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NEW



CADRE

ANC CAUCUS STAFF MAGAZINE



PCO SPECIAL

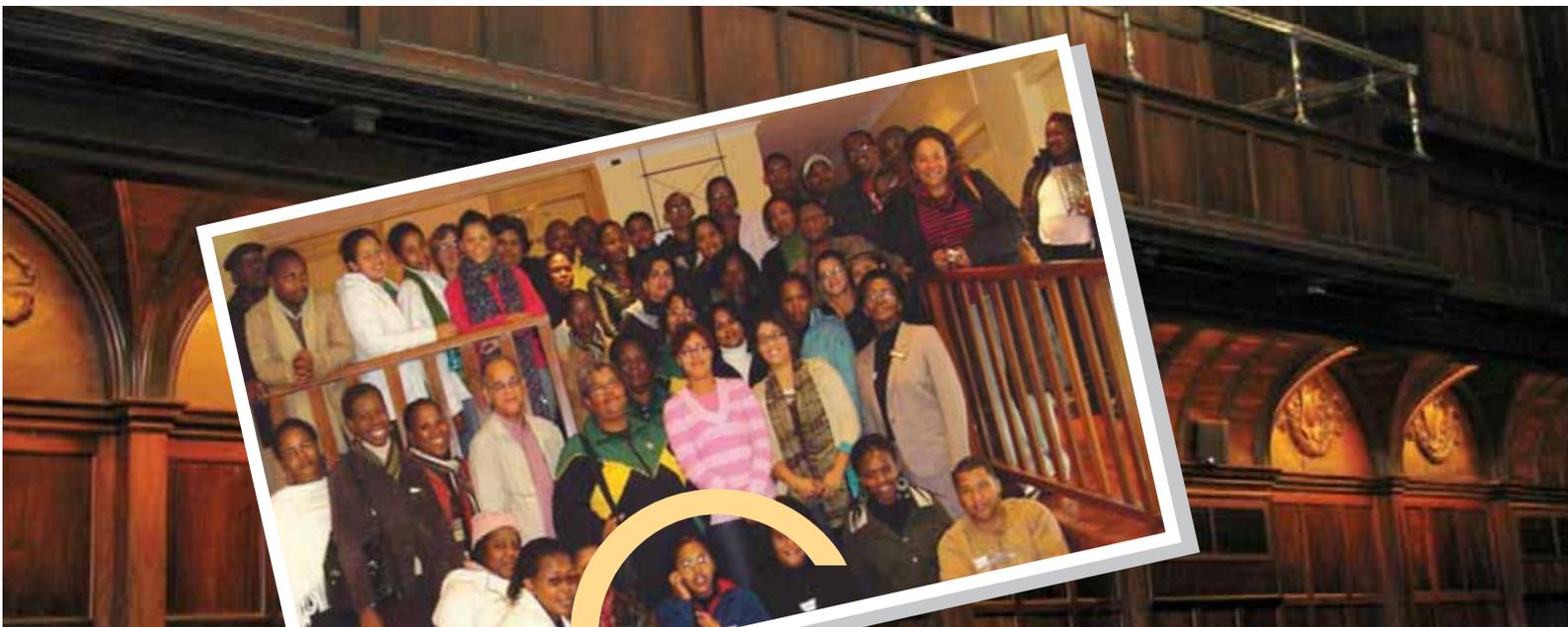
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Caucus Website

PCO News Special

Birthday Wishes to the President

Internship programme



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Communications Department

Methews Oliphant



editorial

IT IS WITH great pleasure that we introduce this latest edition of the New Cadre, the ANC Caucus staff newsletter, aimed at keeping staff up-to-date and informed about the latest developments within ANC Caucus.

We hope that this edition will once again serve its purpose of motivating and inspiring staff to continue to deliver a great service to the ANC Caucus.

As ANC staff members, and by implication ANC members, we are in the fortunate position of being able to serve the movement and our country in a special way.

We have the opportunity to help ANC lawmakers to meet their responsibilities to parliament, the general South African population, and the ANC in general.

In this edition we have a special focus on parliamentary constituency offices (PCOs), going into detail about the role and functions of PCOs and how they should be operating.

With each future edition we hope to focus on a specific PCO somewhere in the country, in that way, we will give staff working outside the precincts of parliament a regular opportunity to be reflected in the New Cadre.

We will also look at finding new ways of getting PCOs to be featured regularly in the New Cadre.

Training in PCOs has begun, and we feature the training that has been conducted so far in the Western Cape, Eastern Cape and in KwaZulu/Natal.

In the next edition we will bring you the training programmes currently being held in the Free State, Mpumalanga, Gauteng, Limpopo, Northern Cape and North West provinces.

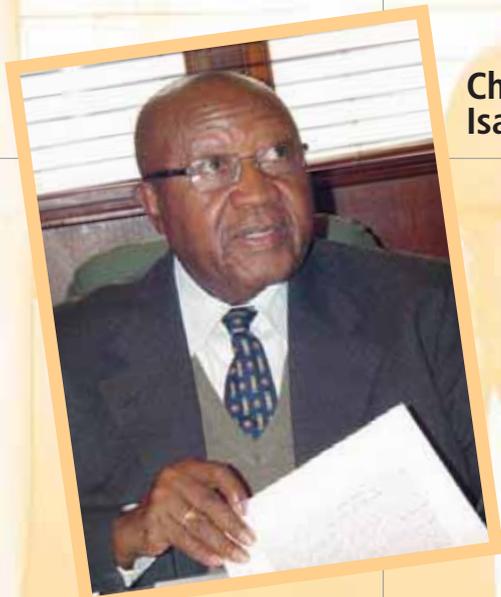
At this time we wish to bid farewell to the interns who have been with us for the past year, as we also welcome a group of new interns to parliament.

We also wish to welcome into our ranks a group of new staff members who have joined us recently, and wish them well in their new positions as employees of the ANC.

As ANC employees we have special responsibilities, and cannot compare ourselves as other employees who work in normal employment.

In our place of work, we have the responsibility to do our work diligently and at the same time also contribute to the building of the movement, and implement our political beliefs and programme.

Happy Reading!



**Chief Whip
Isaac Mogaase**

from the Chief Whip's desk

GREETINGS to all staff of the ANC Caucus, and a special welcome to all the staff who joined the ANC Caucus during the course of the year, those in parliament and in Parliamentary Constituency Offices (PCOs).

We are now in the fourth and last term of the 2007 parliamentary session, which is very short, running from the beginning of August to the end of September, with a lot of work to be done.

We once again depend on Caucus staff to deliver an outstanding service to help the ANC and our Members of Parliament (MPs) to fulfill our mandate in parliament.

Besides the work we have to do in parliament, it is also expected of all of us to work in our local structures and take part in the debates happening at that level.

This edition of New Cadre brings us lots of news of what is happening in our workplace, and we hope that it will help to keep us up to date with events.

National Conference is upon us, and as dedicated members of the movement it is expected of us to get involved in the debates that are currently taking place in our structures.

Besides what we read daily in the newspapers, as disciplined members of the movement, it is expected of us to interact with the information that comes to us via the movement's structures, since the news from the media is not always reliable.

We mention this in the light of the fact that we know that the media tends to publish information that will help them to sell newspapers.

This is the first New Cadre appearing this year, and it is our intention that the New Cadre will appear more regularly in future, with the next edition planned for the end of the year.

We encourage the staff to be proud of the newsletter and make it your own.

We encourage staff to write letters about issues appearing in the New Cadre and also other issues affecting you as staff in your place of work.

This creates an opportunity for staff to express themselves on important issues related to our work, and issues affecting us in the broader society.

We would also like to take this opportunity to pay tribute to a few of our comrades, patriots and revolutionaries, who passed away during the course of the year.

We mourn the passing on of comrades Thokozile Menziwa, a comrade who worked for Caucus in parliament, comrade Thembakuye Dlodlo, a comrade who worked in the PCO of MP Nathi Mthethwa in Kwambonambi, in KwaZulu/Natal, and comrade Cecilia Chabeli who worked in the PCO of comrade Dennis Bloem in Kroonstad, in the Free State.

The ANC conveys our heartfelt sympathies and condolences to their families and loved ones.

Hoping that this edition of New Cadre lives up to your expectations, and that it is all what you expect of a staff newsletter, and if not, please let us know, and we can use your input to bring about improvement.

Have a great reading experience in, "the year to intensify the struggle against poverty as we advance in unity towards 2012".



Homepage of the Parliamentary Caucus of the ANC

On 22 November, the ANC Parliamentary caucus officially launched its internet homepage (www.anc.org.za/caucus) at a ceremony attended by ANC MP's, the Executive and addressed by Deputy President Phumzile Mlambo-Ngcuka, among others.

The decision to embark on this project is part of Caucus's media and communications strategy in response to the 51st ANC Conference resolution to enhance organizational communications by not only implementing an effective and efficient media & communications strategy, but also strengthening communications machinery of the organisation. The introduction of this website is part of our resolve to radically expand and enhance tools of our communications.

The website is the first in Caucus' 13 year history and contains vast amount of information pertaining to the activities

of the ANC in Parliament, useful information on the organization's public representatives, and insight into the operational structures of the ANC caucus. Necessary time and research work has been put into the development process of the site in order to produce a quality product.

The information put on the site was gathered through a widely consultative process with various sources with a view to bringing on board diverse views.

Expert services in the field of internet development were employed to make this exciting communications concept a reality. Unwembi Communications, who are also the creators of internet sites of the ANC, ANCYL, SACP and other progressive organisations, provided us with several design options, from which we chose the final design. The design is a suitable carrier of the type of information we seek to communicate to the outside world.

The website will revolutionise the way we communicate with various structures of the organisation inside and outside Parliament, the public and the international community, as well as the media. Its design and content makes it a one stop centre of information on the ANC in Parliament.

The website will provide visitors with an introduction to the ANC Parliamentary Caucus, its role and objectives, and further provide insight into the day to day parliamentary activities of ANC MPs.

