

NEW

CADRE

ANC CAUCUS STAFF NEWSLETTER

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Annual staff workshop

Hundreds of cadres gather for annual staff meeting

by Staff Reporter

Hundreds of ANC Parliamentary Caucus staff members from across the country are set to meet for a crucial five-day Annual Staff Workshop scheduled for 5 to 9 December in Cape Town.

More than 600 delegates, representing the movement's Parliamentary Constituency Offices (PCOs), Caucuses of provincial legislatures and national Parliament, are expected at the biggest ever staff Lekgotla.

President Thabo Mbeki, Deputy President Phumzile Mlambo-Ngcuka and the Mayor of Cape Town Nomaindia Mfeketo will address the gathering. Other top politicians scheduled to attend the meeting includes Chief Whip Mbulelo Goniwe, Deputy Chief Whip Andries Nel, Chief Whips of provincial caucuses and ANC Whips.

The event is tipped to be the biggest ever in the Caucus' eleven year history. It will be the first time the President and the Deputy President address the annual staff event.

Staff will be treated to various cultural activities showcasing up and coming Cape Town based artists like Lungile Jacobs.

Remarked one of the organisers: "The highlight of the programme will no doubt be the addresses by the President and Deputy President of the country. This will truly be historic – for the first time many of us would have the honour of being addressed by the two leaders."

According to the organisers, staff will get an opportunity to field questions to their political principals relating to politics and other matters of importance.

On the fourth day of the workshop, delegates will embark on the door-to-door elections campaign in the Cape Town townships in line with the event's theme of ensuring "victory in the 2006 local government elections".

Team building exercises as well as entertainment and cultural activities have also been organised to enable staff members to mingle and get to know each other.

Confirmed one organiser: "Staff will be treated to various cultural activities showcasing Cape Town's up and coming artists such as Lungile Jacobs."

The workshop will be concluded with a glittering ceremony in which staff members who have served the Caucus for ten years or more will be honoured. **■**



Staff members from all provinces pose for a picture with Chief Whip and Deputy Chief Whip during last year's workshop

New Cadre to enhance unity of ANC staff

The launch of a quarterly staff publication, New Cadre, is an important milestone in the life of Caucus staff. In the light of the 50th anniversary of the adoption of the Freedom Charter by the Congress of the People, the launch of the staff publication gives meaning to the vision of the Freedom Charter that "The People Shall Govern". Welcome to the launch of a publication that will serve as a mirror of our activities.

Necessarily as a forum of internal communication, the staff publication will enhance the involvement of staff in the affairs that affect them. Communication is a critical tool of networking and forging bonds of comradeship. Evidently, in the era of bridging the digital divide, communication technology is indispensable.

The staff publication among other things will communicate pertinent issues such as employee benefits; working conditions; challenges facing staff; best practice and general political education.

Caucus support staff in reality constitutes full time cadres of the ANC that support elected public representatives. In discharging our duties we are expected to display high levels of political consciousness, integrity, work ethic that puts people first, commitment, diligence, honesty and professionalism. Essentially we

are expected to be the embodiment of the ethos of cadres of a new type.

In the service of legislators of our people we are expected to render quality services that enable the ANC to exercise its hegemony in society. In the spirit of promoting constructive criticism and self-criticism, we should make the staff journal a platform that advances our collective interests.

The staff journal will further enhance unity of Caucus staff and help us to better understand who we are. Staff members, especially those in Constituency offices and in Parliament are strongly encouraged to play a role of field journalist for New Cadre. 

...we are expected to render quality services that enable the ANC to exercise its hegemony in society.

The launch of the New Cadre represents a significant milestone in the effort to evolve among our staff, a common vision, a shared sense of purpose and belonging.

The New Cadre emerges at a critical moment when we must mobilize our people to mandate our movement to lead them at the local level. The third democratic local government elections will be held on the 1st of March 2006.

Therefore, as we come to the end of The Year Of Popular Mobilisation to Advance The Vision Of The Freedom Charter, our eyes are firmly focused on election work. We must ensure that all voting-age South Africans are registered, all registered voters check to see if they are registered in the correct voting district, we must raise the profile of the ANC through communications and direct contact with voters and, we should also make certain that our campaign machinery at every level is running efficiently.

The New Cadre will contribute in strengthening the vision of a united and coherent ANC support function. It will provide space for staff to express themselves on issues affecting them, our young democracy, Africa and the world. It will also be a vehicle for staff to access

Chief Whip's DESK

Mbulelo Goniwe ANC Chief Whip

Vehicle for staff to access information

information and contribute to the diversity of media content.

