans associated with the functionality, by</p> <p>Keeping abreast with technological/industry/professional developments through research and analysis of current trends and applications associated with the functionality,</p> <p>Analysing and aligning requirements with operating capacity and capability of the sub-directorate,</p> <p>Evaluating and commenting on the applicability of specific key performance indicators and measures against outcomes detailed in the department's Business and Strategic Plans,</p> <p>Presenting a conceptual framework of current and future interventions necessary to achieve acceptable levels and standards of service delivery to the Head for consideration and inclusion into the directorate's short/long term performance and service delivery plans.</p> <p>In order to ensure critical performance indicators are identified and specific measures established to enable and guide the sub-directorate to plan, manage and/or prioritize outcomes accordingly.</p>	<p>On-going</p> <p>Long-term planning cycle - Annually</p> <p>Short term- Quarterly</p>

<p>On-going</p> <p>Appraisals-Quarterly</p>	<p>PRODUCTIVITY, PERFORMANCE AND PERSONNEL MANAGEMENT</p> <p>Directs and controls outcomes associated with utilization, productivity and performance of personnel within the sub-directorate, by</p> <ul style="list-style-type: none"> • Defining/adjusting the key performance indicators, job design and role boundaries of personnel against service delivery requirements, • Evaluating the capability of prospective applicants and participating in the interviewing and final selection sessions; • Conducting appraisals to measure performance and objective accomplishments against agreed targets and reviewing goals and setting new objectives; • Identifying technical/non-technical skill gap within the sub-directorate and completes developmental plans for existing personnel with clearly defined career paths and job enrichment opportunities; • Monitoring the adequacy of current training interventions supporting personnel development and reporting on workplace impact post training and/or the need for changes to plans; • Implementing HR policies and procedures to control/regulate workplace conflict and/or instituting corrective measures and consultation processes to address deviations from standards; • Analysing statistical information pertaining to staff attendance/absenteeism, overtime, lost time due to accidents and/or incidents and downtime and proposing specific remedial measures aimed at improving productivity and reducing personnel related costs. <p>In order to ensure a climate conducive to promoting and sustaining motivational levels, productivity, performance and improving the quality of work-life is cultivated and maintained enabling the sub-directorate to meet its service delivery objectives.</p>	<p>1.2</p>
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<p>Estimates- Annually</p> <p>Financial Control and Accountability- On-going</p>	<p>FINANCIAL CONTROL</p> <p>Oversees and supervises the preparation of capital and operating estimates and controls expenditure against the approved budget allocations, by</p> <ul style="list-style-type: none"> Analysing trends, operating requirements and forward plans to establish/determine funding/expenditure for the period, Evaluating the sub-directorate's performance against budget and addressing deviations/ variances with appropriate personnel; Monitoring and implementing corrective measures to rectify deviations/acts contrary to financial regulations, audit requirements and departmental procedures, Communicating with the Internal Audit unit on audit findings and recommendations and institutes the necessary investigational or corrective measures. <p>In order to ensure accurate estimates are prepared in relation to requirements enabling the sub-directorate to contribute positively towards meeting objectives and sustaining the quality and standards of service delivery.</p>	<p>1.3</p>
	<p>B. FUNCTIONAL MANAGEMENT</p> <p>2.1 PERFORMANCE REPORTING</p> <p>Coordinates the Department's performance related reports and questionnaires, by</p> <ul style="list-style-type: none"> Formulating relevant performance targets for the different line department in consultation with the HOD, General Managers and Managers, Consolidating the inputs with the progress from line departments on the service delivery targets planned for the year, Reporting on behalf of the department within the set timeframes, Following up on variances and discrepancies in consultation with General Managers to ensure that the objectives and targets are met <p>In order to ensure compliance with relevant legislative and other requirements</p>	<p>2.</p> <p>2.1</p>