Through this site, members of the public will get an opportunity to intimately interact with their ANC representatives by visiting them on their pages, which contains their parliamentary, and constituency contact details, their biographical information, and their parliamentary positions and pictures.

The website will also bring the public even closer to Parliament by giving them access to the positions the ANC takes on various issues (such as on legislations, government work and other matters of public interest) through speeches, motions and statements to be placed as soon as they are released.

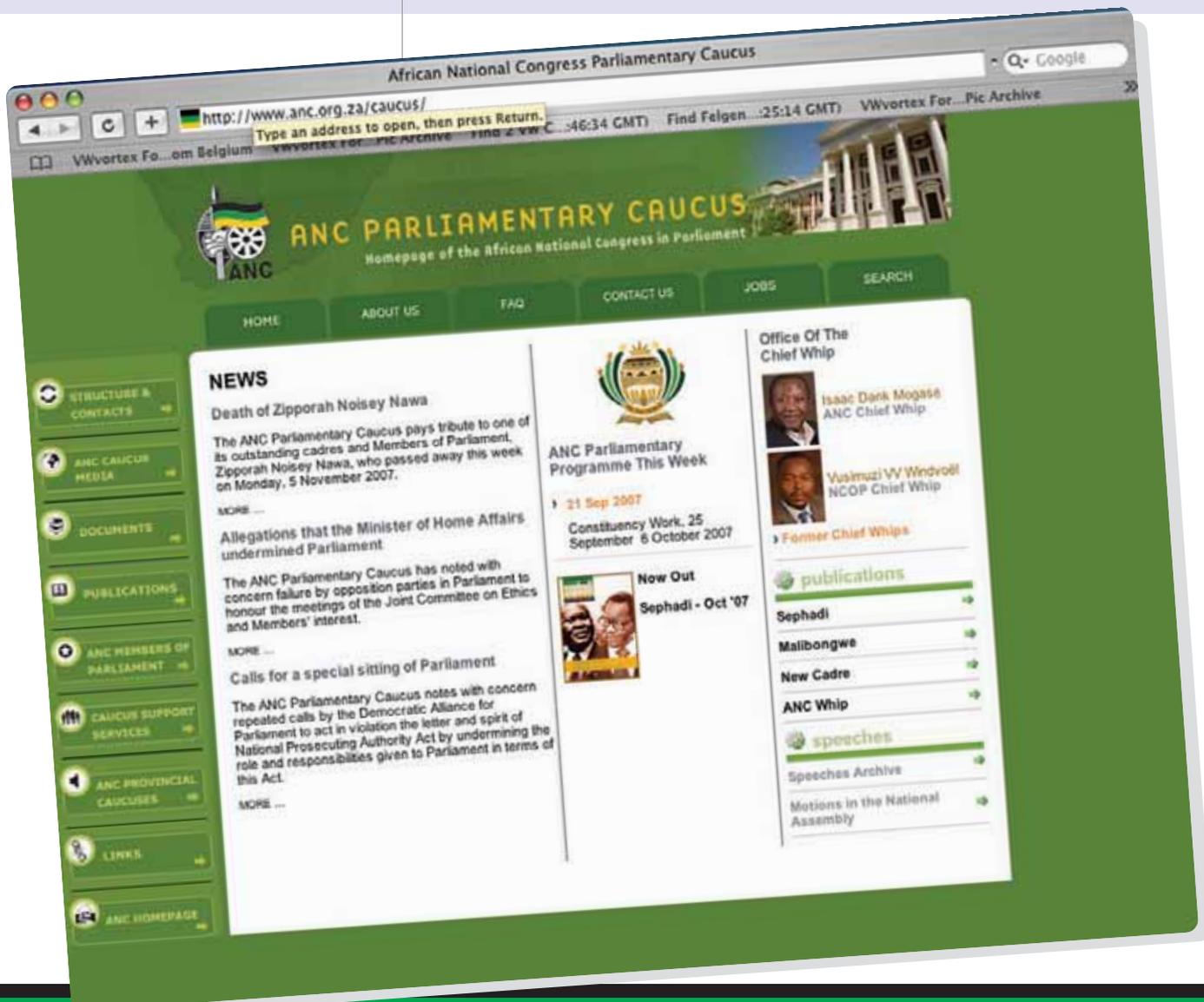
The placement of documents such as media statements, speeches and publications will ensure that information pertaining to our activities will be made instantly available to the public, various ANC structures, and PCOs, who will share it with their relevant communities.

The site also provides insight into the internal operations of the ANC in Parliament, by taking visitors through political and administrative structures of the Caucus as well as simple and brief explanation into their individual roles. In this regard, the leadership of the Caucus is introduced, with a brief

explanation pertaining to their positions. Institutions and organizations relating to the work of the Caucus can easily be accessed through the links, which also is included on the website.

We are confident that this website will usher in and make a radical difference to the way ANC in Parliament communicates to the outside world and the constituency.

We wish to thank the Office of the Chief Whip and the ANC Head Office for supporting the concept and for the role they have played throughout its implementation. Special thanks to the Members of Parliament for their cooperation during the gathering of personal data, Unwembi for such a creative design and members of staff, particularly those in the ANC Media Unit, for the hard work they have put in to making this a reality.





STAFF CELEBRATES

with President on his birthday

Staff of the ANC Parliamentary Caucus and ANC Members of Parliament had an opportunity to celebrate with President Thabo Mbeki on his 65th birthday in June. Representatives of staff and members of parliament presented the President with a huge birthday card signed by all MPs and a cake at his Genadendal residence in Cape Town.

The delegation was comprised of staff members, Tshidi Ramakaba and Ntombi Gxenyana and MPs, Deputy Chief Whip Andries Nel, NCOP Chief Whip Vusumuzi Windvoël, John Jeffery and veteran politicians Andrew Mlangeni and Joyce Ngele.

President is flanked by ANC Caucus Staff and Caucus Leadership.



ANC Member of Parliament, Joyce Ngele presented President Mbeki with a birthday card signed by all ANC Members of Parliament

INTERN PROGRAMME

A success for the ANC Caucus

At least 153 interns have been employed by the ANC Caucus in Parliament and in all provinces since last year as part of its internship recruitment programme. The programme was initiated by the Office of the ANC Chief Whip with a view to providing candidates with opportunities to acquire skills and work experience.

The ANC reaffirmed in its January 8 statement that “central to any effort to overcome poverty is the development of the human potential of our people through education and skills development”. The interns have thus far been exposed to various theoretical and practical training relating to the organisation's parliamentary work. The training consisted of orientation sessions, in-house training on the various administrative tasks required from administrators/secretaries in a parliamentary environment, and a rigorous political training programme to gain a better understanding of the ANC's policies and programmes.

Of the total number of interns recruited, at least 58 were placed in parliament, while the rest were spread across parliamentary offices in nine provinces. At the time of going to print, about 25 interns were employed as permanent staff.

Deputy Head of Caucus Support Services Natalie Seymour, who is among a team of managers tasked with driving the programme, called the initiative a success.



The staff responsible for driving the ANC Caucus Internship Programme, with Head of Caucus Services, Methews Oliphant (front row, second from left) and Deputy Head of Caucus Services Natalie Seymour (back row, 1st from right)

The internship programme, she said, was based on two fundamental objectives, the provision of dedicated support to each ANC Member of Parliament, and to contribute to the skills development programme of the government, by exposing young people to the working environment.

Seymour explained the criteria for placing recruited interns: “Provinces were individually allocated certain specific totals of interns to recruit based on provincial size and representation in parliament. Right from the beginning, there was a principled agreement that

the interns would be recruited via two main sources. Firstly interns would be recruited through the Caucus administration and, secondly that MPs would recruit interns through their structures in their provinces”.

Seymour says that the objectives of the internship programme have been implemented successfully. “The programme will be assessed for future implementation, with more benefits to the ANC MPs, ANC Caucus and the overall programme of the government's skills development programme.”

Interns' Views on the Programme



WENDY NIKALI

Intern at PCO in Cape Town

“I am intern at the Parliamentary Constituency Office (PCO) of Member of Parliament, Annelize van Wyk, in Sea Point, Cape Town. The internship programme will contribute to my endeavour to find permanent employment in future.

I have been on the internship programme since November 2006 until November 2007 and I can say that it has added value to my life, helped me to acquire new skills, and apply them accordingly in my job.

Since leaving school in 1999, I have worked as a cashier at two major retail outlets. I also enrolled for a one year certificate-course in Marketing Management, and have also managed to obtain a diploma in teaching. Previously, I worked as an administrator in the ANC election Office in Parow.

My work as an intern includes filing, faxing and attending to constituency problems.

I am presently applying for various teaching posts and I am hopeful that I will be a teacher by next year. Teaching and marketing have aspects of administration to it, and what I have been doing during my internship helped me to strengthen me in these areas, and it will help me to become a better teacher.”



CLIVE HAMZA

An Administrative Assistant Intern in Caucus

“I was born Hazeldean in the Western Cape. I completed my matric in 2001 and registered for BA degree in Language and Communications, but after a year decided to quit. I then enrolled for a diploma course in Public Relations at the Boston Business College/City Campus for two years. After completing the diploma, I worked for a call centre company but quit after a year. I then joined the ANC Caucus as an intern in Parliament.

Working as an Administrative Assistant Intern to Member of Parliament is challenging and yet enjoyable. The learning curve has been very enriching and if circumstances allowed, I will prefer continuing working for ANC in parliament.

Part of my job is to help the Member with administrative aspects of his parliamentary work. It, among others, entails booking flights, reminding him of meetings that he must attend, collect mail and schedule his appointments. This requires loyalty to the organization, trustworthiness, and discipline.

During constituency periods I will ensure the MP is regularly informed of what is happening in his office in Cape Town. I regard the service that I am offering to the MP very important. I would like to thank the ANC Caucus for granting us the opportunity to gain the necessary skills and experience we need to enter the job market.”

