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Office Of The Premier
PROVINCE OF KWAZULU-NATAL

RESPONSES ON THE 2018 WORKERS' PARLIAMENT RESOLUTIONS

HELD AT UMKHANYAKUDE DISTRICT MUNICIPALITY

18-19 MAY 2018

**THEME: " IMPLEMENT THE NATIONAL MINIMUM WAGE IN HONOUR OF THE
CENTENARY OF OUR STRUGGLE ICONS AS WE BUILD ETHICAL
GOVERNANCE AND STIMULATE ECONOMIC GROWTH"**

RESPONSIBLE DEPARTMENT	RESOLUTION	RESPONSE
AGRICULTURE AND RURAL DEVELOPMENT	1) The relevant authorities should consider providing counselling to beneficiaries about how best to deal with large sums of money and how to utilise them for their benefit.	<ul style="list-style-type: none"> • The Department of Rural Development and Land Reform has a programme that deals with post settlement support for the recipients of land restitution. • The DARD when transferring grant funding to its beneficiaries provides financial management skills through its multi- disciplinary teams that oversee how the people how manage the grants. The grants are disbursed in tranches in line with the funding requirements as outlined in the grant transfer agreements that is linked to the business plan that are signed between the department and beneficiaries. • The multi- disciplinary team forming the steering committee for each project, meet regularly with the beneficiaries during the life of that grant to ensure that the funds are spent in line with the transfer agreement and business plan. • The utilization of the grants for each transfer agreement is audited by the department at the end of each financial year.
	2) The Department of Agriculture and Rural Development must strengthen its monitoring capacity	<ul style="list-style-type: none"> • The Department has developed tools for reporting on service rendered to clients. Clients receiving production inputs, mechanization services or any other amenities are required to confirm the receipt of such a

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	<p>of these programmes in order to ensure that the intended beneficiaries receive the assistance that they require and also maintain the sustainability of these programmes.</p>	<p>service by signing on a report form. This is to control that services are not directed to the same individuals but that everyone is serviced.</p> <ul style="list-style-type: none"> • Extension officers who are servicing communities at ward level have a responsibility of servicing everyone regardless of the position or status of the client. If there are any cases of irregularity, community members are encouraged to report such cases for investigation. • The department has an internal control section which assists in identification of risks and other potential threats.
<p>AGRICULTURE AND RURAL DEVELOPMENT</p>	<p>3) The Department of Agriculture and Rural Development must come up with a strategy to address farm killings in all its shapes and forms.</p>	<ul style="list-style-type: none"> • Even though it is not the Department's mandate to address crime issues, but, it is willing to do everything in its powers to address farm killings. DARD believes that much progress can be achieved through good relations between itself and the Department of Community Safety and Liaison as a result the Department is represented in the Justice and Crime Prevention Cabinet Cluster (JCPS) • To this end the DARD has prepared a Draft MOU with the Department of Community Safety and Liaison that will be finalised in May 2020.

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	<p>4) The Department of Agriculture and Rural Development must provide training to EPWP workers on indigenous trees and plants that have traditional significance to some members of society so as to preserve and protect them.</p>	<ul style="list-style-type: none"> • Currently the Land Care Programme is training project beneficiaries on the identification of invader/alien plant species as well as indigenous plant species; however, the traditional significance of indigenous plant species has not been covered. This will be included in the 2019-20 financial year when new projects commence with implementation. • Land Care Programme has provided training for the beneficiaries which has significantly improved the general awareness and the identification of alien plants as well as indigenous species. Fourteen (14) projects implemented in 2019/20 through EPWP have benefited from this awareness
<p>AGRICULTURE AND RURAL DEVELOPMENT</p>	<p>5) a). The Department of Agriculture and Rural Development together with the Department of Education must consider building at least one agricultural high school in each of the eleven municipal districts in KwaZulu-Natal.</p>	<ul style="list-style-type: none"> • The establishment of an Agricultural High School is a sole mandate of the Department of Basic Education. The two departments need to sign a Protocol Agreement that will define clear roles of each department. • The DARD delivered a programme in which four government agricultural high schools and one non-government agricultural high

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	<p>b). The Department of Agriculture and Rural Development together with the Department of Education must consider providing the necessary equipment and facilities to all schools that used to offer agriculture as a lesson in uMkhanyakude and other districts.</p> <p>c).The Department of Agriculture and Rural Development together with the Department of Education must provide the number of Grade 12 learners that have registered to write agriculture examinations in 2018/19 financial year in KwaZulu-Natal.</p>	<p>school were supported according to business plans that they developed. The aim of the programme was to capacitate the schools to improve upon their ability to deliver practical agricultural training of students. Interventions were based on five pillars being, Improvement of infrastructure, ICT, Agro-processing, Capacity Development and Community Engagement. The programme was conducted in collaboration with Department of Education.</p> <ul style="list-style-type: none"> • An MOU is key to any collaboration that the two departments get into. Before the lockdown, a meeting plan was in progress between the Chief Directors of DARD and DoE. This would be the first step towards an MOU including the contents of the document. This will be pursued once working conditions allow including meeting are opened the visits to the schools in that fall under this programme.

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AGRICULTURE AND RURAL DEVELOPMENT	<p>6) The Department of Agriculture and Rural Development must start working on a plan of action to utilise land for the benefit of all the people immediately after the expropriation of land without compensation has been approved by Parliament.</p>	<ul style="list-style-type: none"> The below is the number of students who registered the following courses with the Department of Education. <table border="1" data-bbox="1144 432 2042 938"> <thead> <tr> <th data-bbox="1144 432 1444 544">Subject Description</th> <th data-bbox="1444 432 1742 544">Entered 2018</th> <th data-bbox="1742 432 2042 544">Entered 2019</th> </tr> </thead> <tbody> <tr> <td data-bbox="1144 544 1444 715">Agricultural Management Practices</td> <td data-bbox="1444 544 1742 715">744</td> <td data-bbox="1742 544 2042 715">1215</td> </tr> <tr> <td data-bbox="1144 715 1444 826">Agricultural Sciences</td> <td data-bbox="1444 715 1742 826">21971</td> <td data-bbox="1742 715 2042 826">22408</td> </tr> <tr> <td data-bbox="1144 826 1444 938">Agricultural Technology</td> <td data-bbox="1444 826 1742 938">77</td> <td data-bbox="1742 826 2042 938">138</td> </tr> </tbody> </table> <p>About 1,399 farms were provided by the DALRRD that are part of the land reform programme. The department of Agriculture and Rural Development (DARD) has assessed 1,220 farms in 11 (eleven) KZN districts including costing the activities that can bring these farms to production. These farms were screened and visited individually to gather information on:</p> <ul style="list-style-type: none"> Various aspects of operations, levels of production, 	Subject Description	Entered 2018	Entered 2019	Agricultural Management Practices	744	1215	Agricultural Sciences	21971	22408	Agricultural Technology	77	138
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AGRICULTURE AND RURAL DEVELOPMENT		<ul style="list-style-type: none"> • sustainability of the agricultural enterprises, • financial support, • business support, • social conflict, • investment required, • potential for restoration and other related activities. <p>The key findings include among others the following:</p> <ul style="list-style-type: none"> • Most farmers lack access to structured markets owing to various factors including limited access to market information (no access to market intelligence systems). • Poor management of farm resources including dilapidated or vandalised infrastructure. <p>High levels of stock theft threatening the sustainability of the livestock sector in the province.</p>
	<p>7) The Department of Agriculture and Rural Development must ensure that once those graduates are placed, they are well taken care of</p>	<ul style="list-style-type: none"> • The KZN DARD will ensure, as far as it is within its means that the graduates are looked after and their well-being is catered for by hosts. This is done through a host of intent agreements that are signed by every host at the beginning of the process. The

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AGRICULTURE AND RURAL DEVELOPMENT	<p>and not abused or taken advantage of by their hosts.</p>	<p>employment agreements between DARD and the graduates are also carefully monitored. Reports from farmers/host employers/mentors as well as graduates will also be a means to monitor the wellbeing of the graduates. The wellbeing and growth of the graduate remains the priority of the DARD.</p> <ul style="list-style-type: none"> • The Department has placed more than 90 graduates in the Districts across the Province. Each student receives a stipend from the Department of Agriculture.
	<p>8) There is an urgent need to provide water reticulation in uMkhanyakude if all the poverty alleviation interventions that the government has put in place are to be sustained and have the intended impact.</p>	<ul style="list-style-type: none"> • The Department uses the Bio-Resource information to select the commodity suitability per District. In District where there is minimum rainfall, dry land crops are planted and in some areas irrigation system is provided by the Department. • The Department supports a number of Irrigation Schemes in the district by providing infrastructure for irrigation in order to promote food security. • The Department uses the Bio-Resource information to select the commodity suitability per District. • The provision of water reticulation is not the mandate for the Department of Agriculture and Rural Development.

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	9) The Department of Agriculture and Rural Development must develop a strategy to assist small scale farmers to access markets where they can sell their products.	<ul style="list-style-type: none"> • The department has Agricultural Economists across the province who provide services to clients which includes assistance with market identification. • Though issues contributing to lack of access to market are broad, the department is always trying to provide assistance to our clients through information sharing and services from the relevant staff • In 2019/20, the Department has prepared a Marketing Plan for the Province. • The Department has a partnership with the Department of Economic Development Tourism and Environmental Affairs through its RASET programme to facilitate government markets.
ARTS & CULTURE	1) It was resolved that the department must fast-track the implementation of Language Policy	<ul style="list-style-type: none"> • Consultations with the external stakeholders were finalized in April 2019, which was during 5th administration. There has been subsequent delays in the approval of the policy as a result of the transition from the 5th to the 6th administration.
	2) The commission resolved that the department must provide a break-	The Department of Arts and Culture has a listing of artists trained and reports on a quarterly basis. See Annexure A.