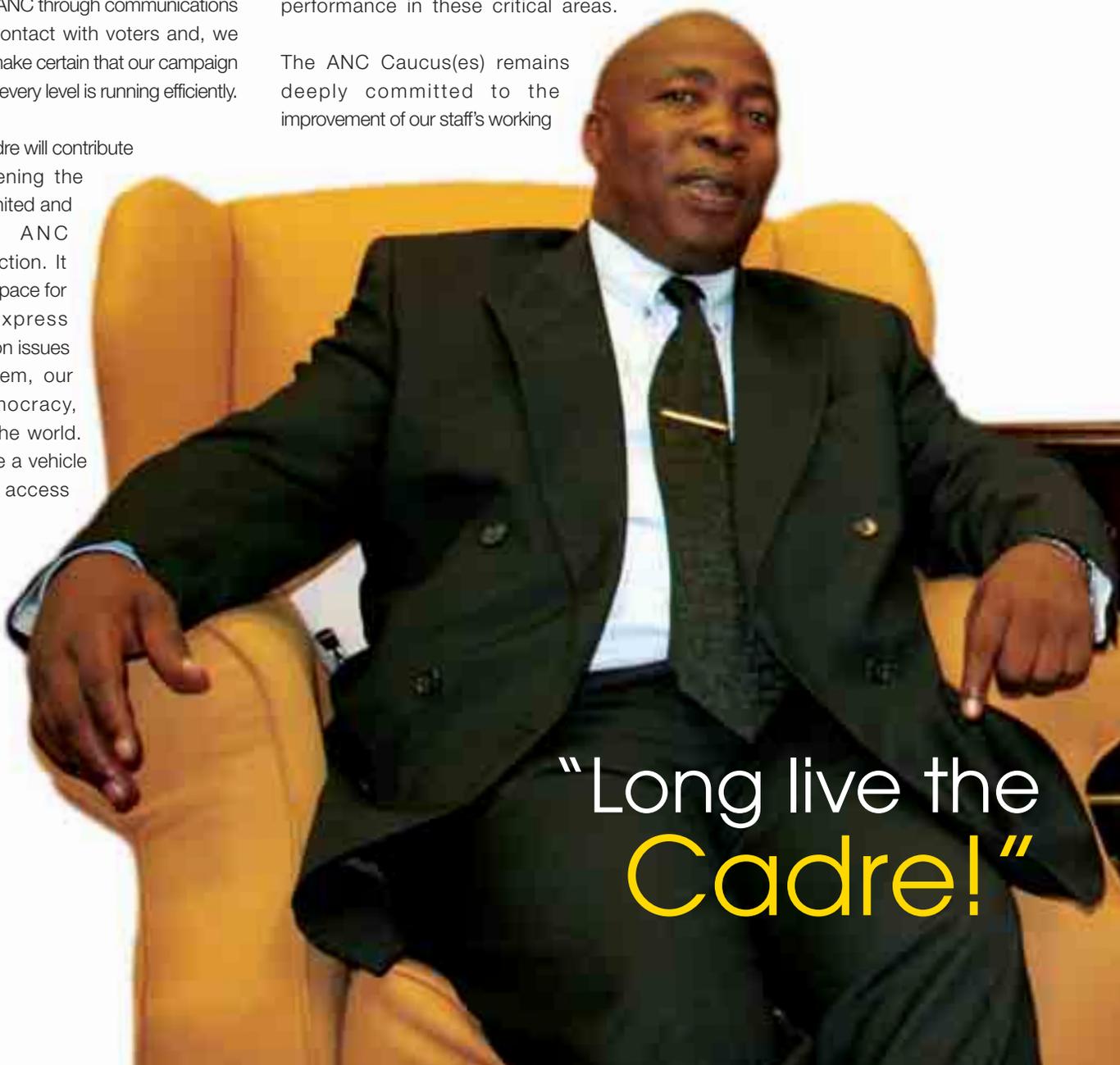
However, to strengthen our support function requires among other things, an ongoing engagement with the tasks of political education and human resource development to ensure that we at all times, have a cadreship that is equal to the tasks and challenges brought about by the democratic transformation process. In this regard, we believe that the Cadre will play an important role as a means that will enable us to receive feedback on our performance in these critical areas.

The ANC Caucus(es) remains deeply committed to the improvement of our staff's working

conditions. In this regard, we have made much progress, however, there is still a lot of ground we need to cover.

The New Cadre is a staff magazine. Staff must therefore own it not only in word but more importantly, in deed. Staff should contribute articles and use it as a tool to raise issues.

We wish all our staff a safe and happy holiday season. ☐



“Long live the
Cadre!”



16 Days of Activism

A Call to Action

Help end violence against women and children

by Staff Reporter

The 16 Days of Activism Campaign is an annual international drive aimed at creating awareness against women related violence. Although the global campaign focuses on violence against women only, South Africa added children to its campaign because of the high incidences of children abuse in the country.

The campaign takes place from November 25 to December 10 and South Africans of all gender, colour and creed are encouraged to speak out, show support and contribute in the enhancement of gender violence free society.

Coordinated by the Department of Correctional Services, the 2005 campaign will popularise the white ribbon as a symbol of personal and

continued on page 4



continued from page 3

...support and not isolate survivors.

organisational commitment to the eradication of violence against women and children. The white ribbon, according to the department, symbolises the commitment to "never commit or condone violence against women and children, and to speak out about violence when they see it."

