



# NEW CADRE

## ANC CAUCUS STAFF JOURNAL



**FOREWORD BY  
ANC CAUCUS  
CHAIRPERSON**

**WHAT DOES NHI  
MEAN FOR ME?**

**IN REMEMBRANCE  
OF OUR FALLEN  
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## FOREWORD BY ANC CAUCUS CHAIR



Cde Seiso Mohai: Chair of ANC Caucus

The ANC Parliamentary Caucus is an organised political platform of the African National Congress to give expression to the political task of the transformation of the state and society through parliament as a contested terrain of struggle in the battle of ideas for the building of a national democratic society. Critical to this task is the collective strategic and political leadership of the ANC in setting the agenda for socio-economic transformation.

This it does through the Office of

the Chief Whip of the Majority Party as guided from time to time by the Secretary General's Office, the broader ANC policy and strategic agenda and the collective decisions of the ANC Caucus. The ANC Parliamentary Caucus Staff occupy the nerve centre of administrative, capacity and strategic support to the ANC Caucus in its day-to-day functions.

As a matter of policy, the ANC Caucus recruits support staff from among its best cadres with unquestionable loyalty, dedication and service to the organisation. These cadres constitute a critical detachment of the ANC in pursuance of its strategic tasks in parliament.

The relaunch of the ANC Caucus Staff Magazine, a *New Cadre*, should therefore be appreciated as among the critical attempts to give and deepen the voice of the ANC Caucus Staff in the battle of ideas and the broader strategic tasks of organisational renewal. It does this by mainly sharing the best practices, experiences, learning and ideas across various operational units of the ANC Caucus and among the support

staff in general. Consistent with the character of the ANC as a leading mass party of revolution, this Magazine must also serve as the platform of the ANC Caucus, through the voices Progressive and popular culture, in the form of poetry, and good stories to tell about the members and leaders of our communities that promote our collective values, ideals and principles critical to national identity formation must find prominent expression in this magazine.

To our staff, know that you are our eyes, our ears, our fortress and our pillar of strength, without you, we can flatter and not rise again, without you, there is no cave to retreat to in cases of fatal blows and setbacks, we depend on you. Rise to the occasion, and seize the moment to take the national democratic revolution to new heights.

Allow me, on behalf of the Chief Whip and the broader ANC Caucus pledge our unwavering support to this magazine and wish the editorial board and future contributors the best in their insightful engagement.

Aluta, Continua!

## HUMAN RESOURCES MANAGEMENT



Cde Thandi Ngubane: HR Manager

### EMPLOYEE SELF-SERVICE

Caucus staff to add data and information anytime by connecting to the organization's human resource information system portal. Staff may use ESS as a desktop application and through mobile Android phones by simply downloading the app, signing in, and securing their password and login information. They can then access all of the information provided through the portal. Staff can use ESS to

update their personal information, access pay slips, view leave information, and submit online performance appraisals.

Other human-resource-related functions will be made available in the future. Staff who have already received their ESS training have expressed appreciation for the convenience of accessing their information through an employee HR portal rather than contacting HR or waiting until the next day for work hours. Finance and HR units have also benefited significantly from the ESS portal system.

Without this kind of HR service portal, the HR staff had to deal with various time-consuming administrative tasks they would now complete more quickly and efficiently. The HR Team is thrilled and does not doubt that the ESS is a helpful tool to improve employee engagement through positive feedback from line managers during performance appraisals. The ESS training has been rolled out to the remaining Constituency staff in the next phase. This second phase

came after the ESS training of all Senior Constituency Fieldworkers at the beginning of June 2023.

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### PERFORMANCE MANAGEMENT & DEVELOPMENT SYSTEM

Performance management and development are critical to driving employee growth and organizational success; recognizing this, the African National Congress Parliamentary Caucus has the Performance Management and Development System (PMDS) as one of its policies. The uniqueness of performance management at Caucus is that it prioritizes staff/individual development hence the name PMDS.

The fundamental goal of PMDS is to successfully mobilize the organization's human resources to pursue its vision, purpose, core objectives, and critical priorities. One of the key objectives of PMDS is to identify the key competencies required of staff and provide targeted training and development opportunities.