PCO

TRAINING KICKS OFF WITH A GREAT START

STAFF TRAINING IN CONSTITUENCY OFFICES



Political Education and Development staff, Aron Mpukuzela, Nomatshawe Manxiwa and Noluthando Lengisi

Administrators and interns based in PCOs (Parliamentary Constituency Offices) in the Western Cape, Eastern Cape and KwaZulu/Natal recently attended successful training workshops organized by Caucus' Human Resource Unit.

PCO administrators and interns from these provinces participated in training in various areas of their work, such as computer training, report writing, political discussions, human resources and financial management.

Aron Mpukuzela, of the Human Resource section that is responsible for political education and development, says the training has been planned for a long time.

"The training programme will be implemented in all the provinces with PCO administrators and interns.

"We started off in the Western Cape, (11 June - 15 June) the next training programme (18 - 22 June) was in the Eastern Cape and after that we moved to KwaZulu/Natal (25 - 29 June)," Mpukuzela says.

At the end of June, Mpukuzela said they took a break and will resume with the training once parliament reconvenes after the recess in July. The training programme will then move to the remaining six provinces, and Mpukuzela says that they will complete the training programmes by the end of August.

He says that Members of Parliament (MPs) identified the need for their PCO staff to be trained.

He says that the training is part of the broader programme of the ANC Caucus to train and develop the staff and the interns.

That broader training and development programme, he says, has the following components:

- Improve staff's office administration skills
- Develop a passion for our work amongst the Caucus staff.
- Raise the level of political consciousness amongst the staff
- Make sure that ANC staff in parliament understands ANC policy.
- And, re-inforce training interventions to make sure that we increase our return on the investment we put into our staff.



PCO Administrators and Interns at the on the first day of the PCO Administrators' Workshop at the V&A Waterfront in Cape Town.

Training a hit with Administrators and Interns

ARTHUR de Bruyn PCO Administrator in the Parliamentary Constituency Office (PCO) of Jean-Pierre Gerber in Ceres says that the PCO Administrators' workshop was useful. "I thoroughly enjoyed the report-writing workshop, and I think Richard Baloyi (MP) was on the mark with his presentation on the PCO Governing Model," De Bruyn says. He says that it was a wise decision to do the training programme on a provincial basis, in that way more was done and the PCO administrators got more benefit out of it. "We were able to raise problems

MPUMI Mayola has been working at the Sea Point Constituency Office (PCO) of Member of Parliament, Annelize van Wyk for the last 18 months, and says that the PCO Administrator's workshop was extremely useful. "The workshop answered all our questions about the dilemmas we had in our offices and it was well organised," Mayola says. She says it took away the fear factor in relation to her planning, and that when she and the intern in her office, Wendy Nikani, got back to the office, they immediately started to implement some of the things they learned in the

CHENISE Dawson has been the PCO Administrator for Member of Parliament Cedric Frolick since 2003, and says that the PCO Administrators Training Programme that she underwent recently was useful, and that it did meet the challenges of the PCOs. Her only problem was that there was not enough time for the training programme to make a bigger impact. She found the report writing workshop useful, as well as the petty cash accounting, the IT training, and the explanations of the work benefits by the people in Human Resources (HR). Dawson feels that the training

SIMPHIWE Mazibuko is an intern in the PCO of MP, Dr Shian-Bin Huang in Utrecht, and says that he benefited from the PCO Administrators Workshop. He never had any computer training before, and he enjoyed the ICDL training (International Computer Drivers Licence). The report writing course, will be used in his work in the PCO to help draft funding proposals for some of the projects they are working on. The only problem that he had was that the ICDL was too long and that it took four days to complete. Mazibuko did a Technikon course, he dropped out due



ARTHUR DE BRUYN



MPUMI MAYOLA



CHENISE DAWSON



SIMPHIWE MAZIBUKO

typical to the Western Cape, and so will other provinces." De Bruyn says that at the first workshop there were too many people and there was no time to give attention to individual PCO administrators. This time he says they even had time to have one-on-one discussions with the facilitators. "What was good was that we raised issues and the comrades from the Constituency Support Unit were prepared to admit their mistakes and correct them." De Bruyn says that he is disappointed that they could not complete the last section on computer training on the last day of the training programme.

training programme. "We now do our weekly, monthly and quarterly planning and reports." Mayola says that she, Nikani and the MP are extremely excited about the training, and that they will now build a stronger team and make an impact in the constituency area. "Wendy already started to implement some of the things she learnt in the finance workshop." They were also glad to see all the other people of the PCOs and the people working at parliament. "It was good to see the faces behind the names, and we were also glad to hear that people are reading our reports."

programme should have been done a long time ago, and recommends that all new PCO Administrators be put through similar training as part of their work. She says that training must be ongoing, and that the Political Education and Training Unit should also look at political training. Because, after all, she says the ANC is a political organisation and that as PCO Administrators they deal with political issues on a daily basis.

to a lack of finance. In 2003 he registered with UNISA for an LLB, but due to his workload in the PCO, he did not register this year, he will continue his studies next year. In his PCO he works with the PCO Administrator, Nthunzi Mkhize, who is in charge of the office. The work in the PCO consist of giving advice, helping people to access government services and setting up community projects. At the moment he is busy working on a project to raise money for equipment for four local schools in the community.

PCO

Constituency Support Unit Staff: from left to right Simon Nkanunu (unit head), Eleanor Momberg (deputy head), Nomiqi Sigaqa (deputy head), Mkhusele Msila (PCO Unit Researcher), William Mbathu (helpdesk operator)



PARLIAMENTARY Constituency Offices (PCOs) plays a very important role in bringing parliament and Members of Parliament (MP) closer to the communities they serve.

The ANC Caucus in parliament regards the role of local communities as an important part in effectively governing our country, according to Simon Nkanunu, head of the ANC Constituency Support at parliament.

Nkanunu says that through PCOs, communities are able to have issues raised in parliament and to influence legislation that could have an impact on their lives.

PCOs were created as a means for MPs to interact with local communities on issues that are of concern to them, and also to inform local communities about the programme and activities of parliament.

To make sure that our members of parliament (MPs) can do their constituency work effectively, the ANC Caucus established the Constituency Support Unit.

Comrade Nkanunu says that the main function of the Support Unit is to support the PCOs to do their work to the best of their abilities.

“We support them by buying their equipment, paying salaries of administrators, provide them with petty cash, resources and to provide each PCO with an Outreach Fund.”

All PCOs are expected to have programmes, and the Support Unit supports the PCOs in implementing their programmes.

Support to bring parliament to the people

But, they also play a monitoring and evaluation role, PCOs are expected to submit monthly and quarterly reports to the unit.

To further improve on the support given to PCOs, Nkanunu says a help-desk was introduced to specifically look at issues and problems experienced by PCOs.

“The help-desk was introduced to get feedback from PCO administrators and MPs on what issues they need support on.

“The help-desk has a policy of reporting back to the PCO on any matter they need assistance on, within 48 hours.”

Nkanunu says that PCO queries to the help-desk are mostly human resource and financial related.

The support unit has 263 PCOs under its wings and it is represented by MPs from the National Assembly (NA) and the National Council of Provinces (NCOP).

Some PCOs are shared between MPs and some are shared between MPs and Members of Provincial Legislatures (MPLs).

PCO administrators play a valuable role in the community, and they are also regarded as fieldworkers, representing the ANC.

PCO offices are also used by councillors and community development workers (CDWs) as a resource.

“Over the years, we have learnt a lot about how to effectively manage our PCOs so that local communities can get maximum benefit out of it.”

“In the beginning we have been on a massive learning curve with the PCOs, but that we have learnt valuable lessons, which in the process made us stronger.”

As part of improving the service to communities, Nkanunu says that PCO Administrators will be going on regular training programmes.

Training programmes and courses will cover issues like computer training, human resource issues, finance, office administration, time management to name a few.

“The Constituency Unit also introduced the performance management development system (PMDS), a tool to assess the work of the PCO looking at ways to improve.”

MPs now also spend every Monday in their constituencies and can be consulted in their PCOs.

During recess, MPs also spend in their constituencies, and PCOs must have a full programme for the recess period.

All these new developments, Nkanunu are certain will contribute to PCOs making a deeper impact in our communities.

FEZILE Bhengu, Member of Parliament (MP) for Port St Johns in the Eastern Cape, says that his constituency has many challenges, but that they winning the fight against poverty and other social problems.

In this regard, he says his Parliamentary Constituency Office (PCO) has a central role to play.

The PCO is also involved in projects to change the community.

Bhengu is also the chairperson of the portfolio committee on Public Works in parliament. He has been an MP since 1994.

Bhengu regards education and the development of skills as important in the fight against poverty.

Port St Johns has a sub-tropical climate, and paw-paws and bananas grow well in the region. Tourism is the main industry, with fishing showing great potential.

The Department of Environmental Affairs and Tourism (DEAT), is launching a fish processing plant with the community of Cwebeni, and is also involving the communities in the Working for Water Project.

The re-direction of the N2, which will take it through Port St

Johns, will provide a much needed injection to local businesses.

The local communities is busy with a major land claim in the area.

With the Department of Trade and Industry (DTI) and the Independent Development Trust (IDT), they are setting up a business trust, and working on a business plan to manage the land once it is reclaimed.

AGAINST all odds the ANC PCO is making a deep impact on the lives of the local communities in Port St Johns.

Being a rural area, about 100 km from Mthatha in the Eastern Cape, and with hardly any sustainable industrial activity, the community are very poor.

Mfundo Sigcau, the PCO Administrator says that their office deals on a daily basis with issues affecting the community.

People who get kicked off the farms set up informal settlements, and very few people managed to get houses up to now.

This, Sigcau attributes to the fact that the local municipality do not have a big tax base and have to rely on funds from the provincial and national governments.



MP Fezile Bhengu (in front, centre) and other stakeholders discussing new developments for Port St. Johns.