FOCUS AREA		
On-going	<p>C. STAKEHOLDER RELATIONS/ RELATIONSHIP MANAGEMENT</p> <p>COMMUNICATION</p> <p>Disseminates functional information and advice on the immediate, short and long term objectives and current developments, problems and constraints, by</p> <ul style="list-style-type: none"> • Coordinating the set-up and implementation of communication mediums to serve as avenues to facilitate transfer of functional information and receive comment, opinions and complaints. • Participating in various meetings (council, internal and external forums, etc.) and providing comments/ opinions on matters affecting or concerning the functionality. • Responding, through the collection of factual information and/ or conducting the necessary investigation/ research, to enquiries and concerns from the general public, councillors, government departments, media, etc. <p>In order to ensure information, advice or opinions on relevant matters is made available and/ or communicated through the various mediums and accurately interpreted through the provision of adequate and clear explanation.</p>	<p>3. 3.1</p>
Reporting Weekly/ monthly	<p>D. ADMINISTRATION</p> <p>REPORTS AND CORRESPONDENCE</p> <p>Formulates specific administrative and reporting requirements associated with the key performance and result indicators of the functionality, by</p> <ul style="list-style-type: none"> • Preparing procedural, financial and performance reports referring to statistical data and qualitative information related to the sub-directorate's service delivery initiatives for the attention of the immediate superior for consideration and inclusion into Council and Sub Committee reports. • Compiling investigative reports and / or responses to correspondences and queries, undertaking research or extracting information and records to support content, recommendations 	<p>4. 4.1</p>

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C.3 PHYSICAL REQUIREMENTS OF THE POST (Only where directly relevant to the performance of the job)	

	Experience
	Reasons for preferred qualification
	Qualification
C.2 PREFERRED REQUIREMENTS OF THE POST	


Experience	At least 3 years related work experience in a supervisory capacity within a medium to a large sized organization.
Reasons for essential qualification	job requirement
Qualification	B-degree or equivalent qualification
<p>C.1 ESSENTIAL REQUIREMENTS OF THE POST</p> <p>State the minimum educational, qualifications and experience that are required to perform the job competently.</p>	

Skills relevant to a job include education or experience, specialised training, personal characteristics or abilities

SECTION C: JOB SPECIFICATION

<p>B.2 AUTHORITY OF THE POST</p> <p>This outlines the authority the job holder has to make decisions or to take independent action without reference to a superior. Limits of authority may also be included (e.g. not permitted to...)</p>	

	<ul style="list-style-type: none"> • Preparing and/ or approving specific requisitions for the purchasing and supply of requirements related to the functionality. • Maintaining the activity and recordkeeping systems and/ or executing specific actions to facilitate the updating of information with respect to specific activities and interventions. <p>In order to ensure administrative sequences dictating reporting requirements and approval procedures are complied with and correspondence responded to through the provision of accurate information on the activities of the Sub-directorate.</p>	
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				Incumbent
				Incumbent
				Incumbent
				Union Representative
				Union Representative
				Immediate Superior
		44574	LX Nloyi	Head of Department
DATE				