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ARTS & CULTURE	down of trained artists and their genre per district	
	3) The commission resolved that the Department to develop a capacity building on marketing and financial management of artist.	The Department has devised a programme to address the arts-management training needs throughout the four regions of the Department, through innovative education and consulting programs. The programme addresses key arts-management issues (e.g. artistic planning, marketing, fundraising). By investing in arts-management training for small- and mid-size arts organizations, the Department is helping to secure the future of these organizations.
COOPERATIVE GOVERNANCE AND TRADITIONAL AFFAIRS	<p>1) <i>Noting that most government departments, including COGTA, are not doing well when it comes to skills development and capacitating of workers:</i></p> <p>a) It was resolved that COGTA must submit a report by the next sitting of the Workers'</p>	<p>a) The Department of COGTA conducts the following skills development programmes in respect of its employees:</p> <ul style="list-style-type: none"> • Bursaries: 47 bursaries are currently operational. • Internships: 65 Department • +.36 Internships are currently operational. These Interns attend similar training as employees of the department. The Breaking the Barriers course is a compulsory course for all Interns as it teaches them the intricacies of the operation of Government.

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	<p>Parliament on the number of skills development programmes conducted and the number of employees benefited.</p> <p>b) It was resolved COGTA must conduct a skills audit at municipalities and monitor the implementation of the work skills programs (WSPs).</p>	<ul style="list-style-type: none"> • There is also a programme whereby COGTA has placed 500 Interns at municipalities throughout the Province for a two-year period. The Interns were placed according to the needs of the respective municipalities. • The Interns will thus be able to provide the municipalities with their skills sets and also benefit from the practical application thereof at the coal face of municipal activities. • These Interns graduated with skills in fields such as civil engineering, construction and building management, internal audit, risk management, urban & regional planning, finance and accounting, water engineering, plumbing, sanitation, local government, public administration and informational technology. • Employee Courses/Trainings: 30 course types. • There are 374 employees who have benefited (Note: this figure excludes the large number of Interns place at Municipalities that will undergo Induction/Orientation shortly). • COGTA also operates a Bursary Programme for prospective employees who are unemployed Youth. 175 Bursaries are operational.

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COOPERATIVE GOVERNANCE AND TRADITIONAL AFFAIRS		<p>b) In terms of Municipalities, the Department reviewed the Provincial Capacity Building Strategy in conjunction with stakeholders in the province; the Department coordinated the development of a Provincial Capacity Building Plan as an output. The plan encapsulates capacity building initiatives of different stakeholders i.e. Sector Departments, SALGA, MISA and LGSETA.</p> <ul style="list-style-type: none"> • During the 2019/2020 financial year, comprehensive skills audits were conducted in 7 Challenged municipalities and 2 municipalities under Intervention, namely Edumbe (120); Emadlangeni (109); Umzinyathi (293); Umkhanyakude (307); Mpofana (126); Inkosi Langalibalele (461); Msunduzi (2434); Richmond (120) and Mtubatuba (174). The skills audit of the remaining municipalities is planned for the 2020/2021 financial year. • Gapskills training was undertaken to capacitate skills development facilitators and human resource officials to conduct skills audits within their municipalities. Seven (7) training sessions were held, and 68 officials were capacitated. • During the 2019/2020 financial year, 89 capacity building programmes were offered by COGTA and Sector Departments as per the Capacity

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COOPERATIVE GOVERNANCE AND TRADITIONAL AFFAIRS		<p>Building Plan. The learning areas included; Grant Management; Implementation of MSCOA; development administration support; Implementation of SPLUMA; financial management support; KZN Ecolab – MS and EXCEL Dashboard and Regional and Local Economic Development Initiative (Training in Research Writing).</p> <ul style="list-style-type: none"> • During the 2019/2020 financial year, 6 programmes were rolled out to 847 Councilors; 3 programmes to 151 Traditional Institutions and 4 programmes to 254 municipal officials. The learning areas were #Press for Change Women in Leadership; Disability Rights Awareness; National Certificate: Local Government Councilor Practices; MPAC; Induction Workshop for Councilors; Women in Leadership Dialogue; Peer Learning; Khaedu Field Assignment; Khaedu Methods and Perspectives and Coaching for Leadership, Evidence Based Policy Making and Citizen Centered Service Delivery, Ethics Training <p>COGTA monitoring the implementation of the Workplace Skills Plans (WSPs). During the 2019/2020 financial year, the Province achieved a 100% submission rate of workplace skills plans to the LGSETA. In monitoring the implementation of the workplace skills plan, municipalities submit quarterly training reports to COGTA. In order to</p>

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COOPERATIVE GOVERNANCE AND TRADITIONAL AFFAIRS		<p>improve reporting, a consolidated reporting template was developed. Skills development facilitators were capacitated on the reporting requirements at the forum held on 16 March 2020.</p>
	<p>2) Noting that COGTA has done well in awarding of bursaries to students, however students still find themselves unemployed and sitting at home with their qualifications:</p> <p>a) It was resolved that COGTA must look at developing an extensive programme that will ensure that jobs are created and graduates get the necessary work experience upon completion of their studies.</p>	<p>Unemployed Youth Graduates participate in the COGTA Internship Programme where they acquire work experience and thus build on the content of their Curriculum Vitae. 65 Internships are operational. Included in the Internship Programme are 6 Persons Living with Disabilities.</p> <p>A Data Base of Unemployed COGTA Bursary Graduates has been established. Certain particulars on the Data Base (e.g. age, gender, the field of study etc) were placed on the COGTA Internet site to assist any recruiters.</p> <p>The Department has recruited 22 Youth members, and placed 500 Graduates in municipalities in the 2019/2020 financial year.</p>
	<p>3) Noting that induction is not conducted well for new</p>	<p>An Induction/Orientation training programme is in place in the Department. The training covers matters such as the activities of the</p>

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COOPERATIVE GOVERNANCE AND TRADITIONAL AFFAIRS	<p>employees in the workplace before commencing their duties:</p> <p>a) It was resolved that intense induction programme should be carried out for all abled and disabled incoming new employees into the department so that they know what is expected of them during the execution of their duties.</p>	<p>department, its structure, values, ethics, performance management, sexual harassment, and employee health and wellness. It is compulsory for all Interns to attend the Induction/Orientation as well as the Breaking the Barriers course run by the National School of Governance. The Department has a Skills Development Committee that provides guidance on the skills activities/projects regarding employees. The Committee comprises representatives of COGTA Business Units.</p>
	<p>4) Noting that municipalities are often left in an unstable environment once municipal managers vacate their seats:</p> <p>a) It was resolved that COGTA must devise a strategy that will ensure continuity in the work place should a municipality manager (MM) vacate his/her position before the</p>	<p>a) Municipal Systems Act has been reviewed and proposed amendments have been raised at a National level, and have been considered by MEC. One proposed amendment will result in Senior Managers, other than Municipal Managers, being employed permanently. This will ensure continuity of MANAGEMENT.</p> <p>The Parliamentary process has been delayed by the 2019 National and Provincial general election. Given the declaration of unconstitutionality of the 2011 amendments to the Municipal Systems</p>

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COOPERATIVE GOVERNANCE AND TRADITIONAL AFFAIRS	<p>end of term or even after the end of term. All municipal matters must not be disrupted during the reshuffling processes.</p> <p>b) It was resolved that COGTA must monitor and support the employment of competent and qualified senior managers at municipalities and strict measures for renewal of senior manager's services SMS contract.</p>	<p>Act, the Parliamentary focus currently is on the required remedial amendments in this respect.</p> <ul style="list-style-type: none"> • COGTA does monitor and supports the employment of competent and qualified Senior Managers at the Municipalities. The Department has developed and implemented a vigorous process of assessing all Senior Managers appointments. Such a process is in accordance with the provisions of the Municipal Systems Act and Regulations – May 2020: this process has continued. • The MEC assesses all appointments of Senior Managers to ensure that individuals appointed possess the prescribed qualifications, experience and competencies; this process continues to be applied consistently. • The MEC is empowered to take appropriate steps to enforce compliance, including application to a court for a declaratory order on the validity of the appointment. This process continues to be applied consistently.
	<p>5) Noting that department of COGTA, other departments and local government would often mention</p>	<p>a) Funds received from Treasury are set aside for skills development. The COGTA budget defines and delineates the various skills elements as line items. The budget line items are thus:</p>

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COOPERATIVE GOVERNANCE AND TRADITIONAL AFFAIRS	<p>the lack of funds when it comes to skills development issues:</p> <p>a) It was resolved that upon receipt of their equity share from treasury, government department departments must set aside funds for skills development, a monitoring tool should be formed and conducted by COGTA in that regard.</p>	<ul style="list-style-type: none"> ▪ Internships (Youth Graduates). ▪ Bursaries (Unemployed Youth). ▪ Bursaries (Employees). ▪ Training & Development (Employees). <p>The funds are reflected on the budget against each line item, and the expenditure is monitored by the COGTA Finance component and the relative Responsibility Managers.</p> <p>In terms of Municipalities, the training budget is allocated and spent on training programmes. This information is reported quarterly to COGTA and used by department to compile District profiles. There is a monitoring tool already existing for this activity.</p>
	<p>6) Noting that COGTA has one resource center for allocation of bursaries for external and internal (employees) beneficiaries:</p> <p>a) It was resolved that the department of COGTA must</p>	<p>Funds allocated for external and internal bursaries are reflected as separate line items on the COGTA budget.</p>

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COOPERATIVE GOVERNANCE AND TRADITIONAL AFFAIRS	split the funds basket for employees and for the community members, the share must be separated.	
	<p>7) Noting that laborers are not involved in the employment of EPWP workers within communities by COGTA:</p> <p>a) It was resolved that federations/ laborers are made aware of processes during the recruitment of EPWP workers within communities by COGTA, noting that there are some pending cases in which COGTA needs to intervene on EPWP's (Msunduzi case)</p>	<ul style="list-style-type: none"> • As part of continued consultation with all stakeholders involved in the Expanded Public Works Programme, COGTA facilitated another consultative and capacity building workshop on the 05 December, 2019. The approved recruitment policy for the Expanded Public Works Programme was presented to all stakeholders. The policy was drafted in consultation with the Organised Labour and it was welcomed by all. • The Labour dispute between Msunduzi Municipality and its participants served to Arbitration where it was dismissed in favour of the Municipality. • To further ameliorate Waste Management challenges facing Msunduzi Municipality, the Department has in 2019 awarded the Municipality a Waste Management Programme under its Expanded Public Works Programme. This programme has seen 200 participants benefitting from the R3 million annual budget injections.