The campaign, which should not only be limited to 16 days, places on the shoulders of every South African to, among others, act as watchdogs of the law enforcement agencies and blow the whistle against any act of violence against women and children. Particularly, it places a responsibility on men and boys to learn that women and children should be respected and protected rather than being abused.

Addressing Parliament on the Campaign, Deputy President Phumzile Mlambo-Ngcuka

“Because most abuse cases take place in the home, families and communities should assist in exposing offenders. In particular, we need families as first line of defence.”

said that not only was the society being encouraged to blow the whistle,

but also to support and not isolate survivors.

“Because most abuse cases takes place in the home, families and communities should assist in exposing offenders. In particular, we need families as first line of defence. Women whose children are abused by step parents and relatives, families whose makotis are beaten by husbands and boyfriends,” said the Deputy President.

Readers can show their support for the campaign by either wearing a white ribbon to symbolise support and create awareness about the drive, SMSing the word “16 Days” to 31616 [and donate R5 to anti-women and children violence organisations], or by signing the campaign post card (see below and back page) as a pledge to “act against abuse”. 





Caucus RETIREMENT FUND

Ensuring a better financial future

by *Desmoreen Carolus*

One thing we all know, is that we are all going to get older and be unable or unwilling to work one day. It thus makes sense to make provision for that day, unless you know for sure that you are going to win the Lotto and have lots of money to provide for your old age.

The ANC set up a Constituency Employees Retirement Fund in 1999 as a Provident Fund to provide all ANC employees with retirement benefits. A provident fund is defined as “a fund paying benefits to the company employees who are fund members upon the termination of their employment. Contributions paid into the fund by both the employees and the employer are invested in accordance with the pre-determined condition of amount and risks.”

The Fund’s membership consists of ANC Caucus employees in Parliament and in the Parliamentary Constituency Offices (PCOs)

There have been considerable problems with the Retirement Fund in the last couple of years and staff members have been unable to receive up-to-date benefit statements. In some instances, it has also taken considerable amounts of time for the families of deceased comrades to receive money from the Fund.

A number of these issues can be directly traced to the fact that the Fund did not have a functioning Board of Trustees for a period of time. This problem was attended to at the beginning of 2005 and a new Board has been in place since January 2005. The new Board has succeeded in finalizing the payment of death benefits and benefit statements have been distributed.

However, it must be said that these statements related to the 2003/2004 financial year and that fund members need to receive their 2004/ 2005 statements without delay. The Board has instructed brokers, True Blue, and the Administrator, Sanlam to provide members with these updated benefit statements as soon as possible.

However, the Fund has not been performing well over the last couple of years and members, upon leaving the Fund; do not generally ask for the fund benefits to be transferred to another Fund, and members end up paying considerable amounts in administrative costs when leaving the Fund.

This has led to the Board taking a decision that the Fund should be terminated on the following basis.

- **Members will continue to have the existing risk cover benefits**, which means in the event of death or disability, Members will receive three times their annual salary. There is a view that this should be increased to five times annual salaries, but these discussions have not been finalized. The existing funeral cover arrangements will remain in place. However, the existing provident fund arrangements will be terminated and members will have certain choices with regard to their funds.
- **Transfer the existing fund balance to their individual preservation fund.** This means that members would not have to continue contributing to this portion of the fund, but the existing balance would be preserved and earn interest until the member leaves the fund.
- **Cash out their existing balances.** It must be highlighted that this option has significant tax implications in that members could be required to pay up to 40% tax on these sums. The exact amount of tax payable would depend on the amount of money that members are entitled to.