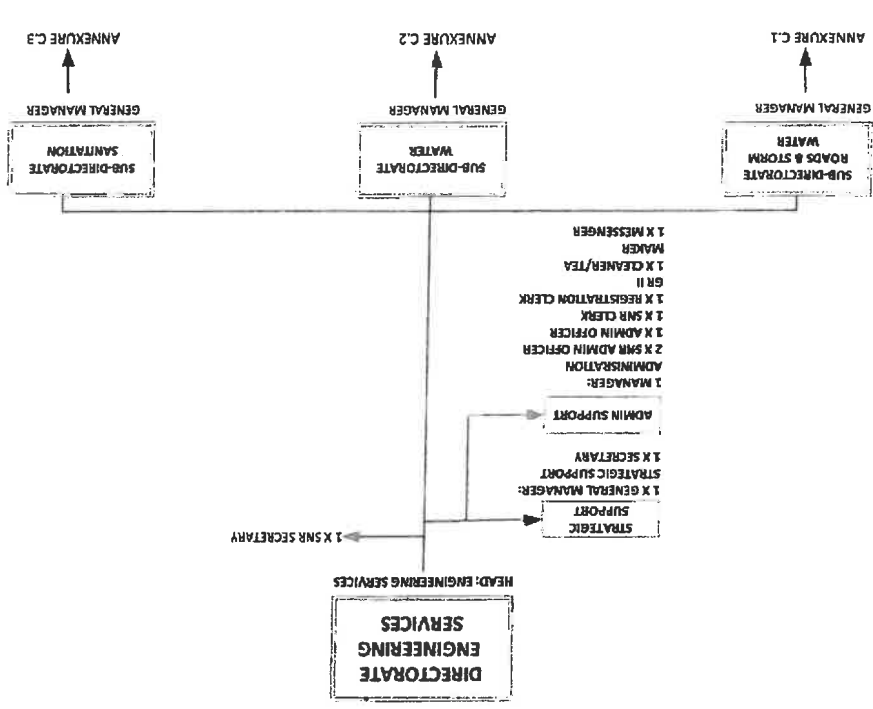
We the undersigned confirm that we have consulted on the content contained in the job description and hereby confirm that we consider that the information contained is a correct reflection of the context of the post and its content.

D.1 CERTIFIED CORRECT

SECTION D: APPROVAL OF JOB DESCRIPTION

C.4 SPECIAL CONDITIONS ATTACHED TO THE POST (Specify)	1.	
	2.	
	3.	
	4.	
	5.	
	6.	

ORGANISATIONAL STRUCTURE: DIRECTORATE ENGINEERING SERVICES



Tuesday, November 11, 2014

ANNEXURE C

JOB DESCRIPTION FORM
 (Approved by JEWG on 9 December 2002)
SECTION A: JOB TITLE AND INFORMATION SECTION

A.1 POST IDENTIFICATION	
Municipality	Mangung Metropolitan Municipality
Post Title	General Manager Roads and Stormwater
Number of Posts	1
Job Grade	
Date Grade Authorised	
Post Identification No/s.	MMMENG011
Name of Incumbent(s) and Service Numbers:	

A.2 LOCATION OF POST IN ORGANIGRAM	
(The departments or service units and sub divisions within which the post or posts are located. Use the terminology used in your municipality)	
Directorate	Engineering Services
Sub-directorate	Roads and Stormwater

A.3 SURROUNDING POSTS	
Immediate Superior	
Job Title	Post Identification No.
Head (Engineering Services)	MMMENG000
Immediate Subordinates	
Job Title(s):	Post Identification No (s)
Secretary	MMMENG012
Administrative Officer	MMMENG013
Community Liaison Officer	MMMENG015
Engineer in Training//Snr//First Engineer (Traffic Signs)	MMMENG016
Manager Bfn North	MMMENG023
Manager Bfn South	MMMENG063
Manager Botshabelo Division	MMMENG103
Manager Thaba Nchu Division	MMMENG132

MANGAUNG METROPOLITAN MUNICIPALITY
APPROVED
 28-10-2016
 JOB EVALUATION DIVISION

Manager : Way Leaves & Data Management	MMMEENG172
Chief of Planning and Implementation	MMMEENG183

Attach a copy of the approved organogram.