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COOPERATIVE GOVERNANCE AND TRADITIONAL AFFAIRS		<p>The 200 participants were recently capacitated on Waste Management and Occupation Health and Safety. They were also provided with Personal Protective Equipment (PPE). Participants work for 12 days a month on a daily wage rate of R100 as prescribed by the Ministerial Determination for EPWP.</p>
COOPERATIVE GOVERNANCE AND TRADITIONAL AFFAIRS	<p>8) Noting that government departments still make use of labour brokers:</p> <p>a) It was resolved that all government departments and local government must totally do away with utilizing labour brokers in all spheres of government.</p>	<ul style="list-style-type: none"> The Department does not utilize labour brokers. All approved vacant funded posts are filled in-house by the Recruitment Sub-Unit under Human Resource Administration Unit.
COOPERATIVE GOVERNANCE AND TRADITIONAL AFFAIRS	<p>9) Having noted the absence of senior government officials and HODs during the sitting of commissions:</p>	<ul style="list-style-type: none"> The Department always ensures that the HOD and Senior Managers are present at all sector parliament sittings, however where the HOD is unable to attend due to other pressing engagements, he is always represented by a Deputy Director General from the Department.

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	<p>a) It was resolved that Senior Managers and HODs are present during the Sectoral Parliaments to able to answer to specific questions.</p>	
	<p>10) Noting that the use of external lawyers costs the departments heavily:</p> <p>a) It was resolved that COGTA must investigate and report on the total cost so far spent on external lawyers.</p>	<p>The total cost on external lawyers for the 2018/2019 financial year is R 6 311 599.96, and for the 2019/2020 financial year is R 11 069 140.40.</p>

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COMMUNITY SAFETY AND LIAISON	1) The commission resolved that they want to see this process of Section 46 of SAPS Act being finalised and implementation process/ plan developed	<ul style="list-style-type: none"> The SAPS Act falls under the authority of the Minister of Police. The implementation of resolutions would depend on the relevant organ of state, based on its statutory authority and other factors (for example budgetary considerations), however, a letter was previously drafted for the attention of the Minister of Police to advise him of the resolution. The Civilian Secretariat has been in the process of reviewing the whole SAPS Act for some years now and the input in respect of section 46 was provided.
	2) It was resolved that the Department must strategize the formation of Police structures. SAPS to involve department of Education to conduct awareness campaigns.	<ul style="list-style-type: none"> The Department through its district office, officials monitors the effective functioning of structures. Further to that structures were inducted to their roles and functioning in December 2018. The CPF structures are functional at all 184 police station in the province. Monthly meetings are held at station level, Cluster as well as at Provincial level where the Provincial EXCO and Provincial Board conduct meetings on monthly basis. Youth structures are also in place at Clusters Stations and Provincial level. Awareness campaigns are on-going and are conducted with the involvement of the DOE and other relevant role players.

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COMMUNITY SAFETY AND LIAISON		<ul style="list-style-type: none"> • CPS, CSF and CSS are mandated to be monitored by the department and are properly monitored to date. <hr/> <ul style="list-style-type: none"> • Awareness campaigns are still on-going and are conducted with the involvement of the DOE and other relevant role players. • 2019/20. The Department transferred 350 safety volunteers as safety officers to the schools in KZN and the Department of Education has further recruited safety officers for all the schools in KZN. • Orientation workshops were done jointly with SAPS. • Also the Department working with Department of Education, SAPS and Governing Bodies has started with the resuscitation of the Implementation of the School Safety protocol whose end result is to ensure establishment of the active School Safety Forums for each school thus ensuring collaboration in the awareness campaigns. • iLembe and uGu Districts have already held the workshops and provincial rollout is pending the lifting of the lockdown regulations

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COMMUNITY SAFETY AND LIAISON	3) The commission resolved that Community Safety and Liaison Department to procure more vehicles especial 4x4 and recruit more personnel. A turnaround strategy to be provided at the next Workers' Parliament Sitting.	<ul style="list-style-type: none"> • The proper consultation with all police stations is conducted to determine the vehicle needs for all police stations in line with terrain and topography (mountainous etc.) before the procurement of vehicles. • Due to limited budget not all the needs could be addressed. • SAPS utilizes an in-house system to determine the number of posts required at each police station. • Depending on the allocated budget received from Treasury, the department can afford to have a specific number of posts namely the Fixed Establishment. Whenever new additional posts are received, police stations are always prioritized for allocation of posts.
	4) The Commission resolved that the Community Safety and Liaison Department should engage the Department of Correctional Services and provide a progress report regarding renovations and construction of the	<ul style="list-style-type: none"> • <i>Glencoe Correctional Centre has been upgraded to accommodate 666 offenders.</i> • <i>Matatiele Correctional Centre has been upgraded to accommodate 83 offenders.</i> • <i>Umzimkhulu Correctional Centre is still under renovations.</i> • The overcrowding of prisoners in police cells is a concern however, during the reporting period, the SAPS has upgraded 29 police stations and cells in these police stations are 5-star specification.

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COMMUNITY SAFETY AND LIAISON	<p>Correctional Services facilities.</p> <p>Also, SAPS as a Department needs to renovate its buildings.</p>	<ul style="list-style-type: none"> • Currently 6 police stations are in execution for upgrading of police cells to a 5-star specification and renovation is in execution phase: <ul style="list-style-type: none"> ▪ <i>Upgrading of Mtunzini police cells was completed in the 2019/20 financial year</i> <p>The remaining are still in progress and renovation is still in execution viz; Ezingoleni , Port Edward,Nyoni, Melmoth and Emanguzi</p> <ul style="list-style-type: none"> • All other remaining police stations are placed in Provincial Priority list.
	<p>5) The commission resolved that the department should revisit training of personnel servicing 10111 and correctly put Proper resources in place.</p>	<ul style="list-style-type: none"> • The SAPS Provincial HRD is currently reviewing the training manual for the overall training of the 10111 personnel however on job training is being provided by the commander on an ongoing basis
	<p>6) The commission resolved that the department must provide conducive environment for</p>	<p>During the reporting period, the following 8 police stations have been upgraded:</p>

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COMMUNITY SAFETY AND LIAISON	<p>the police to work in, especially basic facilities Infrastructure.</p>	<ul style="list-style-type: none"> ▪ Madadeni ▪ Gamalakhe ▪ Colenso ▪ Hluhluwe ▪ Kwa Mashu ▪ Donnybrook ▪ Ladysmith ▪ Sawoti • All stations are placed on the User Asset Management Plan (UAMP) for repairs, renovations and upgrades. • The Province can only prioritise 5 police stations for Capital Works and 5 for repairs and renovation per medium term expenditure framework cycle due to challenges related to funding none of the above recommendations have been actioned in the 2019/20 financial year .
	<p>7) The Commission resolves that in order to make volunteers more effective they will be covered in minimum wage</p>	<ul style="list-style-type: none"> • Volunteers are recruited based on EPWP guidelines thus their stipend is as per ministerial determination which allows them to be compensated at a rate less than the minimum wage.

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COMMUNITY SAFETY AND LIAISON	threshold of R3,500	<ul style="list-style-type: none"> • The Department has transferred 350 volunteers to the Department of Education and 1109 had their contracts expiring on the 31st March as they opted not to take the Department of Education option. • The Department is finalizing recruitment of 1225 volunteers and has in its database currently 150 volunteers. • The newly revised stipend for the volunteers is currently the stipend is R2079.72 (1225 volunteers) and 2178 (140 team leaders) for 18 days for 1365 for the 2020/21 financial year.
	8) It was resolved to call for more human power and filling of vacant posts at border lines to minimise/ eliminate crime.	<ul style="list-style-type: none"> • The district recruited 50 volunteers to monitor boarder post and assist SAPS and SANDS. • Working with the Department of Transport and National Departments the Jersey Barriers are being constructed and some are ready to be erected in the border line. The digging of the trenches was derailed by the lockdown and will be resumed immediately.
	9) The Commission resolved that the Department should relook at demarcations and have more satellite stations with	<ul style="list-style-type: none"> • Work study investigations are conducted to determine the feasibility of realigning police boundaries, the establishment of additional service points to bring services closer to the

RESPONSIBLE DEPARTMENT	RESOLUTION	RESPONSE
COMMUNITY SAFETY AND LIAISON	the required and necessary resources for effective policing.	<p>communities which includes the establishment of Satellite Police Stations and Mobile CSC's</p> <ul style="list-style-type: none"> • There are 6 Satellite Police Stations and 3 Fully Fledged Police Stations that are approved for implementation which are currently on the Capital Works list. • 46 Satellite Police Stations have been established. • 13 Mobile CSC's implemented. • 65 feasibility studies conducted and approved, however, not implemented due to funds, accommodation, posts. • Currently, there is a moratorium in place with regard to the establishment of new Satellite Police Stations in the SAPS since 2017-10-00 thus none of the above mentioned recommendations have been implemented in the 2019/20 financial year.
EDUCATION	1) The Commission resolved that, the government should speedily ensure incremental introduction of enhanced conditions of service for this vulnerable sector within the employment of the department of	<ul style="list-style-type: none"> • Conditions of Grade R practitioners are a National competency, as such, Provincial Education Departments (PEDs) only act on the directive of the National Department of Basic Education.