The PMDS plays a fundamental

## HUMAN RESOURCES MANAGEMENT

a fundamental role in fostering a culture of continuous improvement and facilitating employee growth and organizational development. By identifying individual training needs and strategies, the PMDS ensures that employees have the necessary skills to meet evolving challenges and contribute effectively to the ANC Parliamentary Caucus's vision and mission.

In this 6th term of Caucus, in line with the PMDS policy of the organization, all units have completed and entered into PMDS contracts, which is commendable. Another highlight of the PMDS in the 6th term of Caucus, in line with embracing the 4th Industrial Revolution, the Human Resource Management Unit is proud to announce the migration of the PMDS from a paper-based system to a web portal-based system that staff can access through ESS. The integration of PMDS and ESS is a milestone to be celebrated and will assist managers with real-time data on employee performance.

### TRAINING AND DEVELOPMENT



**Cde Micheal Mulaudzi: Limpopo Senior Field Worker, MBA @ (MANCOSA)**

**Cde Simphiwe Languza: PA to the Deputy Chief Whip (Degree Public Admin @ (MANCOSA)**

**Cde Lungiswa Kulati: Study Group Secretary Advanced Diploma in Public Admin @ (UWC)**

As mentioned earlier, one of the critical objectives of PMDS is to identify the key competencies required of staff and provide targeted training and development opportunities. As a caring employer, the ANC Parliamentary Caucus provides training and development opportunities for its staff through bursaries and other job-specific courses. Through the Training and Development component, the HR Unit facilitates continuous staff development to discharge their duties optimally.

The ANC Parliamentary Caucus currently has thirty-nine (39) staff members studying post-matric and postgraduate qualifications at various institutions. Furthermore, and with the bursary support from ETDP SETA, there are another thirty-nine (39) staff members studying with the University of the Western Cape towards the following qualifications:

- Six (6) staff registered for an Advanced Diploma in Public Administration;
- Fifteen (15) staff registered for a Higher Certificate in Economic Development; and
- Eighteen (18) staff registered for a Higher Certificate in Economic Development.

There is demonstrable evidence that for those staff who have benefitted from the staff bursary, their capacity has tremendously improved and has positively impacted their performance due to the training and development opportunity offered by the ANC Parliamentary Caucus as the employer. Below are some of the proud beneficiaries of the staff bursary as follows:

## EMPLOYMENT EQUITY AMENDMENT ACT



Cde Anusha Pillay: Communications Officer

President Cyril Ramaphosa has signed the Employment Equity Amendment Act 4 of 2022, which amends the Employment Equity Act of 1998 to promote diversity and equality in the workplace. The Act aims to transform South Africa's workforce by setting equity targets for economic sectors and geographical regions and requiring enterprises to develop transformation plans. Employers with more than 50 employees must submit employment equity plans and submit yearly reports to the Department of Employment and Labour.

The Act also allows the Minister of Employment and Labour to set regional targets, considering regional differences in racial diversity. In remuneration, employers must pay workers equal pay for equal work. The Act provides clear definitions of discrimination and outlines what workers can do when facing discrimination. Companies seeking to do business with the State must submit a certificate from the Department of Employment and Labour confirming compliance with the Employment Equity Act and its objectives.

The most controversial amendment allows the Minister of Employment and Labour to identify national economic sectors and set numerical targets in each sector.

The South African National Congress (ANC) has proposed amendments to the Employment Equity Act, which aim to transform the labour market and society marked by colonialism, apartheid, and patriarchy. The amendments do not introduce new legal obligations on

employers, as they have been legally required to set their own employment equity targets for over 24 years. The Minister of Employment and Labour has now regulated sector Employment Equity targets as five-year milestones, but employers still maintain the power to determine their own annual targets.

The ANC believes that South Africa is often labelled as the most unequal country in the world due to the ongoing unequal disparities of apartheid. Trade union Cosatu supports the amendments, stating that the workplace should reflect the broad demographics of South Africa and that the Department of Employment and Labour's lamentations about the lack of compliance by employers, particularly the banking and financial sector, are unfounded. The Minister of Employment and Labour, Thulas Nxesi, defended the amendments, stating that racism still exists in the South African working space and that if nothing is done, it will be entrenched for decades.