SECTION B: JOB PURPOSE, DUTIES AND RESPONSIBILITIES OF THE POST

B.1	JOB PURPOSE	<p>Manages the key performance areas and result indicators associated with the construction, rehabilitation and maintenance of road infrastructure, storm-water drainage and the adequacy of traffic signage and road markings through investigation, analysis and interpretation of developmental requirements against the capacity and capability of the department to accomplish immediate, short and longer term service delivery objectives.</p>
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B.2		DUTIES OF THE POST
NO.	DUTIES/TASKS (What, How and Why)	FREQUENCY
1.	<p>MANAGEMENT AND PLANNING FUNCTIONS</p> <p>Identifies and defines the immediate, short and long term objectives/ plans associated with road and storm-water services, by:-</p> <ul style="list-style-type: none"> • Keeping abreast with technological developments in the construction, rehabilitation and maintenance of roads, storm-water drainage and traffic signage/ markings. • Analyzing and aligning requirements with operating capacity and capability. • Evaluating and commenting on the applicability of specific key performance indicators and measures against outcomes detailed in the departments Business and Strategic Plans • Presenting a conceptual framework of current and future interventions necessary to achieve acceptable levels and standards of service delivery to the Head (Engineering Services) for consideration and inclusion into the departments short/ long term performance and service delivery plans. • Interrogate any Audit queries as raised by the office of the Auditor General, provide plausible responses and implement acceptable 	<p>Ongoing</p> <p>Long term planning cycle- Annually</p> <p>Short term- Quarterly</p>

<p>Ongoing Appraisals- Quarterly</p>	<p>PRODUCTIVITY/ PERFORMANCE AND PERSONNEL MANAGEMENT</p> <p>Directs and controls outcomes associated with utilization, productivity and performance of personnel within the Roads and Storm-water Sub-directorate, by:-</p> <ul style="list-style-type: none"> • Defining/ adjusting the key performance indicators, job design and role boundaries of personnel against service delivery requirements. • Evaluating the capability of prospective applicants and participating in the interviewing and final selection sessions. • Conducting appraisals to measure performance and objective accomplishments against agreed targets and, reviewing goals and setting new objectives. • Identifying technical/ non-technical skill gap within the Department and completes developmental plans for existing personnel with clearly defined career paths and job enrichment opportunities. 	<p>2.</p>
	<p>remedial measures where necessary.</p> <ul style="list-style-type: none"> • Perform any other responsibilities as maybe determined by the HOD from time to time • To prepare a budget which will be approved by Council which, will to a large extend, address the issues raised by the Communities through the IDP (Integrated Development Plan). • Participation in all planning sessions as dictated by the office of the City Manager and the Executive Mayor along with other Senior Management of the Organisation. • Participation in other Council forums as maybe prescribed from time to time. • Liaison with other spheres of government, non-governmental organisations and the private sector as may be prescribed by the organisation. • Leading a team of Engineers and Technicians charged with the responsibility of the delivery of acceptable roads and stormwater infrastructure network <p>In order to ensure critical performance indicators are identified and specific measures established to enable and guide the department to plan, manage and or prioritize outcomes accordingly.</p>	

<p>Financial Control and accountability-ongoing.</p> <p>Estimates-Annually</p>	<p>FINANCIAL CONTROL</p> <p>Prepares capital and operating estimates and controls expenditure against the approved budget allocations, by:-</p> <ul style="list-style-type: none"> • Analyzing trends, operating requirements and forward plans to establish/ determine funding/ expenditure for the period. • Evaluating the sections performance against budget and addressing deviations/ variances with appropriate personnel. • Monitoring and implementing corrective measures to rectify deviations/ acts contrary to financial regulations, audit requirements and departmental procedure. • Communicating with the Council's Financial Section on audit findings and recommendations and institutes the necessary investigational or corrective measures. <p>In order to ensure accurate estimates are prepared in relation to requirements enabling the Branch to contribute positively towards meeting maintenance objectives and sustaining the quality and standards of service delivery.</p>	<p>3.</p>
	<p>Monitoring the adequacy of current training interventions supporting personnel development and reporting on workplace impact post training and/ or the need for changes to plans.</p> <ul style="list-style-type: none"> • Implementing Human Resources policies and procedures to control/ regulate workplace conflict and/ or instituting corrective measures and consultation processes to address deviations from standards. • Analyzing statistical information pertaining to staff attendance/ absenteeism, overtime, lost time due to accidents and/ or incidents and downtime and proposing specific remedial measures aimed at improving productivity and reducing personnel related costs. <p>In order to ensure a climate conducive to promoting and sustaining motivational levels, productivity, performance and improving the quality of work-life is cultivated and maintained enabling the department to meet its service delivery objectives.</p>	