RESPONSIBLE DEPARTMENT	RESOLUTION	RESPONSE
EDUCATION	education such that the 13th cheque be prioritized in the 2018/2019 financial year.	
	2) The Commission resolved that, the responsible department should make timeous payment of incentives due to all educators further to ensure that additional budget be sourced from the National Ministry of Basic Education to ascertain implementation of the incentive policy in its totality.	<ul style="list-style-type: none"> ▪ During the academic year 2018, the Department together with the Unions agreed to tighten up processes for qualifying educators for incentives. Following this process, educators were therefore required to submit their signed contracts before payments can be effected. All educators have been paid for the academic year 2018. ▪ As soon as contracts have been received by the Department, payments are then immediately effected on the PERSAL System on a monthly basis.
	<p>3) The department should assist by paying nutritional suppliers in time.</p> <p>Furthermore, in appreciation of the minimum wage determination, food</p>	<ul style="list-style-type: none"> • Since April 2018, the Department has successfully implemented a plan to pay service providers on time, comprising of the following: <ul style="list-style-type: none"> ▪ Single invoice system ▪ Acknowledgement of receipt form ▪ Scheduled dates for submitting invoices

RESPONSIBLE DEPARTMENT	RESOLUTION	RESPONSE
<p>EDUCATION</p>	<p>handlers be incorporated into PERSAL system.</p> <p>The responsible department to take responsibility for stipend payment in line with the new determination.</p>	<ul style="list-style-type: none"> ▪ And advocacy meetings for service providers and principal • After these interventions the department has mitigated against all challenges of delayed payments. Since February 2019, DOE has implemented an automated Application Form for 2019/20 financial year which see schools data (enrolments) for allocation of NSNP budget processed timeously and efficiently resulting in the service providers' appointment letters and orders for payment for the new financial year processed timeously. • The stipends for Food Handlers in NSNP are pre-determined by the National Department of Basic Education in line with the Conditional Grant Framework which is approved by National Treasury for implementation of National School Nutrition Programme. The KZN Provincial DOE escalated the resolution to National Department of Basic Education (DBE) for further consideration and directive on the issue which was further raised at the National Annual NSNP Forum which took place on 26 -28 February 2019. The Provincial Departments of Education are still awaiting a response on the issue of minimum wage determination and further guidance from DBE.

RESPONSIBLE DEPARTMENT	RESOLUTION	RESPONSE
EDUCATION		<ul style="list-style-type: none"> • Since 2019 the stipends for the Food Handlers in the NSNP has been paid through the PERSAL system. • Whilst the department cannot adhere to the minimum wage requirement in respect of remuneration for volunteer food handlers due to the requirements of the conditional grant framework. • Plans are afoot to incorporate volunteer food handlers to be paid directly by the department. • The Department has with effect from February 2019 implemented an automated Application Form for 2019/20 financial year which see schools data (enrolments) for allocation of NSNP budget processed timeously and efficiently resulting in the service providers' appointment letters and orders for payment for the new financial year processed timeously. • The wages/stipends for Food Handlers in NSNP are pre-determined by National Department of Basic Education in line with the Conditional Grant Framework which is approved by National Treasury for implementation of National School Nutrition Programme.

RESPONSIBLE DEPARTMENT	RESOLUTION	RESPONSE
EDUCATION		<ul style="list-style-type: none"> • The Department will however escalate the resolution to National Department of Basic Education for further consideration and directive on the issue, the matter was raised at the National Annual NSNP Forum which took place on 26 -28 February 2019, the issue of minimum wage determination was discussed and the DBE will take the matter into consideration. • The Department is through its relevant components namely; NSNP, Legal Services, HR and Finance currently giving consideration and exploring the feasible way into which the NSNP Food Handlers can be paid through Persal, • Since 2019 the stipends for the Food Handlers in the NSNP has been paid through the PERSAL system
	<p>4) The Commission resolved that, all investigations, supply of sanitary towels, corruption cases and suspension of employees be finalised within six months and further that, an independent</p>	<ul style="list-style-type: none"> • After an investigation was conducted over supply of the sanitary towels was mitigated through proper SCM procedures. A supply of all sanitary towels is determined by a request at school level

RESPONSIBLE DEPARTMENT	RESOLUTION	RESPONSE
	investigator be procured to deal with these sensitive investigations.	
	5) We note the devastating effect caused by austerity measures, however, we stress that the department must achieve at least 70% filling of posts.	<ul style="list-style-type: none"> • Following the approval of the Premier and MEC for Finance to fill vacant posts in the Department, a total of 342 funded vacant posts was advertised. Some have been filled whilst others are still being processed. As of April 2020 70% of all advertised vacant post was filled by the Department. •
HEALTH	1) The commission resolved that the department must fast-track the filling of vacant posts and the finalization of norms and standards. It was recommended that the process should be fair and transparent to labour unions.	<ul style="list-style-type: none"> • The minimum staffing establishment has been developed and once approved by Provincial Treasury; posts will be filled subject to the availability of funds. • The minimum staffing establishment was presented to the Executive and all updated work that was requested by the MEC was finalised. Discussions are now awaited through the Office of the MEC and the Office of The Premier
	2) It was resolved that the department must facilitate NHI workshop for unions	<ul style="list-style-type: none"> • A total of 1 025 Officials have been engaged on NHI Bill at Umkhanyakude District. Workshops were conducted in the Umkhanyakude District as follows:

RESPONSIBLE DEPARTMENT	RESOLUTION	RESPONSE
HEALTH		<ol style="list-style-type: none"> 1. Mseleni: <ul style="list-style-type: none"> ▪ 13th August 2018 = 30 Officials ▪ 14th August 2018 = 37 Officials ▪ 5th September 2018 = 35 Officials ▪ 6th September 2018 = 7 Officials ▪ 12th September 2018 = 101 Officials ▪ 19th September 2018 = 111 Officials ▪ 13th September 2018 = 150 Officials ▪ 11th September 2018 = 177 Officials 2. Mosvold: <ul style="list-style-type: none"> ▪ 14th August 2018 = 25 Officials ▪ 15th August 2018 = 40 Officials ▪ 21st August 2018 = 15 Officials 3. Bethesda: <ul style="list-style-type: none"> ▪ 16th August 2018 = 21 Officials 4. Manguzi: <ul style="list-style-type: none"> ▪ 8th August 2018 = 14 Officials ▪ 14th August 2018 = 14 Officials

RESPONSIBLE DEPARTMENT	RESOLUTION	RESPONSE
HEALTH		<ul style="list-style-type: none"> ▪ 15th August 2018 = 15 Officials ▪ 16th August 2018 = 32 Officials ▪ 17th August 2018 = 7 Officials ▪ 22nd August 2018 = 90 Officials ▪ 27th August 2018 = 16 Officials <p>5. Hlabisa: 23rd August 2018 = 30 Officials</p> <p>6. Jozini CHC: 13th September 2018 = 58 Officials</p> <p>PROGRESS: Additional staff attended the workshop including the Community health workers and members from Organized Labour.</p> <p>The total number of attendees: 2 061 – See breakdown below:</p> <ul style="list-style-type: none"> • Mseleni Hospital 520 in 2019 • Mosvold 378 in 2019 • Bethesda Hospital 550 in 2019 • Manguzi Hospital 450 in 2019 • Hlabisa Hospital 620 in 2019 • Othobothini CHC – 95 in 2019

RESPONSIBLE DEPARTMENT	RESOLUTION	RESPONSE
HEALTH		<ul style="list-style-type: none"> • District Office 78 in 2019 • A workshop with NEHAWU was held on 5th October 2018 at Inkosi Albert Luthuli Central Hospital, which was attended by 29 Union members.
	<p>3) The commission resolved that overtime for nurses remains a challenge and bi-lateral meetings should be held between management and union.</p> <p>Overtime should be applied for two weeks to performing it. Once overtime budget is exhausted then its claiming must be terminated.</p>	<ul style="list-style-type: none"> • Where cases are brought to the attention of Head Office: HRMS, they are dealt with accordingly. <p>PROGRESS:</p> <p>Overtime for nurses that gets submitted to Head Office is dealt with timeously on an on-going basis.</p>
	<p>4) The commission recommended to report any acts of medication theft which affect service delivery.</p>	<p>Medicine shortage:</p> <ul style="list-style-type: none"> • Security personnel are stationed outside pharmacies to search staff entering and leaving the Pharmacy. • In some facilities, the security personnel are stationed inside the pharmacy.