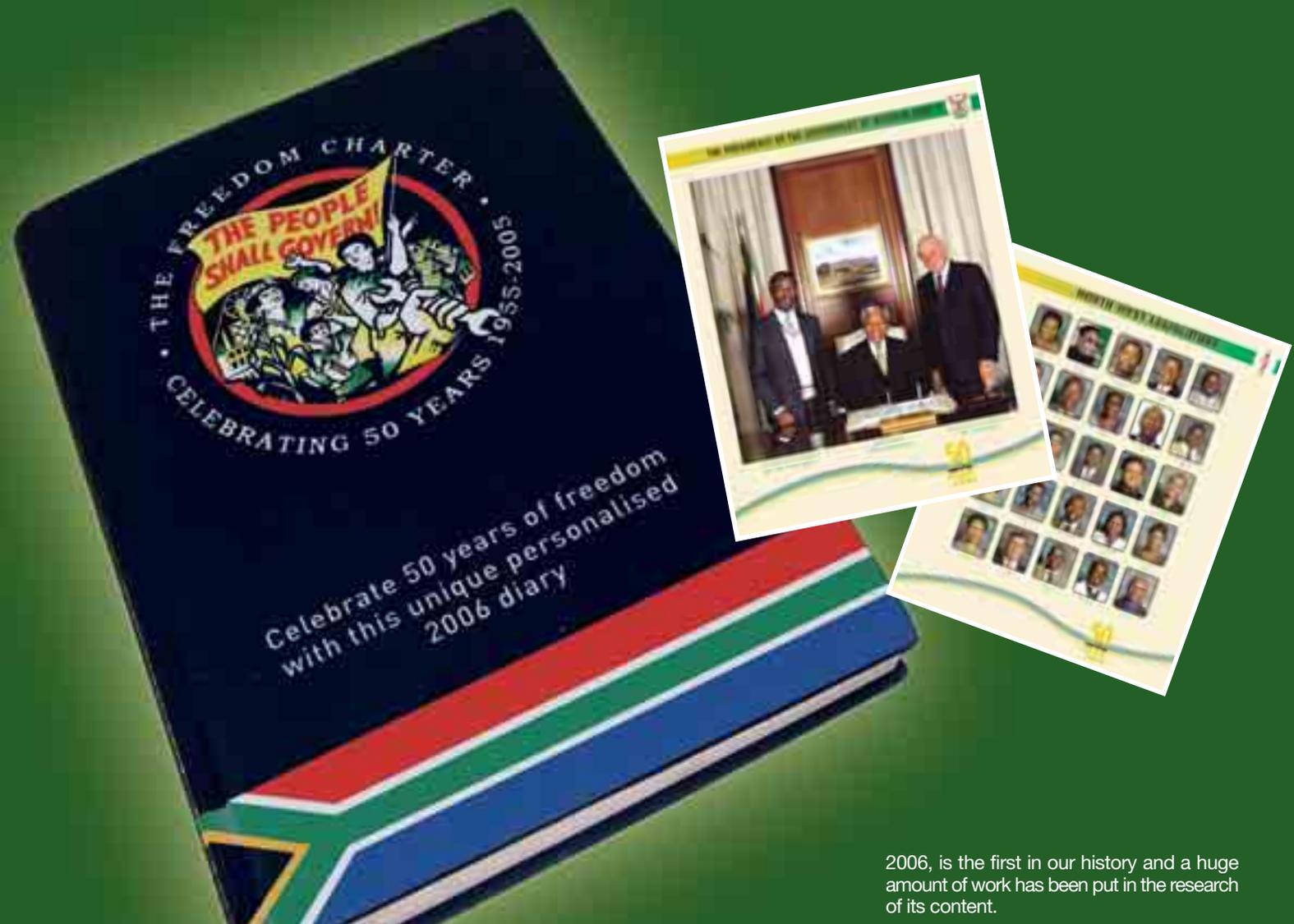
fund balance to their individually styled retirement annuity investment.

The ANC will continue to provide members with the same benefits, but they will now be free to structure their investments in the following ways.

- **An individually styled retirement annuity fund.** A retirement annuity is a fund established for the sole purpose of providing life annuities for the members or dependants or nominees of the deceased members. It is almost like a contract that is designed to provide payments to the investor at specified intervals, which in this instance would be once a member has retired. There are various types of retirement annuities on the market and members should do extensive research about the benefits and disadvantages before making any kind of choice in this regard.
- **Individually styled endowment fund (compulsory 5 years).** An endowment is a policy, which is taken out for a specific term. Put simply, it is a disciplined savings plan in which you agree to save a certain amount each month for a specific period of time, normally five or ten years, and the life assurer agrees to pay out the investment returns by that date. Most endowments also offer choices of where you want the money invested and the risks you are prepared to accept.

It is obvious that members would have to apply themselves seriously in making decisions about what should be done with their money and it is important that they study all the information about the different options available and take their time to make the best decisions possible. ■

Members can also choose to transfer the



FREEDOM CHARTER COMMEMORATIVE *Diary*

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The Diary will be
available from
12 December 2005

The year of the commemoration of the 50th Anniversary of the Freedom Charter represents a significant milestone in our country's political evolution. To commemorate and honour this golden anniversary, a unique 2005/2006 diary that captures our country's historic achievements is being produced by the ANC Parliamentary Caucus.

Five decades since thousands of Freedom Volunteers played midwives to the birth of the peoples document; the charter is now at the centre of the policy and service delivery of our democratic government.

This executive leather-bound diary comprising 784 pages covers both 2005 and 2006 and is the first in our country. The huge significance of the Charter's 50th birthday warrants the engraving of this year on something indelible to honour the role the Charter played in the metamorphosis of South Africa's political landscape.

The Diary, which covers both 2005 and

2006, is the first in our history and a huge amount of work has been put in the research of its content.

It covers the charter's historical background and its significance to the current dispensation through a combination of pictures and historical extracts.

The diary gives an extensive insight into governance issues through a colourful catalogue of hundreds of pictures of public leaders in all the three spheres of governance as well as in national and provincial legislatures.

The publishing of past and present pictures of members of the National Executive, Parliament's Presiding Officers, supplemented by historical quotes of struggle icons and historical dates not recognised in normal calendar – best captures the significance and political evolution of our country in the context of the Freedom Charter.

The Diary is the first in history: never before had such an abundance of information and past-to-present pictures depicting the democratic evolution been so attractively packaged in the form of a single diary.