<p>Ongoing</p>	<p>ROADS AND STORM-WATER MAINTENANCE ACTIVITIES</p> <ul style="list-style-type: none"> • Directs and controls the professional, technical and operational outcomes associated with the functions related to roads and storm-water maintenance, by:- • Establishing key performance indicators and measures for 	<p>4.2</p>
<p>Continuously</p>	<p>CONTRACT AND OPERATIONAL MANAGEMENT</p> <p>CONTRACT MANAGEMENT</p> <p>Manages the formulation of specific contracts and tender documents and controls contractual obligations, by:-</p> <ul style="list-style-type: none"> • Guiding the drafting, adjudication and reporting processes with regards to contracts/ tenders and verifying details, terms and conditions, specifications, etc comply with laid down policies, regulations and procedures. • Participating in the appointment process and briefing parties (consultants/ contractors, etc) on the terms and scope of such appointments and, evaluating, investigating and approving submissions on progress, performance and costs. • Monitoring Contractor performance against agreed terms and conditions through ongoing interaction with site personnel, on-site inspections, etc and alerting the Contractor to any acts of non-conformance. • Implementing procedures to administer contracts and the processing of completion certificates and, verifying outcomes prior to approving payment certificates. • Evaluating the adequacy of Council's Affirmative Procurement Policy in providing opportunities to emerging contractors to develop and enhance their skill base and promotes employment at a local level. • Resolving technical conflicts and contractual claims and preparing the necessary reports presenting councils arguments at arbitration. <p>In order to ensure contractual terms and conditions entered into, and agreed to be complied with and specific responsibilities discharged accordingly without any risk to the Council.</p>	<p>4. 4.1</p>

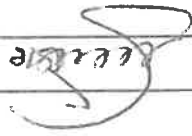


<p>Continuously</p>	<p>RELATIONSHIP MANAGEMENT AND COMMUNICATION</p> <p>Disseminates functional and operational information on the immediate, short and long term objectives and current developments,</p>	<p>5.</p>
	<p>determining/ assessing the level and appropriateness of service delivery with respect to road maintenance (routine, planned and unplanned) and repair work, storm-water drainage and traffic signage and markings.</p> <ul style="list-style-type: none"> Managing the operational dimensions and resources (materials, plant and vehicle, decentralized depot operations) and monitors utilization and cost effectiveness of activities against operational plans. Monitoring the adequacy of procedures and compliance with departmental guidelines with respect to trench re-instatements resulting from excavations by the various utility service organizations, the construction of access hardening and installation of drainage and, recovery of expenditure incurred through repairing damages to road reserves resulting from building operations on adjacent private properties. Preparing/ approving drawings, designs and cost estimates for minor new works and, monitoring the implementation sequences thereof. Evaluating interventions and/ or the design and construction of Road, Storm-water Drainage and Traffic Engineering Infrastructure contemplated or affected through external sources and, providing comments on constraints/ applicability with regards to ongoing maintenance. Assessing and analyzing material design, introduction of new materials and equipment and its impact on the functioning and level of service delivery. Addressing complex technical issues and disseminating professional advice associated with the objectives and outcomes of the functionality. <p>In order to ensure the activities, projects and assignments associated with the branch are monitored, deviations addressed and corrective measures introduced to curb non conformance, poor quality and performance enabling the department to deliver in accordance with the laid down objectives, procedures and cost parameters.</p>	

Skills relevant to a job include education or experience, specialised training, personal characteristics or abilities