Mfundo Sigcau PCO Administrator in the Port St. Johns PCO of MP Fezile Bhengu

TAKING PARLIAMENT CLOSER TO THE PEOPLE



MFUNDO Sigcau says that his vision in life is always to serve the people, and at the moment he is doing that as best in his capacity as PCO Administrator in the Port St Johns PCO of the MP Fezile Bhengu.

Sigcau is now 30 years old, married and has three children, and joined the ANCYL in 1991 when he was 14 years old.

“I was a member of the ANCYL and COSAS, and later joined the ANC, and started working in the PCO in 2005,” says Sigcau.

He completed his matric and was unemployed for a while before he joined the National Youth Service Programme of the National Youth Commission.

Through this programme he helped to redesign buildings in government departments to be more friendly to the disabled.

He was also involved in youth skills development programmes before he started to work in the Port St Johns PCO.

Sigcau says that he is now doing a course in project management through correspondence and says that it would help him in his future career.

“The ANC invest a lot in us as administrators, and we must understand what it is that the ANC wants from us.

“In future I want to work for the ANC or a municipality to ensure that the agenda of the ANC is implemented.”

Sigcau says that he would like to work in the management of the local municipalities.

This entails getting people ID documents, applying for grants, and other social services, and they also get the government departments to go out to the local communities.

The PCO also facilitates the setting up of projects that help in job creation and skills development.

Sigcau says the PCO also plays an important role in co-ordinating the work of the ANC in the community and to bring government and people’s representatives closer to the community.

He says that especially local councillors are in most cases closely watched by the community and assessed, and that the PCO plays an important role in facilitating a good relationship between the councillors and the community.

MP Fezile Bhengu, says that Port St Johns is well-known as a tourist destination and that people come from all over South Africa to spend their holidays there.

This is the community’s main source of income, when the tourist season is closed, most of the people are unemployed.

Through his PCO and other local stakeholders in the community, they are looking at ways to create more work and steady incomes for the community, by setting up projects and engaging government departments.

Port St Johns PCO an asset in struggle of local young creative women



Trainees getting their certificates after undergoing an HIV/AIDS training programme presented by the Port St. Johns Young Creative Women's group.

THE PORT St Johns Creative Young Women's Group (CYWG) is grateful for the support they have been getting from the Port St Johns PCO over the years, according to Gcotyelwa Bango, secretary of the CYWG.

The CYWG runs an HIV/AIDS awareness campaign in Port St Johns and also has a household care programme in place.

"We look after the frail and bedridden by washing them, cooking for them and cleaning their homes and doing their washing," says Bango.

They also take people to the clinics, home affairs to fix their problems with IDs and other documents, as well as to help people to apply for grants and accessing other government services.

Bango says they also run peer education and life skills programmes at schools in the local communities.

They have 24 fieldworkers, who all work voluntarily; supporting members of the community, and have recently started a community food garden.

"We do this because we love it and our community, I have joined in 2000, when I was only 16 years old," says Bango.

Although they are a women's group, Bango says that the group has grown and men has now also joined the group, and they will soon look at changing their name to reflect this reality.

The Port St Johns PCO helped them with drawing up funding proposals for their projects and helps to access funding for food parcels through the Social Development Department.

Bango says that the MP, Mr. Fezile Bhengu is also very helpful and that Mfundo Sigcau, the PCO Administrator is a board member of the CYWG.

The Seven pillars of Constituency Work



MP
Richard
Baloyi

Richard Baloyi, Member of Parliament responsible for constituency work, says that PCOs present us with a golden opportunity to make parliament a real life institution for ordinary people's.

Parliament is a remote institution, far away from most people in South Africa, especially in remote rural areas.

Baloyi says that ANC constituency work rests on seven main pillars:

- **Networking:** The ANC expects MPs to network with stakeholders in their communities to promote the interests of South Africa.
- **Oversight:** MPs have a responsibility to monitor the performance of how government departments implement their strategic plans.

MPs must be well-versed with the priorities of their communities, the IDPs of their local councils, provincial strategic plans and the priorities of provincial and national government.

- **Feedback:** MPs must regularly report back to their communities about the debates in parliament and report to parliament the debates in their constituencies.

Feedback will include areas of government performance and keeping constituency informed on legislation. Ministers appear in the National Assembly every Wednesday and give reports.

MPs have constituency days every Monday to interact with the community. Recess periods are also allocated as constituency periods, for constituency work.

Two-way Feedback allows parliament to lead discussions and pass legislation based on what is happening in constituencies.

- **Advice:** PCOs are also used as Advisory Centres, where community members can come for advice on individual problems.

Members of the community are usually referred to relevant institutions and government departments .

Advisory services cover a range of problems, from political to personal, social and industrial.

It strengthens the link between the communities and the service providers. It also facilitates the solving of problems in the community.

- **Community Development Project Facilitation:** The PCO develops an economic profile of the community and helps in setting up development projects.

In some instances the PCO will initiate the setting up of projects.

PCOs will help with developing business plans, planning and monitoring and evaluating the success of projects.

- **Solving Problems:** As opposed to Advisory Services, Solving Problems takes people's problems to the final conclusion. "As an MP you can assist to get the problem solved, and demand a solution on the spot." He says MPs must have a working knowledge of how to address issues.

And we solve people's problems irrespective of their political affiliations. In this process, PCO administrators play an important role, and must do this work when the MP is not available or in parliament.

You must understand the rights of people and the obligation of the state to the people and the people to the state.

- **Interphasing** with the ANC (the mandating party): In 1997, the ANC took a decision to align the structures of the government with the structures of the organisation.

The structures of the ANC must address the bread and butter issues of the communities, and the structures of the state must become a strategic partner to make sure the communities problems are addressed. PCOs help to make sure that the ANC can report to the community that we implement the ANC policies in government.

PCO GOVERNANCE MODEL TO BE IMPLEMENTED SOON

THE NEW Draft ANC Constituency Governance Model is a mechanism through which we want to make sure that we co-ordinate constituency work, according to Richard Baloyi, ANC MP responsible for constituency work.

The governance model defines a common approach to implement the ANC's seven pillars of constituency work.'

The governance model, says Baloyi, talks about forums that has to be convened, local and area forums.

"These forums are structures through which the communities and organisations participate in the affairs of the PCO and get feedback from parliament, and also to input into legislation and the affairs of parliament."

The Governance Model also defines the organisational arrangements necessary to manage the affairs of the PCO.

The PCO is to be run by the Constituency Management Committee, which is to be set up by the MP, the administrator, the ANC local council representatives, ANC and Alliance structures.

Baloyi says that the governance model also sets out the co-ordination between ANC Caucuses at national parliament and provincial and local government levels.

According to the draft governance model, the deployment of MPs and MPLs to PCOs are done by ANC provincial structures, in conjunction with the chief whips.

Baloyi says that the draft governance model has been developed by the Forum of ANC Chief Whips, and that the caucuses still have to work through it and it is hoped that it will be finally adopted by the end of the year.

NEW Cadres WITHIN

TUMISANG BOJABOTSHEHA

TUMISANG Bojabotsheha was recently appointed Researcher for Public Enterprises Committee in the Caucus's Research Unit. Originally from the Eastern Cape, Bojabotsheha has BSC from the University of Fort Hare. He previously served as chairperson, deputy chairperson and secretary of a branch in the Greater Johannesburg Region.



TUMISANG
BOJABOTSHEHA

LYNETTE SAIT

LYNETTE Sait is a researcher in Social Development for the ANC Caucus in parliament since May this year. She previously worked for the ANC Caucus from 1996 - 2004 in the same position. Sait is a medical anthropologist by profession and also has a BTech diploma in strategic public management. She previously also worked as a Chief Director for special programmes and intergovernmental relations for the Free State Province.



LYNETTE SAIT

BABALWA NKOSI

BABALWA Nkosi joined the ANC Caucus as an HR Admin Assistant in April this year. She has a Diploma in Human Resource Management from the Walter Sisulu University of Technology in the Eastern Cape, her home province.



BABALWA NKOSI



BRIDGET THAJANE

BRIDGET THAJANE

BRIDGET Thajane joined Caucus as an Administrative Assistant in the Kroonstad Parliamentary Office (PCO) on 23 July 2007. She was previously employed at the Kroonstad Hospital as a care worker.



CATHERINE
MOTAUNG

CATHERINE MOTAUNG

CATHERINE Motaung joined Caucus as Administrative Assistant in the Rosebank/Sandton PCO November last year. She previously worked as an organizer for the National Education, Health and Allied Workers Union (NEHAWU) in Gauteng. She also served the same union as a shopsteward.



DOLLY SHEILA
LUTHULI

DOLLY SHEILA LUTHULI

DOLLY Sheila Luthuli has been ANC Administrator for Umzinto PCO in KwaZulu-Natal since December last year. Previously Luthuli managed her own catering and decoration company and she also worked as a voluntary AIDS counsellor at the local hospital in Umzinto.

LELELUTU SIGAQA

LELELUTU Sigaqa, who hails from Gugulethu in Cape Town, joined the Caucus Human Resource Unit as HR Admin Assistant in April. Before joining the Caucus, Sigaqa did a course in Clothing Management, at the Cape Town University of Technology.



LELELUTU SIGAQA

MANDLA YENGENI

MANDLA Yengeni recently joined Caucus as an Admin Assistant in the Finance Department. He previously worked for an advertising agency in Johannesburg for three months on an internship programme. Yengeni has BTech in Marketing from the Cape Peninsula University of Technology.



MANDLA YENGENI

MARGY KEEGAN

MARGY Keegan was recently appointed an Administrator for the Mowbray PCO in the Western Cape. Previously Keegan worked for Gun-Free South Africa as national advocacy manager. She also worked, among others, for Parliament, the Constitutional Assembly, and the South African Committee for Higher Education (SACHED).



MARGY KEEGAN



MPHAKAMISI
NDUKU

MPHAKAMISI NDUKU

MPHAKAMISI Nduku started working in the Finance Department in April this year on a six month contract as an Admin Assistant. He previously worked as a functions consultant at the Cape Town International Convention Centre (CTICC). A qualified lawyer, Nduku has a BCom degree [Law] from the University of the Western Cape. He comes from the Eastern Cape.