RESPONSIBLE DEPARTMENT	RESOLUTION	RESPONSE
		<ul style="list-style-type: none"> Security cameras were on the procurement plan but in the present financial year (2018/19) there were no funds to procure so this has been added to the 2019/20 procurement plan and if the budget is made available this can be procured. <p>PROGRESS: Security personnel are deployed in all identified hotspots/high risks area of the institutions. Reports of theft are reported to the SAPS for criminal investigations.</p>
	5) The commission resolved that the department must provide transport to take the patient back home immediately after treatment.	<ul style="list-style-type: none"> The Department does not have the capacity to transport patients to their respective homes. <p>PROGRESS: The Department still does not have the capacity (resources and financially) to transport patients to their respective homes after treatment.</p>
	6) The Commission resolved that they need to be sorted as lot of youth and HIV patient have	<ul style="list-style-type: none"> Currently there is 1.4 months stock of Depo Provera. An order for 500 000 units has been approved. Other forms of contraception are available.

RESPONSIBLE DEPARTMENT	RESOLUTION	RESPONSE
	<p>medical reasons for using oral contraceptives and do not like to use UCD/Loop.</p>	<p>PROGRESS All forms of contraception of contraceptives are on stock including Depo Provera(injections)</p>
<p>HUMAN SETTLEMENTS</p>	<p>1) The Commission resolved that, Government should audit all those buildings for redistribution.</p>	<ul style="list-style-type: none"> • The Department of Human Settlements owns approximately five thousand properties (buildings, houses and vacant land) which form part of its Pre1994 stock (referred to as old stock) via the Housing Fund. • As part of a MINMEC decision to disestablish the Housing Fund, all houses are being transferred to legally qualifying beneficiaries, most of whom have been in occupation of the said properties for long periods of time. • Houses which do become vacant are immediately allocated to the next deserving family as the need far outweighs the availability of low cost accommodation. • Vacant land is either reserved for housing development or devolved to the respective municipality in which it is situated.

RESPONSIBLE DEPARTMENT	RESOLUTION	RESPONSE
HUMAN SETTLEMENTS		<ul style="list-style-type: none"> • The three buildings that were in the ownership of the Housing Fund have been transferred to the Department of Public Works as they did not meet the needs of Human Settlements – these could possibly be utilised for redistribution by Public Works for staff accommodation. Hence, there are no vacant properties available for redistribution within the Housing Fund. • Properties were transferred to Public works and the disposal process is underway.
	<p>2) The Commission resolved that, government should provide decent accommodation for government and municipal workers whilst in the meantime they may use rental stock to move to better shelter where they will own permanently.</p>	<ul style="list-style-type: none"> • There is currently one project in the province that exclusively aims to address rental accommodation needs for government and municipal workers in the province, Ndumo Community Residential Unit (CRU) project consisting of 150 new CRUs in Jozini Municipality. • The Ndumo Rental Housing Development which is an integrated multi-purpose and multi-sectorial project of the KZN Provincial Government, will address the critical social malaise of rural communities. It aims to integrate development interdepartmentally and including all spheres of government.

RESPONSIBLE DEPARTMENT	RESOLUTION	RESPONSE
<p>HUMAN SETTLEMENTS</p>	<p>The Department of Human Settlements to work with other departments in identifying such workers especially those who work far from their homes or in rural areas to be clustered together to avoid scattering.</p>	<ul style="list-style-type: none"> The mandate of the Department of Human Settlements in this development was to provide rental accommodation (150 CRU units). As a department a total amount of R87 156 212.93 was approved for the project for planning activities and Construction of the units. The project is now complete and tenanting is expected to commence shortly. The proposed rental housing stock will be occupied by mostly public service professionals who earn above the CRU income bracket (R800-R3500) per month. It should be noted that this is a policy deviation. A housing needs assessment was conducted to determine the housing needs of the various government departments who form part of Inkululeko Development Projects. This survey informed the proposed number of units and also gave the Department an understanding of the monthly income of the potential tenants. Due to the remote location of Ndumo the Department has been mandated to provide rental housing to the rural based public service professionals in the Ndumo area as an incentive to attract people to the area even though they earn above the income threshold.

RESPONSIBLE DEPARTMENT	RESOLUTION	RESPONSE
<p>HUMAN SETTLEMENTS</p>		<ul style="list-style-type: none"> • In the last financial year the department was busy with the construction of fire tank, and minor snags in the project. The works was closer to completion before the shutdown. • The Municipality is in the process of appointing a rental agent for the allocation of units to potential tenants. <hr/> <ul style="list-style-type: none"> • The rental housing programmes currently under implementation in the province are the following: <ul style="list-style-type: none"> ▪ Community Residential units (R850 to R3500) ▪ Social Housing (R1500 to R15000) ▪ On the 20th of August 2019 the MEC for human Settlements and Public approved the Roll out plan for affordable rental projects in the province expected to yield a total of 22 857 units from various Social housing and CRU projects across the province. From this approved plan 11270 units are expected to be delivered during the current MTSF. Some projects are at construction stage and some projects at feasibility and planning stages. <p>It should be noted that the 2 programmes do not only cater for government employees, but rather aim for the integration of society at large.</p>

RESPONSIBLE DEPARTMENT	RESOLUTION	RESPONSE
HUMAN SETTLEMENTS		<p><u>Social Housing</u></p> <ul style="list-style-type: none"> • Social housing provides good quality rental accommodation for the upper end of the low income market (R1500 - R15 000). With the primary objective of urban restructuring, creating sustainable human settlements. There are various projects in the province to cater for this market. Government employees earning between R1500 and R15000 can apply when projects are advertised for tenanting in their respective areas. Social housing project are only built in approved restructuring zone only. • The department currently has a total social housing pipeline of projects identified in all approved Restructuring Zone expected to yield a total of 8199 units in the MTSF and beyond most of these projects currently at planning and feasibility stages. There are 2 projects at advance stages which were recently approved, one is Bridge City Social housing project under eThekwini Municipality and the other is Hospital street social housing project in Newcastle Municipality with construction expected to start during the 20/21 financial year.

RESPONSIBLE DEPARTMENT	RESOLUTION	RESPONSE
HUMAN SETTLEMENTS		<p><u>Community Residential Units</u></p> <ul style="list-style-type: none"> • The CRU programme aims to create a sustainable, affordable and secure rental housing option for households earning between R800 and R3500 per month. The project is either developed or managed on provincial/municipal owned land parcels in order to curb the costs in relation to the construction of CRUs. • The implementation of CRU projects is guided by Provincial CRU norms and standards to ensure that the department develops viable and sustainable CRU projects within reasonable cost. • There are currently 4 new CRU projects under construction in the province in the following municipalities Msunduzi, Greater Kokstad, Ubuhlebezwe and Newcastle. The current CRU pipeline projects includes at planning stage and is expected to yield a total of 3008 units in the current MTSF.
	<p>3) The Commission resolved that, the Department should make a follow-up as to whether the contractors do pay their workers at the end of the day.</p>	<ul style="list-style-type: none"> • Implementing Agents and contractors are provided with the EPWP Data Collection Tool which incorporate the following: <ul style="list-style-type: none"> - Project Details and Registration form (for project registration on EPWP reporting system)

RESPONSIBLE DEPARTMENT	RESOLUTION	RESPONSE
HUMAN SETTLEMENTS		<ul style="list-style-type: none"> - Beneficiary Form (indicates details for all EPWP beneficiaries employed on the project) - Beneficiary payment form (indicates the number of days worked and amount paid to each EPWP beneficiary for the month or activity conducted) - Training capture form (indicates training conducted for EPWP beneficiaries during the month) • Contractors submit the EPWP data collection tool to the EPWP unit on monthly bases for reporting of work opportunities created and days worked for the month. • The EPWP unit monitors the submitted data collection tools to ensure that the number of EPWP beneficiaries employed are paid above the Ministerial Determination 4 before they are reported into the EPWP reporting system, in the event where a discrepancy is identified the contractor is contacted to rectify.
		<u>Sub-Contractors:</u>

RESPONSIBLE DEPARTMENT	RESOLUTION	RESPONSE
		<ul style="list-style-type: none"> • Contractors are provided with the EPWP Data Collection Tool to share with sub-contractors for reporting of created work opportunities. • Contractors submit their EPWP data collection tool along with their sub-contractors' data collection tools to the EPWP unit on monthly bases for reporting of work opportunities created and days worked for the month. • The EPWP unit monitors the submitted data collection tools to ensure that the number of EPWP beneficiaries employed are paid above the Ministerial Determination 4 before they are reported into the EPWP reporting system, in the event where a discrepancy is identified the contractor is contacted to notify their sub-contractor to rectify.
OFFICE OF THE PREMIER	1) It was resolved that the Office of the Premier (OTP) must monitor the recruitment process in all government departments and local government to ensure that the Gender Equity is achieved.	<ul style="list-style-type: none"> • The Gender Equity in Government departments is starting to improve over the years. 4 departments have managed to achieve more than 50% and the majority of departments are sitting at over 40% in terms of females in SMS levels. The aforementioned is still the same as at the end of February 2020.