SECTION C: JOB SPECIFICATION

<p>The post is accountable in terms of the appointment under Section 16.2 of the Occupational Health and Safety Act and is required to discharge all statutory responsibilities detailed in the legislation and associated procedures of Council.</p> <p>The post is responsible for verifying compliance with construction regulations and approving contractor payment certificates.</p>
<p>B.2 AUTHORITY OF THE POST</p> <p>This outlines the authority the job holder has to make decisions or to take independent action without reference to a superior. Limits of authority may also be included (e.g. not permitted to...)</p>

	<p>problems and constraints, by:-</p> <ul style="list-style-type: none"> • Implementing sequences associated with establishing databases reflective of all capital, rehabilitation and special maintenance projects relating to roads and storm-water drainage to be undertaken in the regions/wards. • Coordinating the set-up and implementation of Regional Forums to serve as avenue to facilitate functional information and receive public comment. • Participating in various meetings (council, internal and external forums) and provides comments/ opinions on matters affecting or concerning the functionality. • Responding, through the collection of factual information and/ or conducting the necessary investigation/ research, to enquiries and concerns on service delivery from the general public, councillors, government departments, developers, etc. <p>In order to ensure information, advice or opinions on relevant matters is made available and/ or communicated through the various mediums and accurately interpreted through the provision of adequate and clear explanation.</p>
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TITLE	NAME	SERVICE NO	SIGNATURE	DATE
Incumbent	J M Letsie	55987		2017/11/1
Union Representative				
Union Representative				
Immediate Superior	L X Ntsoi	44574		11/11/2016
Head of Department	L X Ntsoi	44574		11/11/2016

We the undersigned confirm that we have consulted on the content contained in the job description and hereby confirm that we consider that the information contained is a correct reflection of the context of the post and its content.

SECTION D: APPROVAL OF JOB DESCRIPTION
D.1 CERTIFIED CORRECT

C.4 SPECIAL CONDITIONS ATTACHED TO THE POST (Specify)	1. Nil
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C.3 PHYSICAL REQUIREMENTS OF THE POST (Only where directly relevant to the performance of the job)	1. Not applicable
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C.2 PREFERRED REQUIREMENTS OF THE POST	Qualification	
	Reasons for preferred qualification	
	Experience	5-10 yrs experience

C.1 ESSENTIAL REQUIREMENTS OF THE POST	State the minimum educational, qualifications and experience that are required to perform the job competently.
	Qualification (NQF Level 6) B.Sc Civil Engineering or B.Tech Civil plus Pr Eng or Pr. Tech Eng. Code EB driving license
	Reasons for essential Qualification Inherent requirement to perform the functions associated with the post.
	Experience Considerable management experience at a senior level in the Civil Engineering field.



4 August 2022

BY E-MAIL

Mr. Mottashuping

Acting City Manager

Mangaung Metro Municipality

Bram Fischer Building

CC: Cllr M Siyonzana (Executive Mayor), Cllr M Nkoane (Deputy Executive Mayor);
Cllr Lockman (Speaker); Mr Paul Maseko

Dear Mr. Mottashuping

RULE 38 QUESTION ON GENERAL MANAGER LAWRENCE MATHAE

The Freedom Front Plus asks the following Rule 38 questions regarding Mr. Lawrence Mathae:

1. In which department is Mr. Mathae employed as a general manager?
2. Since when has he been employed by the Metro?
3. Did he sign an employment contract?
4. Can you provide us with his employment contract?
5. Did he in any way participate in the performance management system?
6. If not, why not?
7. Can you provide us with his job description?
8. Can you prove that he fulfilled his duties as general manager during his employment?
9. Can you provide proof that he was at his office/place of employment during working hours since he was transferred to the solid waste department?

10. Is it true that he, in his position as an ANC official, interferences in the management and operations of the Manganga Metro?
11. Is it true that he, in his position as an ANC official, interferences in the political governance and management of the Manganga Metro?

Sincerely



Cllr Snyman-Van Deventer