The Diary is a must for Parliamentarians both nationally and provincially, all spheres of government, state organs and private business institutions, all spheres of education, civil and non governmental institutions, diplomats as well as media institutions among others. ■

MEDICAL UPDATE



Measures to address medical aid problems

By Anusha Pillay

The Medical Aid sector appears to be one of the most operationally volatile industries. Constant changes relating to the consolidation and restructuring of the industry usually leaves members confused regarding how their funds are administered. This results in members becoming passive in the involvement of their funds' control.

It has been years now that the ANC Caucus sought to provide staff members with access to necessary medical aid support. To date, Caucus employees in Parliament have at least five medical aid schemes to choose from, while those in the Parliamentary Constituency Offices [PCOs] have one.

Glopin Healthcare Consultants, a healthcare consultancy firm, has been chosen to provide medical aid support services to the Caucus employees on all schemes, Discovery, Bonitas, Fedhealth, Munimed, Prosano and Sizwe.

Glopin has indicated a number of shortcomings relating to the staff usage of their respective medical aid schemes. Regular switches from one medical aid to another, which created serious administrative problems and wrongly portrayed such members as high risk, were some of the problems. Lack of communications regarding changes to schemes, which results in no or

late deductions, as well as late implementation of increased annual contributions, which resulted in arrears, have also been cited by Glopin as serious concerns.

Glopin said scheme members in the PCOs had their benefits depleted early this year while some had their membership suspended. Members in the PCOs were also failing to register their dependents while some were not utilizing their schemes due to lack of information.

Another challenge, added the consultancy company, is that recent regulations from the Registrar will require medical schemes to redesign their pricing structure for the year 2006. "Members can no longer choose the level of savings, as this must be pre-determined. In essence, what this means, is that members will not be able to choose a saving level of their choice considering affordability. This would result in members either having a huge contribution increase or a reduction in out of hospital benefit in 2006."

To address these shortcomings, Glopin said it will soon be sending a newsletter to their staff to advise them on regulatory changes regarding savings account, chronic medication, hospital authorization and HIV/Aids claims. The company also committed itself to conduct countrywide visits to PCOs to assist staff to correct their medical aid information and answer all the queries they might have.

A survey would also be conducted by the company to determine employees' understanding of medical aid schemes and provide valuable data regarding the staff's demographics.

It is hoped that such strategic interventions will eliminate various problems the staff has experienced and further improve the service. 

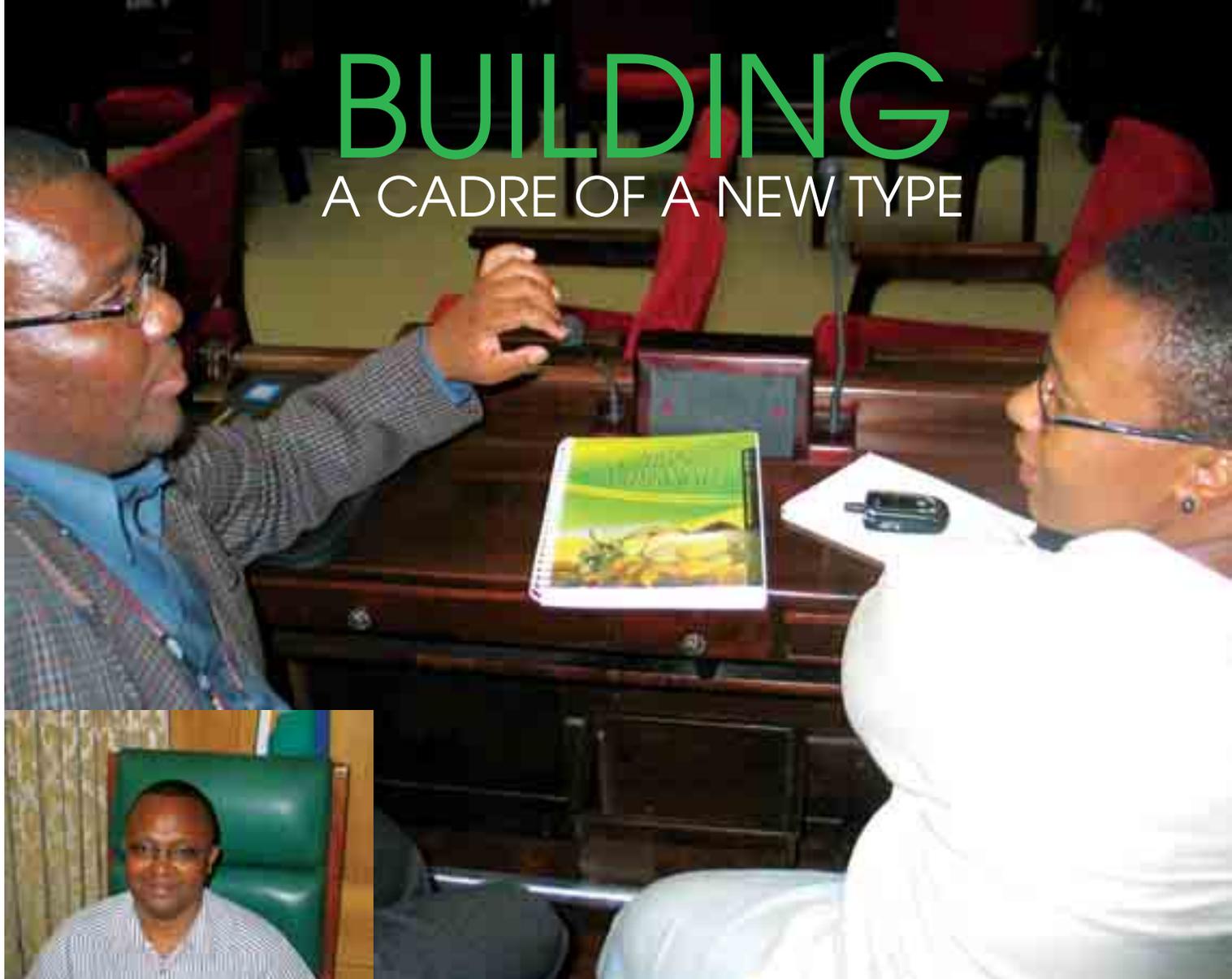
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BUILDING