RESPONSIBLE DEPARTMENT	RESOLUTION	RESPONSE												
OFFICE OF THE PREMIER	<p>2) It was resolved that the OTP must ensure that all government departments exhaust their own internal Human Resources Process and Legal systems in place when dealing with internal cases before outsourcing is considered.</p> <p>It was resolved that the OTP must apply strict consequences towards those departments that continue to utilize external lawyers.</p>	<ul style="list-style-type: none"> An investigation was conducted with all provincial departments on the utilization of external lawyers in handling disciplinary matters. It was discovered that only few departments were using external personnel; and it was in those circumstances where Members of SMS were involved and in those cases that are said to be 'high profile'. It should also be noted that some of these initiatives are initiated at a political level. Capacity will however be built in terms of the initiative under item three (3) below. <p>The Office of the Premier will monitor the utilization of lawyers and the reasons thereof. Listed hereunder are departments and amounts spent on lawyers:</p> <table border="1" data-bbox="1144 1050 2204 1383"> <thead> <tr> <th>Department</th> <th>2018/19</th> <th>2019/20</th> </tr> </thead> <tbody> <tr> <td>Agriculture & Rural Develop</td> <td></td> <td></td> </tr> <tr> <td>Arts & Culture</td> <td>R187410.28 for 6 cases</td> <td></td> </tr> <tr> <td>COGTA</td> <td>R 6 311 599.96</td> <td>R800 000.00 for +- 2 cases</td> </tr> </tbody> </table>	Department	2018/19	2019/20	Agriculture & Rural Develop			Arts & Culture	R187410.28 for 6 cases		COGTA	R 6 311 599.96	R800 000.00 for +- 2 cases
Department	2018/19	2019/20												
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RESPONSIBLE DEPARTMENT	RESOLUTION	RESPONSE		
OFFICE OF THE PREMIER		Comsafety		
		EDTEA		
		Education		
		Health		
		Human Settlements		
		Office of the Premier		
		Provincial Treasury	R92 080.20	R350 000.00
		Public Works		
		Social Development		
		Sports & Recreation		
		Transport	R5,1 m for +- 13 cases	
			<p>It was resolved that employees and shop stewards must be capacitated to deal with internal disputes and there must also be refresher courses conducted periodically to enhance skills and knowledge.</p>	<ul style="list-style-type: none"> The Office of the Premier has forged partnership with the Commission for Conciliation, Mediation and Arbitration (CCMA) in terms of available training programmes and conferences. In 2019 a CCMA Conference targeting shop stewards was conducted, and this was brought to the attention of all departments. However, shop stewards are at liberty to avail themselves for training in terms of item three (3) below.

RESPONSIBLE DEPARTMENT	RESOLUTION	RESPONSE
OFFICE OF THE PREMIER	<p>3) It was resolved that the OTP must ensure that time frames are allocated for specific cases and the entire process must be monitored. The OTP must ensure that cases do not lapse those specified time frames. The OTP must be more vigorous and accelerate the handling of internal cases and ensure that they are dealt with promptly.</p>	<ul style="list-style-type: none"> • The Office of the Premier through the Provincial Labour Relations Forum has come up with a training manual to capacitate government employees as investigating and presiding officers. • The training programmes will be rolled out through the Public Provincial Training Academy. Training schedule has been sent out for the whole financial year so that departments can make nominations for capacity building. • After a pilot run of 5 sessions with different provincial departments the PPSTA was approached and the roll out of training has commenced. • The Programme <i>Employer Representatives and Chairpersons Training</i> has been successfully rolled out by the Academy with 4 sessions being held and over 100 public servants being trained. • Engagement with all Heads of Labour Relations at the PLRF and separate one on one meetings with HODs take place to emphasize the importance of complying with all relevant time frames for LR cases
	<p>4) It was resolved that the OTP must put rigorous pressure on</p>	<ul style="list-style-type: none"> • The Occupational Health and Safety Act together with the SHERQ Policy make provision for the departments SHERQ structures to

RESPONSIBLE DEPARTMENT	RESOLUTION	RESPONSE
OFFICE OF THE PREMIER	<p>the Department of Labour to ensure that they conduct inspections on government buildings and ensure that proper maintenance thereof takes place.</p>	<p>conduct regular workplace occupational health and safety inspections in the workplaces which are audited by both the Provincial Internal Audit Services in the Provincial Treasury and the Department of Labour periodically.</p> <ul style="list-style-type: none"> At the Annual Provincial SHERQ Indaba held on 18 February 2020 it was reported that the Department of Public Works would finalise the facilities conditional assessment which is necessary in the development of maintenance and improvement strategies and plans of government buildings.
	<p>It was resolved that by the next sitting of the Workers' Parliament, the Department of Labour in conjunction with Department of Public Works must submit a report to the OTP on the maintenance and upgrading work done in all government departments buildings and ensure compliance on Occupational Health and Safety (OHS) uniform.</p>	<ul style="list-style-type: none"> The Office of the Premier convened an Annual Provincial Safety Health Environment Risk and Quality (SHERQ) Management Indaba on 05 March 2019 where the Department of Labour committed itself to work with the Office of the Premier and the rest of Provincial Departments in ensuring compliance with relevant legislations and policies.
	<p>5) It was resolved that the OTP must ensure that Department of Labour continually checks</p>	<ul style="list-style-type: none"> The Office of the Premier convened an Annual Provincial Safety Health Environment Risk and Quality (SHERQ) Management Indaba on 05 March 2019 where the Department of Labour

RESPONSIBLE DEPARTMENT	RESOLUTION	RESPONSE
OFFICE OF THE PREMIER	on the working conditions of the general workers in government departments to ensure decent working conditions.	committed itself to work with the Office of the Premier and the rest of Provincial Departments in ensuring compliance with relevant legislations and policies.
	6) It was resolved that the OTP must engage with the DoE on the issues of maintenance of the building since the building is no longer the responsibility of the OTP but rather of the DoE.	<ul style="list-style-type: none"> • The Office of the Premier engaged the Department of Education about the poor upkeep of the DOKKIES facility. • The Department of Education advised that plans for the refurbishment of the facility are being developed by the Department of Public Works and are at an advanced stage. • The department admitted however that funding for day to day maintenance issues was a challenge. • The Office of the Premier agreed to fund essential and critical maintenance work at DOKKIES in the interim, depending on the availability of funds.
	7) It was resolved that in the next sitting, the OTP must give a report on the compliance of issuing of	<ul style="list-style-type: none"> • All departments are currently complying with the Skills Development Act and Regulations. Departments are all ring fencing 1% of payroll for skills development. All departments are compiling Workplace Skills Plans which set out the training planned by departments and

RESPONSIBLE DEPARTMENT	RESOLUTION	RESPONSE
OFFICE OF THE PREMIER	<p>bursaries by government departments.</p> <p>The OTP must monitor that process on a continuous basis and there must be improvement seen by the next sitting of the parliament.</p>	<p>how funding from the 1% is allocated to training. In addition to Workplace Skills Plans all departments are compiling Human Resource Development Implementation Plans.</p> <p>The current monitoring tools in place are the following:</p> <ul style="list-style-type: none"> ▪ Quarterly and Annual Training Reports compiled by departments. ▪ Quarterly and Annual HRD Implementation reports ▪ PHRDF Quarterly Reporting Template <p>These reports monitor the number of staff trained and utilization of funds All departments annually issue bursaries to employees.</p>
	<p>8) It was resolved that in the next sitting, the Office of the Premier must submit a report on government departments compliance in rolling out of skills development Programmes. The OTP must develop a strong monitoring tool to monitor the Departments on the number of employees that are capacitated</p>	<ul style="list-style-type: none"> • The Office of the Premier tracks and support departments to ensure full compliance to skills development legislation and prescripts. A compliance tracking report is compiled and updated quarterly. The compliance tracking report reflects the submission of: Workplace Skills Plans (WSP); the Annual Training Reports (ATR); Quarterly Training Reports (QTR) and Human Resource Development (HRD) implementation Reports. • The WSP sets out the planned allocation of training budgets and the QTR and the ATR monitor the number of staff trained and utilization of funds by each department.

RESPONSIBLE DEPARTMENT	RESOLUTION	RESPONSE
OFFICE OF THE PREMIER	and the funds used thereof for the purposes of skills enhancement.	<ul style="list-style-type: none"> • The Office of the Premier has in place and utilizes the Provincial Human Resource Development Forum (PHRDF) Quarterly Reporting Template to monitor training and track utilisation of training funds by provincial departments. • The following regulated tools are currently available to monitor training interventions and the utilization of the training budget by government departments: <ul style="list-style-type: none"> ➤ Quarterly Training Reports; ➤ Annual Training Reports; ➤ Quarterly HRD Implementation reports; and ➤ Annual HRD Implementation reports; <p>The 2019/2020 Quarterly Training Reports for Q1 to Q3 have indicated that departments are implementing skills programmes. These will be assessed further at the end of May 2020 when all departments submit their Annual Training Reports to the relevant SETAs.</p>
	9) It was resolved that the OTP must ensure that all departments must do away with utilizing labour	<ul style="list-style-type: none"> • The matter was raised at the Collective Bargaining Indaba that was coordinated by the Public Service Coordinating Bargaining Council (PSCBC) and held at the Gallagher Estate in 2018.