## WHAT DOES NHI MEAN FOR ME?



Cde Anusha Pillay: Communications Officer

NHI in South Africa ensures equitable access to healthcare without financial hardships for individuals and their families. Services are funded from a single pool, pre-financed through taxes, ensuring everyone receives the necessary healthcare without incurring financial hardship. All South Africans, including refugees and asylum seekers, have the right to access comprehensive health care services free of charge at the point of use using their ID document. These services will be delivered closest to where a person resides or works by accredited NHI service providers. No user fees or co-payments will

be charged. NHI aligns with Section 27 of the Bill of Rights in the Constitution of the Republic, committing the state to the progressive realization of the right to access health services within available resources. Implementing NHI will contribute to poverty reduction and address inequalities from the apartheid past.

### BENEFITS OF NHI

The National Health Insurance (NHI) in South Africa offers several benefits, including allowing people to change employers without losing healthcare coverage, eliminating situations where medical aid scheme members and beneficiaries run out of benefits or face co-payments and levies, and requiring a lower pre-payment than current medical aid contributions. The NHI also improves access to quality healthcare by ensuring quality services are available near people's homes or workplaces. All South African citizens, permanent and legal residents, and children will be covered by NHI, and all must register at an NHI-accredited primary health facility. The NHI ensures that

that service benefits and medical history travel with individuals as they move throughout the country, ensuring access to health services in different parts of the country.

### THE ROLE OF MEDICAL SCHEMES

Medical schemes will continue under National Health Insurance (NHI) but will adapt to the new environment.

Eligible beneficiaries cannot opt out of paying taxes or using services purchased by the NHI. In the long run, medical schemes will offer top-up health insurance for services not covered by NHI benefits. Membership in medical schemes will be voluntary, and services not covered by comprehensive NHI benefits will be paid for out-of-pocket or through a chosen medical scheme. Tax credits on medical scheme contributions will be phased out.

### TIMELINE OF THE NHI TO COME TO OPERATION

The final phase will extend certification and accreditation to all public and private hospital providers, allowing them to contract with the NHI Fund.

## PCOS AS CENTRES OF COMMUNITY DEVELOPMENT AND SERVICE DELIVERY



**Cde Tshifhiwa Micheal Mulaudzi:**  
**Limpopo Senior Field Worker**

Parliamentary Constituency Offices, located in all nine provinces, are crucial for service delivery and community development, ensuring accountability from public representatives. They also employ Fieldworkers and Constituency Support Staff. Parliamentary Constituency Offices provide administrative support to Members of Parliament during their constituency work.

They offer generic services, outreach programs, and advice services. These offices integrate MPs' work with the ANC's program and align Parliament's oversight with the organisation's constituency work. The central theme is "Taking Parliament to the People," encouraging cooperative relationships with various organizations and structures. They also develop stakeholder networks and gain knowledge of their constituency areas.

Parliamentary Constituency Offices are key players in addressing service delivery matters and developmental issues in their constituency areas. They help communities develop sustainable poverty alleviation projects and create jobs. As located in the communities, they can advise on available opportunities for community development. These offices also serve as resource centres, providing advice on accessing services and referrals. They play a critical role in enhancing democracy within their communities.

The MP/MPL holds feedback meetings to educate communities on the role of Parliament, government programs, and public participation in law-making processes. They also help resolve service delivery



## INFORMAL ECONOMY POLICY-FOCUSED APPROACH IN SA



**Cde Sihle Thwala: Content Advisor to the ANC Deputy Chief Whip**

The ongoing conflict between Russia and Ukraine has significantly impacted the South African economy, leading to inflation and rising energy, oil, and gas prices. This has resulted in slow economic growth in both developing and developed countries, including South Africa. The ongoing geopolitical tension and uncertainty have led to a policy paradigm shift, requiring a policy-focused approach to address human livelihoods and inclusive economic growth.