A CADRE OF A NEW TYPE



Political education for staff

By Mzukizi Gaba (Political Education Commissar)

The Sea Point strategic workshop, held last year, called for the appointment of a full-time political education officer. The Office of the Chief Whip has implemented this resolution by introducing the post of Staff Commissar. The task of Staff Commissar is to develop a syllabus for systematic political education of Caucus staff. Since August this year, Caucus has been conducting political education discussions for Members and senior managers on Wednesday. During recess political discussions are adjourned until the next session of parliament.

The overarching strategic objective is to build a cadre of a new type who is dedicated to the liberation of the people. Essentially, a cadre of a new type is among the people and leads them in the reconstruction and development efforts. In pursuit of the overarching strategic objective, the critical secondary objectives must include ensuring political and ideological maturity at

constituency, study group and portfolio committee levels; as well as ensuring unity and cohesion of the ANC.

The objectives should also involve the empowerment of cadres with analytical tools to understand the dynamics of the National Democratic Revolution (NDR); and developing political consciousness to advance the strategic objectives of the NDR.

The secondary objectives must further encompass encouragement of critical enquiry; promotion of constructive criticism and self-criticism; strengthening of the ANC to discharge its hegemony in society; as well as developing staff into effective professional cadres of reconstruction and development.

Human beings do not only reflect social being, above all, they have the capacity to transform it. Central in the transformation of social being

is the role of the subjective factor, the driving force of social change. Of critical significance though are the values that underpin the agent of social change.

Broadly stated, values reflect interests of social groups that are themselves the products of a given mode of production - the latter being determined by concrete historical circumstances. In the course of the NDR against apartheid colonialism, opponents of white minority racist rule in struggle defined values of a cadre of a new type.

Defined values are political consciousness, loyalty to the cause of the people, Batho Pele, conscious discipline, commitment to the cause of the NDR, solidarity with fellow human beings, honest labour as well as integrity. In societies torn asunder by class antagonisms, national oppression and gender discrimination political struggle is inevitable. Understanding



the interplay of the objective and subjective factors in the development of political struggle is the principal function of political education. Since 1912 the ANC has underscored the supremacy of politics in the NDR.

The fundamental political statement of the ANC for the transformation of South Africa is embodied in the Freedom Charter. On the occasion of its 93rd anniversary, the NEC echoed the words of Oliver Tambo in 1980, when, to mark the 25th anniversary of the Charter during what he proclaimed as the Year of the Charter, he said:

"The Freedom Charter contains the fundamental perspective of the vast majority of the people of South Africa of the kind of liberation that all of us are fighting for. Hence it is not merely the Freedom Charter of the African National Congress and its allies. Rather it is the Charter of the people; it remains still a people's Charter, the one basic political statement of our goals to which all genuinely democratic and patriotic forces of South Africa adheres."

Affirming the significance of the Freedom Charter on the occasion of its 50th anniversary, the ANC NEC declared, "The Charter embodies a vision of an alternative society to the society we inherited... It guides us about the broad outcomes we must pursue to

achieve the strategic goal we have set ourselves- to eradicate the legacy of racism, sexism, colonialism and apartheid, as we said when we marked our 90th anniversary."