RESPONSIBLE DEPARTMENT	RESOLUTION	RESPONSE
OFFICE OF THE PREMIER	brokers. More permanent jobs must be created.	<ul style="list-style-type: none"> The accord was adopted and what is left now is for the Council to come up with the implementation plan; that is not yet concluded. The status quo remains as of April 2020.
	10) It was resolved that the OTP must ensure that by the sitting of the next parliament, all government departments obtain the minimum rate of 2% representation employees of disabled persons.	<ul style="list-style-type: none"> The table below reflects a comparison of the disability statistics for the Province between the periods April 2018 to February 2020. It is evident that there has been some improvement in 11 of the 14 Provincial Departments and a 0.03% overall improvement for the Province as a whole. Unfortunately, 3 of the Departments have regressed over the past 2 years. The achievement of the 2% was achieved by 3 Departments, namely the Department of Sports & Recreation, Office of the Premier and Human Settlements, with Public Works being very close at 1.95%. The lack of achievement of the 2% target is not only a challenge in the Province of KZN but is a challenge in most National Departments and Provinces as well. The Office of the Premier continues to monitor and report on the disability status on a monthly and quarterly basis at various structures like the Integrated Provincial Human Resource

RESPONSIBLE DEPARTMENT	RESOLUTION	RESPONSE			
OFFICE OF THE PREMIER		Management Forum and directly with Departments in the form of the statistical Persal Technical report which is distributed to Heads of Department and HR Directors on a monthly basis.			
		DEPARTMENT	APRIL 2018	APRIL 2019	COMMENTS
		Agriculture	0.60% (16 employees)	0.55% (15 employees)	0.05% regression
		Arts & Culture	1.89% (11 employees)	1.41% (8 employees)	0.48% regression
		COGTA	1.36% (22 employees)	1.71% (33 employees)	0.35% improvement
		Community Safety & Liaison	1.67% (3 employees)	1.12% (2 employees)	0.55% regression
		Economic Dev, Tourism & Env Affairs	1.07% (8 employees)	1.26% (9 employees)	0.19% improvement
		Education	0.03% (35 employees)	0.04% (36 employees)	0.01% Improvement
		Health	0.62% (418 employees)	0.67% (437 employees)	0.05% improvement
		Human Settlements	1.73% (12 employees)	2.12% (15 employees)	0.39% improvement

RESPONSIBLE DEPARTMENT	RESOLUTION	RESPONSE			
OFFICE OF THE PREMIER		Office of the Premier	1.50% (9 employees)	2.02% (11 employees)	0.52% improvement
		Provincial Treasury	0.80% (4 employees)	1.67 (9 employees)	0.87% improvement
		Public Works	1.60% (27 employees)	1.95% (32 employees)	0.30% improvement
		Social Development	1.02% (40 employees)	1.13% (43 employees)	0.11% improvement
		Sport & Recreation	2.78% (7 employees)	3.15% (8 employees)	0.37% improvement
		Transport	1.24% (48 employees)	1.25% (50 employees)	0.01% improvement
		PROVINCE OF KZN	0.35% (660 employees)	0.38% (708 employees)	0.03% improvement
		11) It was resolved that the OTP must consider the issue of collaboration between departments to fast track the turnaround claims process of IOD (Injury On Duty).	<ul style="list-style-type: none"> The Provincial Compensation for Occupational Injuries and Diseases (COID) Forum comprising representatives from all provincial government departments and chaired by the Office of the Premier was established during the year 2018/19. 		

RESPONSIBLE DEPARTMENT	RESOLUTION	RESPONSE
		<ul style="list-style-type: none"> The Department of Labour is a permanent member of the Forum. The Forum has prioritized the processing of backlog claims and the Department of Labour is working closely with all provincial departments in this regard.
PUBLIC WORKS	1) The Department of Public Works must ensure that recipients of contracts in the public service are compliant with all labour laws and regulations.	<ul style="list-style-type: none"> Contract appointments (e.g. interns) are all done in line with existing legislation, regulations and determinations by the Department of Public Service and Administration (DPSA).
	2) There needs to be a limit to the categories of work that are moved to the Expanded Public Works Programme in order for the government to continue creating permanent jobs.	<ul style="list-style-type: none"> The Head of Department for the KZN Department of Public Works has issued a circular to all Public Bodies in the Province advising them on the EPWP Protocols and considerations that must be undertaken and possible use of permanent posts for EPWP purposes.
	3) All advertised posts in municipalities and the public service must take into account the	<ul style="list-style-type: none"> The Head of Department for the KZN Department of Public Works has issued a circular to all Public Bodies in the Province advising them on critical need for continued skills development as part of

RESPONSIBLE DEPARTMENT	RESOLUTION	RESPONSE
	training that the EPWP beneficiaries have undergone and not be overlooked.	phase overall 4 strategy to ensure effective exit strategy for EPWP participants.
	4) The Commission resolved that the Community Safety and Liaison Department should engage the Department of Correctional Services and provide a progress report regarding renovations and construction of the Correctional Services facilities.	
SOCIAL DEVELOPMENT	1) It was resolved that the department must increase the number of vehicles, fleet must be in line with the staff establishment to ensure that the departments mandate is met.	<ul style="list-style-type: none"> • The Department procures new vehicles every financial year. During 2017/2018 the Department procured 78 vehicles and in 2018/2019 there are 133 vehicles that have been procured. In total the Department is having 982 vehicles. • The Department when procuring vehicles consideration is always given to the different types of areas that we service as the Department. Our Fleet Management Component always procures

RESPONSIBLE DEPARTMENT	RESOLUTION	RESPONSE
SOCIAL DEVELOPMENT	To procure suitable cars in line with the area they are servicing, e.g. especially bakkies	<p>various types of vehicles, mostly bakkies and sedans. Bakkies are mostly allocated to rural areas where they are most needed.</p> <ul style="list-style-type: none"> • The Department procures new vehicles every financial year. During 2019/2020 financial year; the Department had projected to procure ninety- two (92) vehicles with the current year’s available budget. • Due to revision of the RT57 National Transversal Contract on procurement of state vehicles; the procurement processes were suspended pending finalization of the contract. The transversal contract was finalized during quarter three of the financial year. As a result of this delay, the Department only managed to place orders for 22 vehicles due to unavailability of stock and changes relating to the contract which affected manufactures, thus only 11 has since been delivered and paid. • The Department has applied for roll-over of funds from the Provincial Treasury in an effort to allocate additional funding in respect of motor vehicles in the 2020/2021 financial year.

RESPONSIBLE DEPARTMENT	RESOLUTION	RESPONSE
SOCIAL DEVELOPMENT		<ul style="list-style-type: none"> • In total the Department is having 840 vehicles and it is anticipated that additional vehicles will be procured in the 2020/21 financial year. • The Departmental officials are encouraged to apply for Scheme A and B, utilization of private and subsidized vehicles.
	2) The Commission resolved that the workers must be allowed to return cars the following day if the return of the car will be beyond time off to get transport of their own	<ul style="list-style-type: none"> • Department has an approved policy on fleet management and it is fully implemented. Employees are encouraged to comply with the provisions of this policy when vehicles are to be utilized beyond official hours. It makes provision for utilisation of Departmental vehicles for overnight and weekend purposes. Officials are aware of the provisions of this policy. • In addition, the Department is in the process of finalizing Transport Management delegations for better monitoring and management of state vehicles.
	3) The commission resolved that since the department is operating under the South African government, it must abide and implement Public Service Co-	<ul style="list-style-type: none"> • The Department acknowledges the implementation of the PSCBC Resolution 7 of 2015 (Framework Agreement for the Establishment of a Government Employees Housing Scheme). The Department has always been accepting without a problem the PTO's that are submitted by officials in this regard.

RESPONSIBLE DEPARTMENT	RESOLUTION	RESPONSE
<p>SOCIAL DEVELOPMENT</p>	<p>ordinating Bargaining Council (PSCBC) Resolution 7 of 2015 in-terms of PTO and workplace. It was proposed that the department should meet with the federations after three months to present the progress report on this matter.</p> <p>Definition of workplace should be as per LRA 66 of 1995.</p>	<ul style="list-style-type: none"> • The matter on the correct interpretation of the PSCBC Resolution 7 of 2015 was tabled as an agenda item and discussed at the Departmental Labour Relations Forum where in organized Labour was represented which is held bimonthly to discuss matters of mutual interest. The progress report was also shared with the Office of the Premier as designated to report to the federations on behalf of the Provincial Administration. • The matter on the correct interpretation of the PSCBC Resolution 7 of 2015 was tabled as an agenda item and discussed at the Departmental Labour Relations Forum where in organized Labour was represented which is held bimonthly to discuss matters of mutual interest. The progress report was also shared with the Office of the Premier as designated to report to the federations on behalf of the Provincial Administration. • The Department of Labour did advise that the definition of the workplace should be as per the Labour Relations ACT 66 OF 1995. As a Department we are in compliance with this Act in that the Provincial Office (Head Office) is defined as a workplace in the

RESPONSIBLE DEPARTMENT	RESOLUTION	RESPONSE
SOCIAL DEVELOPMENT		<p>Department and this is according to Labour Relations Act, 66 of 1995 as amended which states that;</p> <ul style="list-style-type: none"> ○ “Work place” – <ul style="list-style-type: none"> ▪ In relation to the public service – ▪ (ii) for any other purpose, a National Department, Provincial Administration, Provincial Department or Organizational Component contemplated in section seven (2) of the Public Service Act, 1994 (promulgated by proclamation 103 of 1994), or any other part of the public service that the Minister of the Public Service and Administration, after consultation with the Public Service Coordinating Bargaining Council, demarcates as a workplace. All the other offices like the Cluster, District, Service Offices and Facilities are just our service delivery points.
	4) The commission resolved that the wellness programme must be decentralised in all districts.	<ul style="list-style-type: none"> • The Department acknowledges that Employee Health and Wellness Programme is critical since it provides support to employees who might have encountered physical and or emotional challenges. At the moment the Department is finalising the Employee Health and Wellness Programme Strategy regarding the decentralisation of these services in all districts.