The informal economy, a significant component of the economy, is largely overlooked and underutilized in South Africa. It contributes almost a third of the total employment population and 6% of the GDP, despite inconsistent policies. The International Labour Organization (ILO) reports that over 60% of the world's employed population earn their livelihoods in the informal economy.

Government responsibility to address socioeconomic inequality, poverty, and unemployment must remain focused on empowering the most vulnerable who find the informal sector as an alternative to employment and livelihoods. Various legislations have been enacted to support the informal sector, such as the Informal Business Upliftment Strategy (IBUS) in 2014, which focuses on infrastructure and entrepreneurial skills development. However, some scholars argue that these policies may neglect the majority and neglect the important role the informal sector plays in securing sustainable livelihoods.

South Africa's informal economy is characterized by street vendors, hawkers, and street vendors. Street vending is a common activity, with many women involved. However, recent Stats SA statistics show a declining trend in women's participation in the sector. Males running informal businesses increased by 3.8 percentage points between 2013 and 2017, while females recorded a decline of 3.9 percentage points.

The National Development Plan, Vision 2030, projects the informal sector to create over 2 million jobs by 2030 but does not address how existing traders will be supported or how constraints impeding job creation can be removed. A practical policy-focused approach and government intervention are needed to address poverty alleviation and unemployment while focusing on the livelihood of marginalized groups. Recognizing the significant role of the informal sector in poverty alleviation and unemployment is essential for delivering social services to vulnerable populations.

## TRIBUTE TO THE FALLEN CAUCUS STAFF



**Cde Silverton Ntushelo:**  
**Communications Officer**

The ANC Parliamentary Caucus was saddened by a number of deaths within the ranks of its staff members in the current 6th term of Parliament. We bade farewell to these 17 colleagues, 14 (fourteen) from constituency offices and 3 (three) from national parliament during the course of the term. Adored and respected by all who had the privilege of working with them, these fallen cadres would be profoundly missed.

Due to reasons such as Covid 19 and the fire which destroyed Parliament we did not have the opportunity to give them a proper memorial to honour their service and sacrifice.

In this edition of New Cadre, we pay tribute to them. May their spirits continue to rest in peace. We mourn the passing on of comrades:

1. Mabitsela, Lydia Constituency Support (PCO 120) - Atteridgeville, 07 July 2020
2. Maloni, Brian Buyisile PCO Fieldworker ( PCO 717 )- Grahamstown, 26 August 2020
3. Maphuma, Vuyani PCO Field Worker (PCO 656) - Khayelisha, 11 October 2020
4. Mashaba, Amukelani PCO Fieldworker (PCO 334) -The Oaks, 13 January 2021
5. Khathi, Nompumelelo, PCO Fieldworker (PCO 827) Bulwer, 24 February 2021
6. Parman, Thomas Secretary Parliamentary Caucus, 26 April 2021
7. Manthata, MD PCO Fieldworker (PCO, 311) - Mogwadi, 07 June 2021

8. Vilakazi, MM, PCO Fieldworker (PCO, 121) - Diepkloof, 19 July 2021

9. Molapo, Daniel, IT Technician, Parliamentary Caucus, 11 August 2021

10. Moshoeshoe, Judith Ntolo Manana, O, Constituency Support (PCO, 149) - Nigel, 13 August 2021

11. Miya, Nomaliso Pretteness Constituency Support (PCO,112)- Roodepoort,14 November 2021

12. Mogafe, Molele Gustaf PCO Fieldworker (PCO, 131) - Hammaskraal, 05 October 2022

13. Isaacs, Mustapha, Study Group Secretary, Parliamentary Caucus, 24 October 2022

14. O Manana, Consituency (Support 149)- Vereeniging 22 November 2022,

15. Mabuza, Nicholas Vusi, PCO Fieldworker (PCO 214) - Hazyview, 05 December 2022

16. Xundu, Fundiswa, PCO Fieldworker (PCO 129) - Westonaria, 07 April 2023

17. Matetelane Dira, Support staff and Acting Field Worker (PCO 953), Botshabelo,17 July 2023.