NKOSINATHI
MADONSELA

NKOSINATHI MADONSELA

NKOSINATHI Madonsela was appointed in May to the position of help desk operator in Caucus's Constituency Support Unit. Madonsela, who comes from Mpumalanga, has a diploma in Electrical Engineering from the Tshwane University of Technology.



RUWAYDA
MOHAMED

RUWAYDA MOHAMED

RUWAYDA Mohamed is the new PCO Administrator in the Grassy PCO in the Western Cape. Mohamed, who joined Caucus in July, was previously employed by the ANC Cape Town Region, where he worked, among others, as in the ANC Western Cape Organising Department.



TOLITHEMBA
DLODLO

TOLITHEMBA DLODLO

TOLITHEMBA Dlodlo joined Caucus in February as Administrator for Kwambonambi PCO in KwaZulu-Natal. He previously worked as welding operator for the Richards Bay Mining.



WILLIAM MBATHU

WILLIAM MBATHU

WILLIAM Mbathu started working for the ANC Caucus in Parliament in May this year.

He is employed in the Help Desk in the Constituency Support Unit. He is from Gauteng, and previously worked in Ward 25 in the Themba Hlatshwayo Council as a Council Support Officer.

NEW CAPTIVES WITHIN

OTHER CADRES APPOINTED SINCE OCTOBER LAST YEAR

AZWINANGWISI, Portia Nthengwe, employed since September 2006 as the PCO Administrator in the Lambani PCO in Limpopo Province.

CYPRIAN, Thembinkosi Hlatshwayo

ZWELENDYEBO, John Mpampi was appointed in May as the PCO Administrator.

BULELWA Gcaza joined Caucus in January as PCO Administrator in Bellville, Western Cape province.

ADRE, Rochel Paulse was recently appointed PCO Administrator in Wellington, Western Cape province.

CEBO, Amon Ngcamu was appointed PCO Administrator in the Clairwood PCO (KwaZulu/Natal) since April.

MKHAWULENI, Ettuel Khumalo was appointed in April as an Administrator for the Paulpietersburg PCO in KwaZulu/Natal.

DORET, Doortjie Casper became PCO Administrator for Stryden in the Northern Cape Province since January 2007.

LINDI, Lizzi Batshege, has been PCO Administrator for Heidelberg/Lesedi in Gauteng since April.

SELINAH, Hapile Kutoane was appointed in April as PCO Administrator in Heilbron, Free State.

MABENTLE Dladla, was appointed in April as Administrator for the Clairwood PCO in KwaZulu/Natal.

KAGISHO, Geoffrey Ketshabile, has been the PCO Administrator for Ganyesa in the North West since May 2007.

Contribute articles to 'NEW CADRE'

New Cadre is an official magazine for the staff members of the ANC Parliamentary Caucus. The magazine was formally launched on December 2005 during the Annual National Caucus Staff Lekgotla.

It intends to serve as an information web that connects every office of Caucus across the country. Through the publication, staff members in the provincial legislatures, Parliamentary Constituency Offices and Parliament will every three months share challenges, learn and be informed of each other's activities.

New Cadre is a platform for staff and they should be the drivers of its destiny.

The publication will be publishing its next edition at the beginning of August and staff members of every ANC Caucus office are invited to try their hand at magazine journalism by sending their articles/stories

or letters to the Editor on any matter of staff interest.

You may want to report to us about a major event that took place in your workplace, role of staff in party programs in your area, complaints or compliments on services such as medical aid, provident fund etc, comments on the last national staff Lekgotla, political challenges facing staff, or anything that you think is worth sharing with your fellow cadres across the country.

Or you may want to exhibit your artistic skills by sending us a cartoon on any topic relating to staff matters.

Stories should not be longer than 800 words while letters should not exceed 200 words. The Editor reserves the right to edit any letter or story.

New Cadre Editor



Anusha Pillay
Deputy Head of the
Research Unit

As part of the June youth month commemoration, Parliament held the 2007 session of the Youth Parliament.

The National Youth Parliament was initially conceived of as an educational activity for secondary school learners to debate issues impacting on the youth in the country, that eventually culminated in Provincial Youth Parliaments.

It provided platforms from which the youth could learn about the business and practices of Parliament and the legislatures; it assisted in motivating learners and the youth to become involved in strengthening our democracy by promoting a culture of democracy and human rights; these forums also served to assist the youth gain an overall understanding of the demarcations of our provinces and how they functioned and most importantly, it sought to instil in the youth the need to become active participants in the development of our country.

Participants and observers from each province, National Youth Commission, SA Youth Council, SA Youth Union of Students, youth formations from all political parties, the Departments of Safety and Security, Correctional Services, Trade and Industry, Public Enterprises, Sports and Recreation, Labour, Health and Members of Parliament were all in attendance at this year's Youth Parliament on 21st and 22nd June 2007.

This year's theme was "Masijule Ngengxoxo Lusha Iwase Mzansi- Let's Deepen the debate-Youth of South Africa." The thematic discussion areas focused on: Youth and Skills Development; Youth and Economic Participation in the Context of the 2010 Soccer World Cup and Youth and Drug Trafficking.

In each of the above discussion themes, the remnants of our history loomed large. The apartheid legacy, embedded in the denial of basic human rights for the majority, are

Masijule Ngengxoxo Lusha Iwase Mzansi

manifested in the levels of poverty, HIV/AIDS and unemployment.

South Africa's youth constitute more than 41% of the total population and the future of the country therefore rests in their hands. Government recognises the critical importance of including young people in the development process.

Our challenges are many, but our strength resides in our resilience as a nation. In particular, we derive our strength from the past, from the memories of those, both young and old, who died for the freedoms we enjoy today.

And it is those memories of gratitude which should spur the youth of this country to strive for a better life, not only for themselves, but for all.

It is our youth who need to support and demand accountability and good governance.

Our youth need to be both teachers and learners, so that the skills acquired and developed, can be used for the benefit of all.

Our youth should not forget the past and must remember the lessons learned from our elders to develop this country.

The youth must improve the position of women and fight together as young men and women to protect the children in our communities. Our youth must support youth living with HIV/AIDS and create networks of education on this issue. Our youth must take accountability for their actions and ensure that they develop responsible plans and goals for the development of our young people.

As part of Government's plan of action to develop the youth, the National Youth Commission has presented a draft five-year National Youth Policy from 2007-2012.

This policy seeks to consolidate all government and society's efforts in youth development. It is hoped that this draft policy will be approved by Cabinet by August this year.

Young people have played a crucial role in shaping this country's history.

They have been committed to the fight and the struggle for freedom and liberation for the people of this country.

And although there is now freedom and a democratically elected government, the struggle continues.

Our youth need to embrace the current challenges that confront them and become the architects of this country's future development.



A Youth Parliament Delegation from North West Province with Member of Parliament from the North West Province Molefi Sefularo and ANC Caucus Staff Member , Vincent Mogoje

REMEMBER JUNE 16

On June 16 South Africans celebrated the 31st anniversary of the day that radically changed the landscape of the country's political landscape. Historians reports that at least 200 students, including Hector Peterson, were killed when police opened fire at the protesting students against the introduction of Afrikaans as a compulsory medium of instructions at schools.

In commemoration of this day, New Cadre spoke with one of the brave and militant students who were instrumental in organising and leading the students' march in Soweto. Dan Montsitsi, currently an ANC Member of Parliament in the National Assembly, was President of the Soweto Student Representative Council and the South African Student Movement in 1974, and an executive committee member of the National Youth Organisation.



Dan Montsitsi

1976 about Afrikaans' encroachment in the secondary and high schools as a medium of instruction. Another meeting was organised on the 12th of June 1976 at the DOCC Hall in Orlando East. Most student delegates from Soweto high schools and SASM attended, and took the decision about the march on the 16th June. The meeting point was Orlando West High School; the messages on the placards, read "Away with Afrikaans", "Ban Bantu Education", "Release Mandela", etc. All student representatives reported to their schools about the planned demonstration, the beginning of a sustained campaign against Bantu Education and the racist policy of apartheid.

Q: What lessons can be learnt from the struggles of the 1976 students' unrest?

A: Never take for granted or treat lightly the legitimate problems of a community. The capacity to mobilise on such pertinent issues are enormous and unstoppable. The ANC require of all its cadres and public representatives to work in the interest of the people, and our policies are people centred and driven, and the Batho-Pele principle is embraced by all public institutions. What is regrettable is that hundreds of lives have been lost during the course of our struggle. With hindsight, we now realise we could have minimised the number of casualties, not suggesting that we are so naïve as to think that the apartheid state would not have unleashed brutal force to deal with any challenge to its power!

Q: Where is the leadership of the SSRC now?

A: The first two presidents of the SSRC, Tsietsi Mashinini and Khotso Seatlholo have since passed on. However, the third president, yours truly Dan Montsitsi is still much alive and together with other executive members of the SSRC formed the June 16, 1976 Foundation which continues with the legacy of our heroes and heroines.

Q: As as part of the student leadership in the 1970s, how organised were you?

A: Our general thrust as a student movement, as the South African Student Movement (SASM), was to mobilise students and politicise them to fight against apartheid education. They could only do so from within an organised entity. That home was called SASM, which was formed in 1972. SASM was operating in secondary and high schools in Soweto. We had branches in Pietermaritzburg, King Williamstown and Cape Town. We were a small organisation with a big heart!

Q: How was the June 16, 1976 student's march organised?

A: SASM provided the necessary human resources and organisational skills to give shape and form to the problem at hand. We first received a report at the SASM general council in March

A: In my road-show talks and interaction with youth and their leadership, I always emphasise one central point, the unity of the national youth movement. That is non-negotiable. No matter what current differences may occur, the future lies with the youth. The security of South African citizens, young democracy will be in their hands! So is the future that youth stalwarts like Simphiwe Mthimkulu, Ephraim Mogale and Solomon 'Kalusha' Mahlangu have died for. The unity of the movement must remain unassailable!