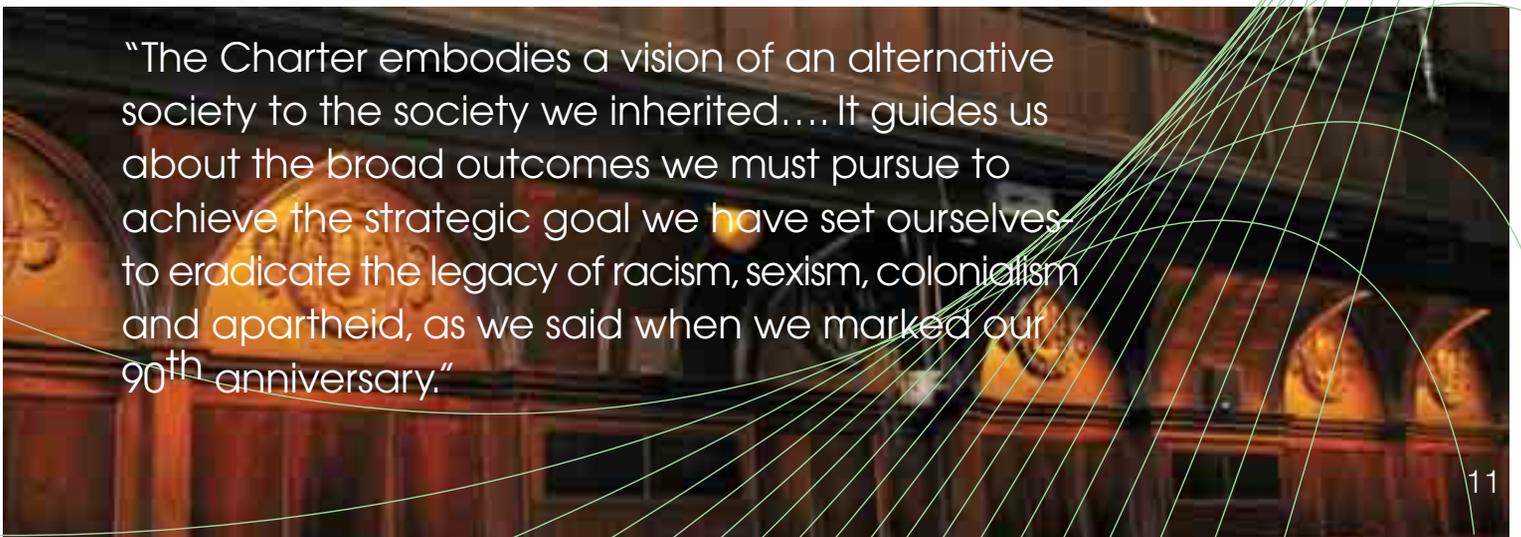
Evidently understanding of politics is of critical importance in overcoming antagonisms of societies torn apart by inequalities. The overwhelming victory of the ANC in the historic elections of 27th April 1994 heralded the beginning of the victory of the NDR. Political power in the hands of the majority should be used to effect socio-economic transformation. In this regard the political variable constitutes the environment wherein socio-economic transformation occurs.

Caucus staff operates in parliament that in its own right is a terrain of struggle for the prosecution of the NDR. The transformation of parliament as an embodiment of people's power is critical in the consolidation of the NDR. The Chief Whip of the Majority Party (ANC) in his annual report correctly pointed out that, "One of the victories achieved by our people with regard to the transformation of Parliament is the adoption of the vision of a People's Parliament that sets a framework for the transformation of Parliament into a tribute of the people. Central features of the vision of a People's Parliament are encapsulated in activities of Parliament in both Houses:

- Visits of NCOP & NA to provinces- taking parliament to the people
- Anniversary of the Freedom Charter in Kliptown
- Budgetary allocations for progressive people centered programmes
- Recognition and acknowledgement of people with special needs and other innovative changes including improvement in Members facilities."

Necessarily Caucus staff should be orientated to understand the new challenges posed by parliament that represents the tribune of our people. Caucus staff is challenged to provide quality service that enhances ANC hegemony in society. Political education should empower ANC cadres with ideological clarity and continuous development of political consciousness. In the course of constituency work and the general activities of PCOs, our cadres should be the spearhead of implementing a people's contract to create work and fight poverty. As cadres of the ANC we have a collective responsibility to combat our detractors and strengthen the unity of the movement. In the light of the enormous challenges of reconstruction and development Political Education is our indispensable weapon.

Welcome all in the battle of ideas in The Year of Popular Mobilization to Advance the Vision of the Freedom Charter.



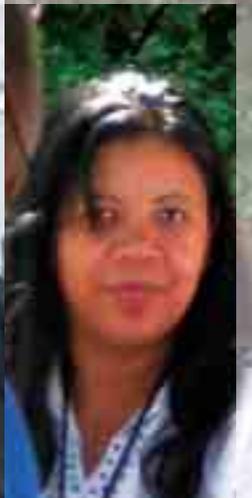
"The Charter embodies a vision of an alternative society to the society we inherited.... It guides us about the broad outcomes we must pursue to achieve the strategic goal we have set ourselves- to eradicate the legacy of racism, sexism, colonialism and apartheid, as we said when we marked our 90th anniversary."



New Cadre Events is a regular feature that captures staff events pictures in both Parliament and Constituency Offices. Staff members, especially those in the constituency offices, are encouraged to send us pictures of their events. The NEW CADRE will pay for every photo published.



NEW CADRE events



Members of the Education Health and Allied Workers Union [NEHAWU] on 2 December 2005 celebrated 10 years of the union's existence in Parliament. This event was captured by New Cadre on the day.



