



Speaking Notes by the Sedibeng District Municipality Executive Mayor, Cllr. Mahole Simon Mofokeng on the occasion of the Remuneration Committee sitting held on the 23rd November 2010, in Vereeniging in Sedibeng

The Acting Municipal Manager, Mr Thomas Mkaza

The Chief Financial Officer, Mr Brandon Scholts

Executive Director: Corporate Services, Advocate Mosotho Petlane

Executive Director: SRAC&H, Ms Morongwe Mazibuko

Officials, Ladies and Gentlemen

It is with trepidation and attendant seriousness that this committee sitting happens every year. This year is no exception. This is made so because, we have to make recommendations to council for the increase in salaries for Section 57 employees. That decision is not one that is taken lightly.

Dear Colleagues, it is incumbent upon this committee to make the recommendations against very challenging backgrounds. It is a case of damned if you do, “damned if you don’t”. In Sepedi they say, “ Ke Kgomo ya Moshate, wa etshwara o molato, wa elesha o molato.

In making your input, you are expected to look into the performance of the municipality in general, the adjustment offered to your subordinates by the joint bargaining council in SALGA in particular, as well as your financial situation.

Do we pitch below or above the percentage offered by SALGA to other employees in the Municipality? We have not as yet paid the 2.5% which is due to the other staff members.

This is the crux of the matter. A cursory glance at the municipalities around us indicates that Ekurhuleni Metropolitan Municipality offered their Section 57 employees an inflation targeted increase of 8.3% last year and they have not made their determination at this stage for this year..

I hope that we will be able to offer a competitive rate of increase this year. This is in the light of us getting out of the tail end of the debilitating recession. We have to thank the Governor of the Reserve Bank for bringing down the inflation rate last week.

Colleagues, the need for us to be seen to be financially astute is upon us. The tail end of the huge global recession has not made our decision in this regards a light one. Our subordinates are looking at us with critical eyes.

The question that needs to be asked, “Is it fair to go beyond the amount offered by SALGA to our counterparts”, the other side of the coin being” Is the gap between Section 57 employees and their counterparts going to be greater year in year out”

I have noted with a measure of trepidation that we in Sedibeng District Municipality has failed to pay annual bonuses to the employees. This has created a sense that since I took over as the head of the institution bonuses are very difficult to be paid. I hope that we will be able to rectify this perception as it may have a bearing on the morale of the staff.

In conclusion, I hope that this Remuneration Committee sitting will assist us to put this matter to rest amicably.

I Thank You.