The challenges they (youth) face are huge. HIV/AIDS destroy families, child-headed households are the order of the day. Skills shortages in our economy are a real threat to economic growth and development. The 'No Fee' school programme is the beginning of free education to the previously disadvantaged students, while NSFAS requires massive public and private sponsorship. Most youth are living up to the challenge to contribute in skills development, the most critical areas, however, science, engineering, commerce, has not seen substantial intake of black students.

Q: You earlier spoke about the 1976 Foundation, what projects does it run?

A: Amongst the projects presently undertaken, is the partnership amongst the Johannesburg Road Agency (JRA), and the Johannesburg Metro Council. On the 4th April 2007, we were honoured to host President Thabo Mbeki at the Diepkloof Hall, where the Foundation and its partners awarded 140 graduates with certificates. The graduates composed of unemployed youth, women and military veterans who spent six months on training in courses in paving, kerb laying, road signage road marking, storm water drainage maintenance, life skills on HIV/AIDS and business management skills.



National Conference

A BRIEF GUIDE TO THE ANC 52ND NATIONAL CONFERENCE

CONTENTS

1. What is National Conference
2. Who attends Conference
3. How is policy developed
4. How is leadership elected
5. How does Conference work
6. What happens after Conference

WHAT IS NATIONAL CONFERENCE?

POWERS AND FUNCTIONS

Supreme ruling and controlling body of the ANC
 Determines the policy, programmes and Constitution of the ANC
 Receives the reports of the NEC
 (Political Report, Organisational Report, Financial Report)
 May review, ratify, rescind or alter any decision by ANC structures
 Elects the members of the National Executive Committee
 May elect or appoint any commission or committee

HISTORY

Annually from 1912 to 1959
 Not held during years of illegality
 Consultative Conferences in Morogoro (1969) and Kabwe (1985)
 Every **three years** from 1991 to 1997
 Durban (1991), Bloemfontein (1994) and Mafikeng (1997)
 Every **five years** since 1997
 Stellenbosch (2002) and Polokwane (December 2007)

National General Councils (NGCs) held between National Conference
 Port Elizabeth (2000) and Tshwane (2005)

PREPARATIONS

National Conference Preparatory Committee (NCPC), consisting of:

- Credentials and Registration
- Programme, drafting and resolutions
- Logistics
- Media and publicity
- Protocol
- Finance
- Security
- Culture and exhibitions
- Mobilisation

WHO ATTENDS CONFERENCE?

CONSTITUTIONAL REQUIREMENTS

Voting delegates

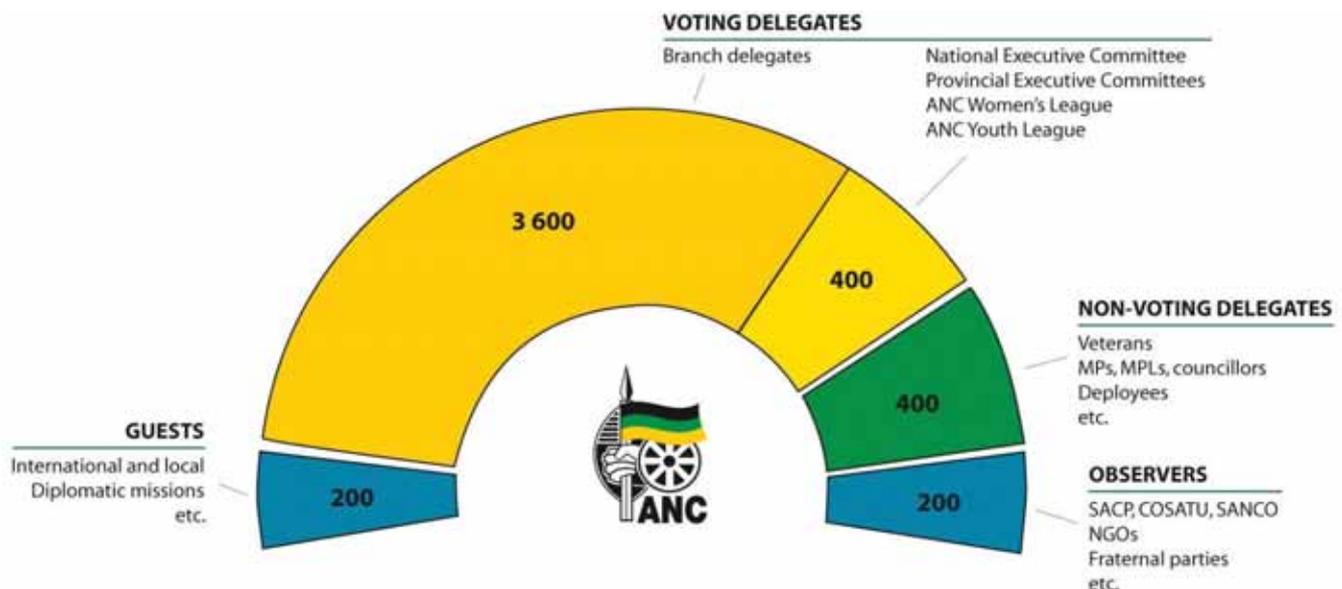
Branch delegates (comprising 90% of voting delegates)
 NEC members
 PEC members

ANC Women's League representatives
 ANC Youth League representatives

Non-voting delegates

'Individuals who have made a special contribution to the struggle or who have special skills or experience'

COMPOSITION



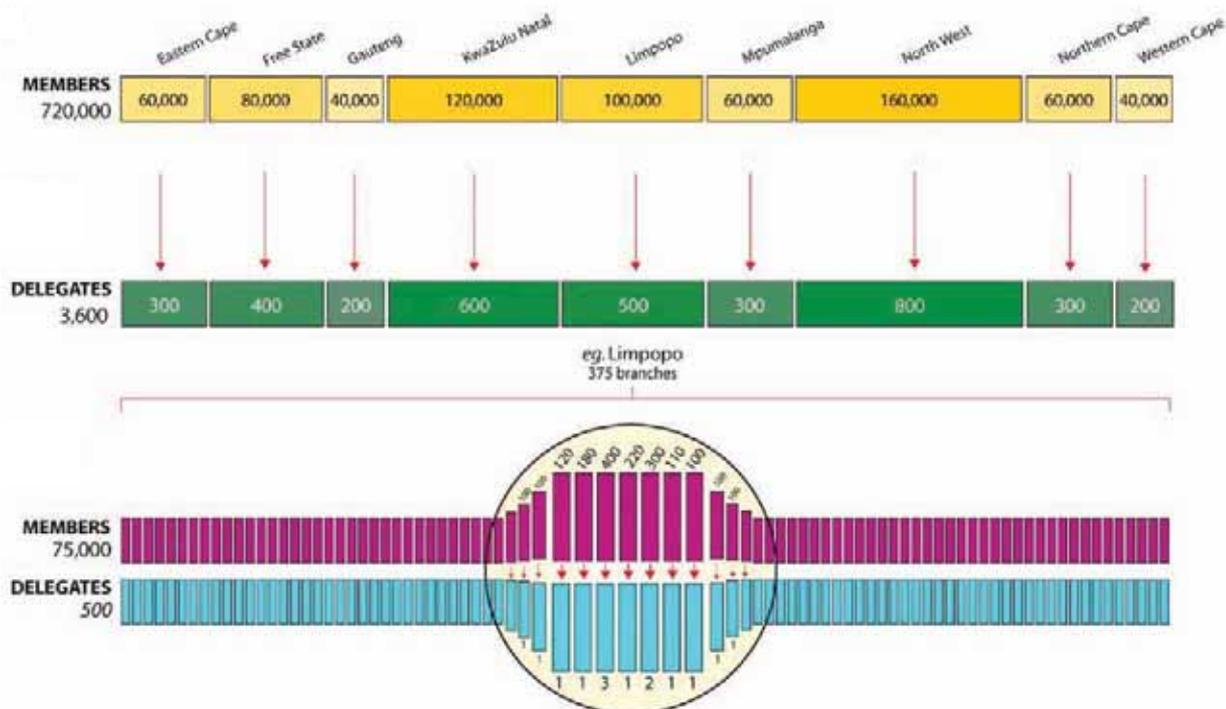
ALLOCATION OF BRANCH DELEGATES

Step 1: Audit of all ANC branches in August assess state of ANC branches as at 30 June 2007 physical audit of membership records of all branches identify which branches are in good standing (those with at least 100 members and a properly-constituted AGM in the last 12 months)

Step 2: Each province is allocated delegate spaces in proportion to total number of members