RESPONSIBLE DEPARTMENT	RESOLUTION	RESPONSE
		<ul style="list-style-type: none"> • This will subsequently inform the review of our departmental organogram in order to realise our strategy in this regard. However, it must be noted that coordination of these services in all districts is already done by Corporate Managers in all Districts. • The department is in a process of appointing Employee Health and Wellness Practitioners which will be finalised soon, this will intensify the decentralisation of employee health and wellness programme to all districts of the department.
SPORT AND RECREATION	1) The commission resolved that, the department use same approach used in programme by Sport and Recreation where they cluster schools and identify one school with the facility to be used by other schools.	<p>The 2016/17 EPG (Eminent Persons Group) Transformation Status Report released in 2019 portrays the existing school sport system to be compartmentalised and operating in fragmented and uncoordinated silos within which role-players pursue non-aligned objectives which contributes to an ineffective structure. Some of the main causes for this appears to be –</p> <ul style="list-style-type: none"> • No school sport facility and participation provincial, district and municipality footprints. • Inadequate facility infrastructure and lack of capacity and financial resources.

RESPONSIBLE DEPARTMENT	RESOLUTION	RESPONSE
SPORT AND RECREATION	Trained educators to train their learners.	<p>Previous Model C schools remain the primary focus area for most high-profile sporting codes. Most of these schools have historically been, and still are, well-resourced and managed, involving motivated educators, supportive parents and effective governing bodies pursuing both academic and sporting excellence based on strong sporting tradition and cultures. To overcome the lack of sport facilities in public schools and to provide participation opportunities for the majority of learners in the province, the department has to cluster schools within close-proximity to each other to allow for the implementation of school sport programmes. Schools, especially previous Model C Schools are utilised to host government school sport programmes as follows:</p> <ul style="list-style-type: none"> • In some districts such as Mzinyathi, the Dundee Primary and High Schools are used to provide facilities for the hosting of District Athletic Elimination Competitions. • Schools with swimming pools are situated mostly in urban and peri-urban areas. Most schools, especially from the previously disadvantaged schools especially in rural areas do not have swimming facilities. Wembley College in Greytown is used widely to

RESPONSIBLE DEPARTMENT	RESOLUTION	RESPONSE
SPORT AND RECREATION		<p>host swimming competitions as the Mzinyathi District does not have a municipal swimming pool.</p> <ul style="list-style-type: none"> • In Amajuba, Newcastle High School is used as a Hub to host athletic, swimming and code specific school competitions. • In Harry Gwala, the department has supported the hosting of school sport competitions at the Ixopo High School and Pholela High School amongst others. • The Hluhluwe Primary School in the Umkhanyakude District is also widely used to stage school sport competitions. • In supporting 13 Sport Focus Schools as the centres where talented learners can be supported with developmental and high performance programmes, the department has also included Adams College (Mbumbulu), Ohlange High School (Inanda), Howick High School (Umgungundlovu), Masibonisane High School (Zululand) and Mount Currie High School (Harry Gwala). These schools are provided with technical equipment annually and in return make their facilities and expertise available for the hosting of school sport programmes and hosting talented learners.

RESPONSIBLE DEPARTMENT	RESOLUTION	RESPONSE
SPORT AND RECREATION		<ul style="list-style-type: none"> • In recognizing the lack of sport facilities in public schools, especially in rural areas, the department constructed 22 combination courts (multi-purpose courts for netball, basketball and volleyball) in schools in 2019/20. • In implementing its Rugby Hotspots Schools Programme and the KZN Cricket Hub RPC Development Programme throughout the province, the department has to cluster schools to ensure that schools with the requisite facilities are utilized to implement these programmes. The Rugby Hotspots programme is implemented in 43 Hotspots across the province targeting 344 schools from previously disadvantaged and rural areas. The KZN Hub and RPC programme is implemented in 55 townships involving 345 schools. It is critical that facilities are clustered as these programmes target schools where rugby and cricket is not provided. <p>It is generally accepted that optimal conditions for a child's participation in sport and recreation is one of the best investments any government can make. There is sufficient evidence worldwide of the benefits of healthy physical activities for children, communities and country. Investment in children increases a nation's capacity to compete and grow in a global</p>

RESPONSIBLE DEPARTMENT	RESOLUTION	RESPONSE
SPORT AND RECREATION		<p>economy. However, for sport to fulfil this role it has to be optimally resourced, structured, organized and managed locally and regionally in an education system that is linked to federation and other government structures.</p> <ul style="list-style-type: none"> • The school sport program provides support for the training of educators and volunteers as coaches, administrators and technical officials amongst other. • SASCOC launched the SA coaching framework as a guideline for all training for coaches in the country. It is a requirement that all training provided is accredited by CATHSETTA. • Funds are made available for training at provincial level for capacity development through the Conditional Grant Framework. Without qualified coaches, there are no athletes. Educators are prioritized to be skilled to deliver coaching and mentoring to learners. • From the 2016/17 financial year, 2 605 educators and volunteers have been skilled to implement the school sport programme. In 2019/20, 595 educators and volunteers were trained to deliver this programme.

RESPONSIBLE DEPARTMENT	RESOLUTION	RESPONSE
SPORT AND RECREATION	2) The Commission resolved that, MOU between the Department of Sport and Recreation and Department of Education be reviewed so that it enables disadvantaged talented learners to be assisted.	<p>A Memorandum of Agreement (MOA) was signed between the then MEC for Arts, Culture, Sport and Recreation and the MEC for Education on 7 April 2017 in Durban.</p> <ul style="list-style-type: none"> • Whilst the MOA will only expire on 31 January 2022, a Task Team comprising senior officials from the Departments of Sport and Recreation and Education has been formed to review the MOA. • A number of meetings were convened by the Task team with the review of the MOA being scheduled for 01-03 April 2020. However, the Covid-19 Lockdown necessitated the postponement of the review session. • The Task Team has been directed to resuscitate the review session as this can be completed virtually. This is currently being implemented and a date of 31 May 2020 has been scheduled for the process to be completed. • Once reviewed, the MOA will include the roles and responsibilities of both departments in pursuing programmes to ensure that talented learners from disadvantaged and rural backgrounds are provided with the necessary support to excel at national and international platforms.

RESPONSIBLE DEPARTMENT	RESOLUTION	RESPONSE
SPORT AND RECREATION		<ul style="list-style-type: none"> • In the interim, the Department of Sport and Recreation has a sport scholarship programme in place with 29 learners currently shortlisted for scholarships. The awarding of these scholarships has also been delayed by the COVID-19 Lockdown. • Over 100 athletes, with over 60% of them being learners, are included in the Elite Athlete Development Programme presently based at the Prime High-Performance Institute. These learners are identified through the sport federation developmental programmes in disadvantaged and rural areas.
	3) The Commission resolved that, the government bring back all those properties so as to be accessed by communities and schools.	<ul style="list-style-type: none"> • The sports facilities are owned and managed by the municipalities. Once the facility has been built, it is handed over to the municipality for control and maintenance. • Combination courts are handed over to schools with the provision that they are made accessible to communities. • Municipalities receive a maintenance grant with the department also providing maintenance equipment to municipalities to ensure facilities are maintained.

RESPONSIBLE DEPARTMENT	RESOLUTION	RESPONSE
SPORT AND RECREATION		<ul style="list-style-type: none"> • Job creation for caretakers and facility managers are implemented to municipalities to prevent newly built sport facilities from being vandalised and neglected. • Since 2014/15, the department has built 96 combination courts, 55 outdoor gyms, 20 Major sport facilities (including sport complexes), 99 play gyms and 80 Kick-About facilities. • The department has introduced Fitness Parks with the planning and design of three having commenced in eSakhleni (Mlathuze), Mzimkhulu (Harry Gwala) and Alfred Duma (uThukela). These are multi-purpose sport facilities to promote a one-stop-shop for health & fitness requirements. • 11 Hubs have been refurbished with specialised containers and healthy lifestyle coordinators employed on contract. • In 2019/20, the Bilanyoni Sportsfield (eDumbe), Accaciaville Sportsfield (Alfred Duma) and Kwa Msane Sportsfield (Mtubatuba) were all completed. In addition, 30 play-gyms in prioritised ECD Centres and 22 combination courts were built. • Transfers were affected to the Alfred Duma Municipality (Uthukela), Umzimkhulu LM (Harry Gwala) and uMhlathuze LM (King Cetshwayo)

RESPONSIBLE DEPARTMENT	RESOLUTION	RESPONSE
<p>TRANSPORT</p>	<p>1) Failure by the Department of Transport to send officials to the 2018 Workers' Parliament and the Commission shows contempt and disrespect towards workers.</p>	<p>for the construction of the District Fitness Complexes. These Fitness Complexes are multi-year projects with specific milestones being reached by year-end.</p> <ul style="list-style-type: none"> The KwaZulu Natal Department of Transport wishes to convey its sincere apology for the picture that has been created that Worker's Parliament is not taken seriously. We want to re-affirm our commitment and respect of the Worker's Parliament.
	<p>2) All represented labour federations in the 2018 Workers' Parliament must write to the department and demand reasons for the absence of officials in the commissions.</p>	<ul style="list-style-type: none"> In 2017 Mr S. Mbhele, Regional Chief Director for Durban was directed to represent the Department. In his report he indicated that he did attend the Workers' Parliament as instructed however the proceedings started later than scheduled. At 14:10 when parliament adjourned for lunch he had to drive back to Pinetown to attend to an emergency in the office. In 2018 Ms P. Sithebe Director EPWP fell ill on the day and did not manage to find a representative.

RESPONSIBLE DEPARTMENT	RESOLUTION	RESPONSE
	<p>3) The Speaker of the Legislature must write a letter to the Premier and request him to call to order the Members of the Executive Council that do not attend the Workers' Parliament.</p>	<ul style="list-style-type: none"> The KwaZulu Natal Department of Transport wishes to convey its sincere apology for the picture that has been created that Worker's Parliament is not taken seriously. We want to re-affirm our respect of the Worker's Parliament and confirm that activities of parliament are taken by the Department seriously.