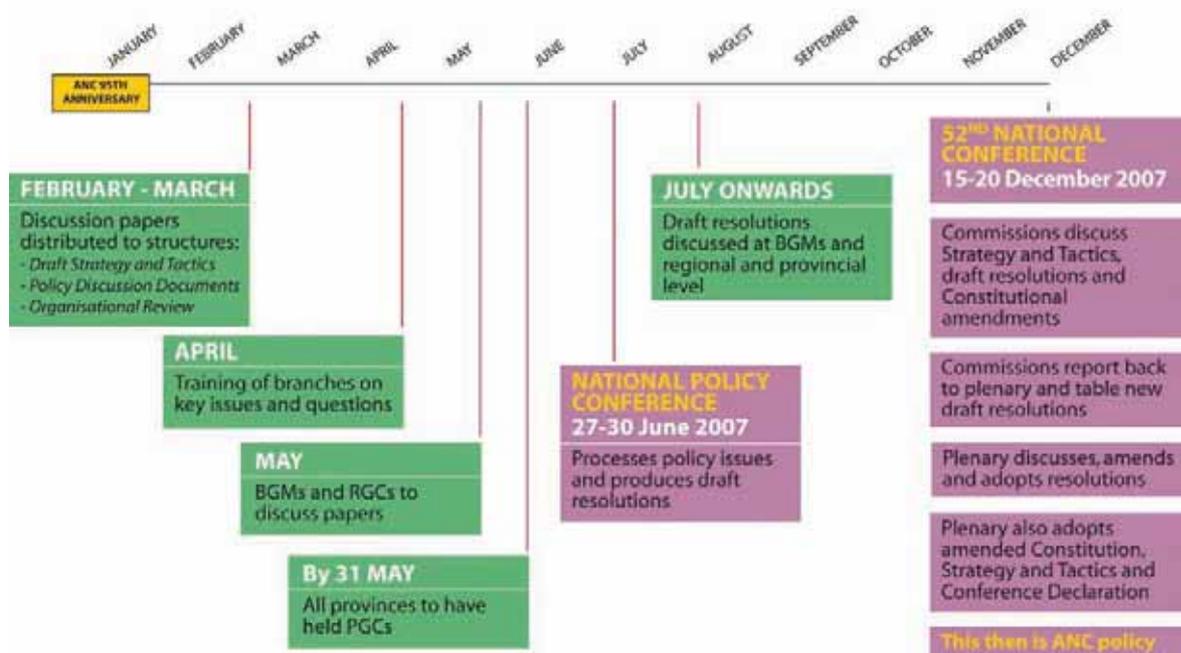
Step 3: From the provincial allocation, each branch in good standing is allocated delegate spaces in proportion to their membership

Branch delegates elected at Branch General Meetings (BGMs)



These membership figures are for purposes of illustration only. They do not reflect actual figures.

HOW IS POLICY DEVELOPED?



National Conference

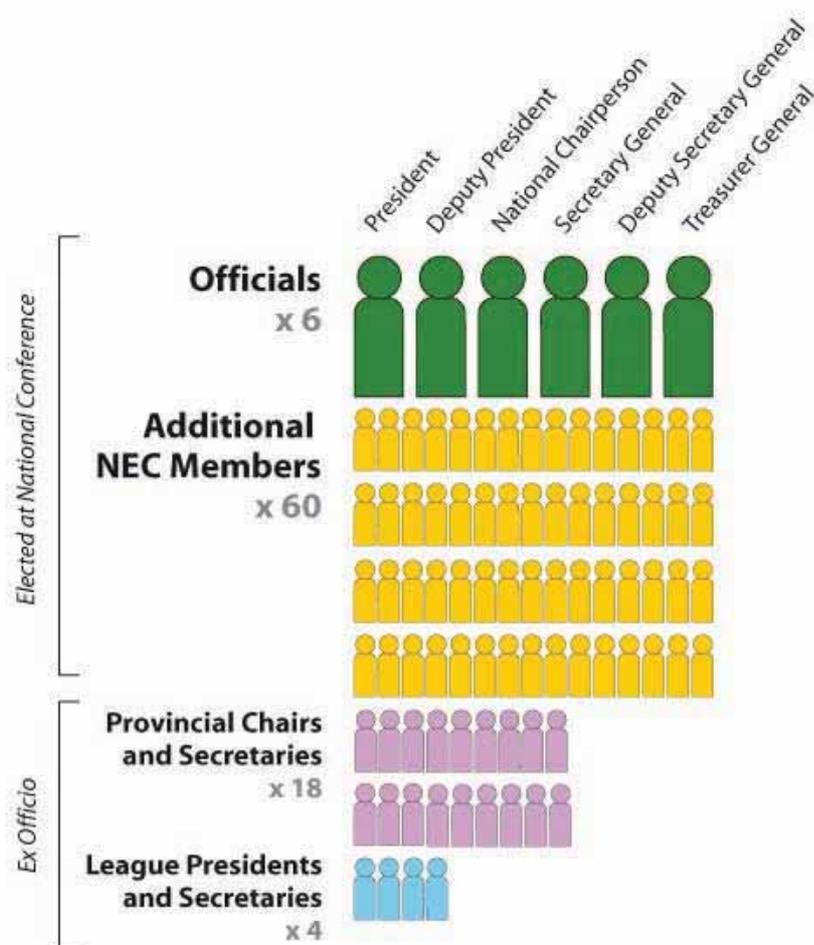
HOW IS LEADERSHIP ELECTED?

ABOUT THE NEC

- Highest decision-making structure between National Conference
- Elected by secret ballot at National Conference
- Holds office for five years
- Must be comprised of at least one-third women

A person must have been a paid-up member of the ANC for at least five years before they can be nominated to the NEC

NEC COMPOSITION



PROCESS FOR ELECTION OF NEC / BEFORE CONFERENCE

NEC appoints **Electoral Commission** to oversee process
Commission sets out guidelines for discussion and deadline for submission of nominations
Each ANC province and each league submits nominations to the Commission for each of the Officials' positions and for the 60 additional positions. Each nominee is required to indicate acceptance of nomination.
Electoral Commission prepares a consolidated list of all nominations
Once Conference starts, the Commission is strengthened by a representative from each of the provinces and the leagues

PROCESS FOR ELECTION OF NEC / AT CONFERENCE

Consolidated list of nominations placed before Conference
Any voting delegate may make additional nominations from the floor
These need to be seconded by at least 25% of voting delegates
Voting by secret ballot for each of the Officials' positions
Each delegate may only cast one vote per ballot for each of Officials' positions
Counting and announcement of results of Officials' elections
Voting by secret ballot for 60 additional positions
Each delegate can cast up to 60 votes on the additional members' ballot
Counting and announcement of results for additional positions
Prior to announcement of results, Commission must check that at least one-third of
NEC members are women, and adjust rankings accordingly

HOW DOES CONFERENCE WORK?

CONFERENCE PROGRAMME #1

DAY ONE

Adoption of the Programme and Rules of Conference
Presentation of the Credentials Report for adoption
Presentation of the Electoral Commission for endorsement
Political Report by the President
Organisational Report by the Secretary General
Financial Report by the Treasurer General
Nominations : Officials

CONFERENCE PROGRAMME #2

DAY TWO

Commissions : Strategy and Tactics, Organisational Review
Voting : Officials
Nominations : NEC additional members

DAY THREE

Commissions : Sectoral policy areas
Voting : NEC additional members

CONFERENCE PROGRAMME #3

DAY FOUR

Plenary discussion : Constitutional amendments
Plenary discussion : Draft resolutions

DAY FIVE

Announcement of NEC
Adoption of Conference Declaration
Closing address by incoming President

WHAT HAPPENS AFTER CONFERENCE?

POST-CONFERENCE ACTIVITIES

Report-back meetings in branches, regions and provinces
Report-back meetings in ANC caucuses
Publication of a Conference Report
Declaration, resolutions, credentials, NEC members and closing address
Publication of the new ANC Constitution
Publication of new Strategy and Tactics document
Election of National Working Committee (NWC) by incoming NEC
Deployment of NEC members to sub-committees and provinces

The ANC will celebrate its 96th anniversary on 8 January 2008.

PHILOSOPHY AS THE BASIS FOR OUR THINKING



Mark Sweet

Revolutionaries regard themselves as practical people dedicated to changing the world. They believe in putting things into practice i.e. constantly testing things we say and do according to the standard of objective reality that confronts us on a daily basis.

Philosophy raises questions about the nature of the world, the concept of truth, the basis of morality and the relationship which exists between our ideas and objective reality.

The foundation of all theory is to be found in philosophy. Philosophy serves as the basis and foundation upon which all thought and activity rest.

Policies and action which is based upon a false or inadequate philosophy can only lead to defeat as was the case with the Apartheid philosophy. The philosophical basis of our policies must be correct, otherwise serious mistakes

will occur as we are carrying out tasks that arise from these policies.

Philosophy helps us to understand the world as it really is, an approach which treats the world in its own right that exists independently of what we may think or like the world to be.

Philosophy also helps us to understand this world as one of interconnected change and development, a world of universal conflict and contradiction between what is old and dying, and what is new and struggling to be born. Philosophy alerts us to the need for change and the importance of bringing about this change, based on the objective circumstances which prevail at any given point in time.

The strategy & tactics of the ANC makes use of this approach. Successively since 1969 it looks at the balance of forces, both internally and externally when deciding upon the



correct relationship between strategic and tactical approaches to achieving an end objective.

ANC Strategy & Tactics philosophically addresses the will or need to change things, based upon the actual conditions that need to be changed. Through this analytical way of approaching life, the real balance of forces which determines how we apply our minds to moving forward is realised.

What is critical is to understand the relationship between our experience and a deep philosophical appreciation of the interconnected relationship between change and development. The political mistake that is often made by many who seek to interpret the conditions under which we need to bring about change, is that they emphasis one as more important than the other. In other words that experience alone will bring about the necessary and correct change without studying the motive forces of change and development.

An example of this is the tendency to over-estimate the strength of your political opponent so that superficial appearances of the moment are mistaken for the deeper trends at work in historical reality.

Simply studying philosophy alone will not in itself ensure that mistakes are not made. The essence of philosophy is that it must be practically applied.

Philosophy is a guide to action, and not a system of ideas that can be used as a substitute for the actual task of carefully studying the world. So understanding the features of objective reality, and understanding how they inter-relate as a process of change is very important.

Hence the Philosophical understanding why a National Liberation Struggle had to be waged, led by a National Liberation Movement, in our case the ANC, was not just based upon the experience of oppression faced by Black people, but an appreciation of the interconnected contradictions in the nature and type of colonialisation, the

system of white minority rule and economic system that it established.

The lesson is that Philosophy must be concretely applied and is not something to speak about in the abstract. What Philosophy helps us to understand is, the particular links in the revolutionary chain. The National Democratic Revolution which is the theory of our revolution (NDR), Philosophy helps us to understand how these links fit together as a whole so that the constituent elements in the NDR are properly integrated into a coherent and overall revolutionary strategy.

Philosophy is a way of looking at and interpreting the world and understanding it in general terms. It is a part of everyday thought and speech and all our ideas have a basis in philosophy, whether we are aware or not. It tackles the basic questions, the nature of our ideas and their relation to reality. It does so not in an abstract way but in the light of our knowledge of history, and our experience of reality.

OBITUARIES

Tributes To Fallen Cadres

The ANC Parliamentary Caucus was saddened by a number of deaths within the ranks of its staff. In this edition we pay tribute to these selfless cadres of the movement who shall be remembered at all times because of their contribution to the service delivery to the people.



Cecilia Chabeli 1967–2007

A GREAT LOSS to the community is how Member of Parliament, Dennis Bloem describes the passing of Cecilia Chabeli, Administrator in his PCO in Kroonstad since 1994. According to Bloem, Chabeli was a dedicated and committed ANC member and community activist, upon whom the community could rely on.

She grew up in Kroonstad and did her high schooling in Botshabelo near Bloemfontein. Bloem and Chabeli have worked with each for 13 years when the Kroonstad PCO was first opened after ANC's victory in the first democratic elections in 1994. Because of her dedication and passion to serve the community, Chabeli was elected as a councillor in 2004.

"Kroonstad is a town that is surrounded by farms and farm workers have a lot of problems with the farmers, Chabeli provided a wonderful service in helping the farm workers, and the farm workers knew her very well. When I am at parliament in Cape Town, I can trust comrade Cecilia to get the work done and give a great service to the people. If she had difficulties, she would phone me for advice. She was very committed, loyal, disciplined and trustworthy," Bloem fondly remembers.

Chabeli also educated herself about the issues that were important to the community, and she became an expert on the labour laws. Chabeli was also played a leading role in that community's successful land claim process involving Marabastad land.

Chabeli, who passed away on 8 March 2007, is survived by her son, her parents, three brothers and a sister.



Thokozi Patience 1968–2007

Thokozi Patience Menziwa passed away with her 21 year old son Phumelela in a car accident in January.

Thoko, as she was affectionately known, worked as a secretary for the ANC Caucus in parliament since April 2006. Previously, she worked as an administrator of the Engcobo Parliamentary Constituency Office. She was raised in Cofimvaba in the Eastern Cape, where she completed her schooling. She later enrolled with PE Technikon and completed various courses in office management.

A member of the ANC since the 1980s, Thoko was also active in the ANCYL, ANCWL, SACP and other progressive organisations.

Hipor Hlatana-Gazi, Thoko's colleague and comrade, has very fond memories of her. "I will always remember Thoko's passion for the ANC and her strong feelings about political education. She will always ask questions, and was always on a quest for knowledge. Comrade Thoko was also a punctual person. She was very fond of her children, and was always proud of the things her children did, and their achievements," recalls Hipor.

Thoko is survived by her three children, a mother and two sisters.



Thembakuye Dlodlo 1978–2007

Thembakuye Dlodlo, an Administrator in the Kwambonambi PCO, passed away in February 2007. Dlodlo, who is known to her community of Kwambonambi in KwaZulu/Natal as Themba, joined the PCO in three years ago under ANC MP Nathi Mthethwa. He joined the ANCYL in 1993 when she was only 15 years old. Themba is survived by her five-month old baby, a mother, a brother and four sisters.

MOVIE REVIEW:

The Iron Wall

THE STRUGGLE OF PEOPLE FOR THEIR LAND

Name of Film: The Iron Wall

A film by: Mohamed Alattar

Released: 2006

Running time: 58 minutes

Reviewed by: By Mahomed Kamdar

The Iron Wall is film exploring the struggle of the Palestinian people to get back their land.

A film on Palestine seldom omits reference to the political parties in Palestine. So what does the 'Iron Wall' have to say about Palestine? It simply tells us what it is like to live in Palestine – a story told with such enviable eloquence and simplicity, yet uncompromising in detail. The movie is unprecedented, simply because many of its commentators and interviewees are Jewish.

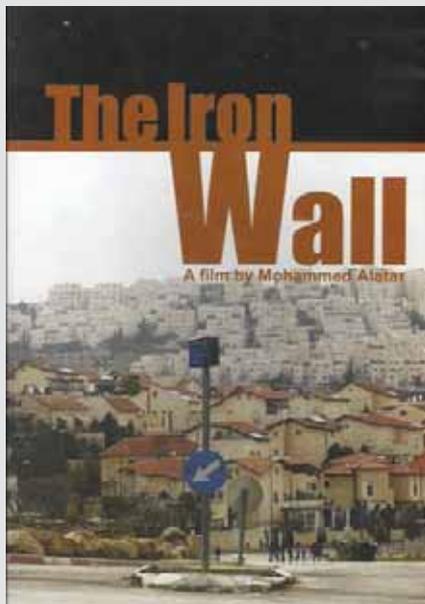
The ANC's interest in the Middle East issue has always been intense. So it is not surprising that the ANC branches, throughout the country, screened this movie. The storyline is a vivid account of the creation of the 'colonies' or settlements within Palestine, and the wall which separates Jews from Palestinians.

Israel has not only expelled over 700 000 Palestinians from their homes and controlled what is left of Palestine through military occupation, but seeks to annex additional territory within Palestinian land.

Over the last decade, Israel annexed many 'pockets' of land within Palestine; populated the area with Jewish citizens from Israel. These Israeli colonies, known as 'settlements', are no longer mere settlements but have become so large – almost equivalent to small-size towns, and have complex a network of connecting roads reserved for the use of Israeli citizens only. It is possible to travel from a major city in Israel to one of these

settlements in Palestine, via a well-constructed highway without realising that one has crossed over an internationally-recognised border between two countries.

This experience is familiar to black South Africans who are acquainted with the 'Group Areas Act'. Palestinians are not allowed to use these roads unless they are in receipt of special permits which are difficult to obtain. Settlements are established on hill-tops, on prime property and between major Palestinian cities. This re-



enactment of the old 'group areas' for White South Africans, copies a practice that led to apartheid being declared a 'crime against humanity'.

The 'settlements' as evil as they are, are not the end of the story in Palestine.

Israeli authorities are not content with their current violation of human rights, and violation of international borders, but added another imposition: the 'cherry on the top' is the building of the Wall.

The size of the Wall exceeds the boundary between the two states that signifies a blatant thieving of another's land. The length of the Green Line – the border between Israel and the West Bank – is 315 km. The contour of the wall is 670 km long. One would have thought that through experience, people are historically well informed and would learn from history. The famous (or should we say, infamous!) Berlin Wall which divided East Berlin from West Berlin, did not survive, earned the wrath of Germans, and collapsed in December 1989.

The Israeli Wall is four times the length of the Berlin Wall and three times as high.

This movie was made almost a year ago. Check the website (stopthewall.com) for an update on the wall.

Although the apartheid state in South Africa was brutal in its destruction of people, it did not build an apartheid wall.

The Israeli 'colonies' and the construction of the wall has devastated the Palestinian people.

It takes away their livelihood, destroys their homes and up-roots indigenous olive groves and plantations.

The movie depicts the real-life destruction of a nation. This movie is essential viewing, both for those with faint acquaintance with middle-east politics, as well those deeply committed to the liberation of Palestine.

NEED A LAUGH?

office jokes

letter of recommendation

E-MAIL ONE

Attention: Human Resources

Joe Smith, my assistant programmer, can always be found hard at work in his cubicle. Joe works independently, without wasting company time talking to colleagues. Joe never thinks twice about assisting fellow employees, and he always finishes given assignments on time. Often Joe takes extended measures to complete his work, sometimes skipping coffee breaks. Joe is an individual who has absolutely no vanity in spite of his high accomplishments and profound knowledge in his field. I firmly believe that Joe can be classed as a high-calibre employee, the type which cannot be dispensed with. Consequently, I duly recommend that Joe be promoted to executive management, and a proposal will be executed as soon as possible.

Regards,
Project Leader

E-MAIL TWO

Attention: Human Resources

Joe Smith was reading over my shoulder while I wrote the report sent to you earlier today. Kindly read only the odd numbered lines [1, 3, 5, etc.] for my true assessment of his ability.

Regards
Project Leader

want a day off work?

So you want a day off. Let's take a look at what you are asking for. There are 365 days per year available for work. There are 52 weeks per year in which you already have 2 days off per week, leaving 261 days available for work. Since you spend 16 hours each day away from work, you have used up 170 days, leaving only 91 days available. You spend 30 minutes each day on coffee break which counts for 23 days each year, leaving only 68 days available. With a 1 hour lunch each day, you used up another 46 days, leaving only 22 days available for work. You normally spend 2 days per year on sick leave. This leaves you only 20 days per year available for work. We are off 5 holidays per year, so your available working time is down to 15 days. We generously give 14 days vacation per year which leaves only 1 day available for work and I'll be darned if you are going to take that day off!

management

A man flying in a hot air balloon realized he was lost. Reducing altitude, he spotted a man on the ground and descended to shouting range.

"Excuse me," he shouted. "Can you help me? I promised my friend I would meet him a half hour ago, but I don't know where I am."

The man below responded: "Yes. You are in a hot air balloon, hovering approximately 30 feet above this field. You are between 40 and 42 degrees North Latitude, and between 58 and 60 degrees West Longitude."

"You must be an engineer," responded the balloonist. "I am," the man replied. "How did you know?"

"Well," said the balloonist, "everything you have told me is technically correct, but I have no idea what to make of your information, and the fact is I am still lost."

Whereupon the man on the ground responded, "You must be a manager."

"That I am" replied the balloonist, "but how did you know?"

"Well," said the man, "you don't know where you are, or where you're going. You have made a promise which you have no idea how to keep, and you expect me to solve your problem. The fact is you are in the exact same position you were before we met, but now it is somehow my fault."

perfect scapegoat

Smith goes to see his supervisor in the front office. "Boss," he says, "we're doing some heavy house-cleaning at home tomorrow, and my wife needs me to help with the attic and the garage, moving and hauling stuff."

"We're short-handed, Smith" the boss replies. "I can't give you the day off."

"Thanks, boss," says Smith "I knew I could count on you!"