At the Helm: Management of the ANC CAUCUS SUPPORT SERVICES



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The Office of the Head of Caucus Support Services coordinates the development and implementation of administrative policies, monitoring and evaluation framework, as well as coordination of resource allocation across Caucus support services. It further develops management plans and coordinates the work of Caucus management team.



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Political Unit

The Political Unit provides effective political and strategic support to the Office of the Chief Whip in the implementation of the coordination of the ANC parliamentary strategic plan. It also, among others, assist the Chief Whip in the provision of strategic political leadership to the ANC MPs and significantly contributes towards strengthening the organisation' hegemony in Parliament.



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Management of the ANC Caucus Support Services



Constituency Unit

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The Constituency unit strives for the best management of the ANC constituency work in line with the organisation's objectives. Its mission is to develop and manage the policy implementation, operational guidelines and directions for ANC MPs and their support staff in the performance of their constituency work. "This will advance the course of taking Parliament to the people in a more practical way to realise the objectives of active public participation of our Constitutional democracy," says unit manager, Andries Stemela.



Finance Unit

Sandikazi Scwebu
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The Finance unit is responsible for the management of funding allocated to the Caucus by Parliament. Its targeted critical areas for financial investment include party leadership support, administrative support as well as constituency support. The unit maintains sound accounting policies and principles in terms of Generally Accepted Accounting Practices [GAAP] and Public Finance Management Act [PFMA]. The finance unit, says its manager, forms an integral part of the ANC's operations.



Drafting Unit

Head: Cathy Hendricks
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The Drafting is a new unit within the Political Advisory Services. It is responsible for the drafting, editing and production of ANC Caucus Members' statements and motions that are presented in the National Assembly.



Cluster Support Unit

Simon Ndaliso
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The Cluster Support unit coordinates and provides efficient administrative support to political clusters of the ANC in Parliament. It, among other things, collate and process reports for study groups and portfolio committees for the purpose of raising relevant issues for discussion and auctioning as cluster level.

Management of the ANC Caucus Support Services

Research Unit

Mark Sweet
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The unit provides quality political research support to the ANC MPs. It interprets research into an information tool usable as a political weapon within parliamentary process and in constituency work. "We strive to ensure that our MPs are well developed and equipped with tools of analysis as derived from ANC policy on any subject and to translate this into the legislative making process and into oversight responsibilities," says unit Manager.



Human Resources Management Unit

Anusha Pillay [Acting]
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The Human Resources and Management Unit aims to attract, develop and retain valuable people with the requisite skills with a vision to making the ANC the employer of choice. It maintains good HR policies and processes with the organisation's needs and goals while ensuring a fair and lawful management of all Caucus employees.



Media & Communications Unit

Moloto Mothapo
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The critical responsibilities of the Media and Communications unit are divided into both internal and external communication functions. The functions encompass maintenance of organisational publicity, publications production, media liaison, photography, general media support as well as the enhancement of Caucus communications mechanisms and systems.



Special Projects Unit

Head: Harry Masenya
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The unit is responsible for the management of special projects within the office of the Chief Whip. Some of its major responsibilities involve event management, public relations and transportation. The interests and matters relating to the Caucus' disabled Members and veterans are also catered by this unit. **C**



The Office of the Chief Whip is undergoing a face lift to “reflect the rich history and legacy of the struggles waged in a quest for liberation in this country”. The image boost, which its initial phase kicked off last month, significantly coincides with the 50th anniversary of the Freedom Charter and the start of the second decade of freedom.

The re-imaging project involves a concoction of historic picture displays in the reception foyer as well as attractively hung portraits inside and outside the reception offices. Experts in the field of interior decoration and picture and information archive institutions were lobbied for this crucial project.

Project leader, Simion Nkanunu, says the project recognizes those who have sacrificed their lives as their contribution to the national struggle.

Chief Whippery Office receives a boost

by Staff Reporter

The job of researching the right images to fit in the imaging theme was not easy, adds Nkanunu. Months of hard work and assistance from outside companies ensured the smooth implementation of the project's first phase.

Nkanunu adds: “Given the kind of skills needed to achieve this goal we outsourced the work

The project, he says, is ongoing and more contribution is needed.

“We have thus far consulted with local interior designers that have been of great assistance. The administration area in the Chief Whip's office is the first phase of the project, with specific pictures that covers the story of the early years of the struggle. The outstanding



Project Co-ordinator Simion Nkanunu

“We wanted the outcome of this creative expression to be not only decorative but meaningful. This also serves as a reflection of how the struggle for freedom evolved. Visitors will enjoy the view of struggle icons such as comrades Rholihlahla Mandela, Walter Sisulu, Lillian Ngoyi etc. The new look and feel became necessary that in line with Batho Pele as a key government strategy we needed to align the physical appearance of the office to a more people friendly, more professional and even to create a much cleaner and neater environment,” says Nkanunu.

to an outside consultancy company to assist with concept and development. These are Comrades with a clear understanding of the ANC politically and otherwise. The arrangement was that they would source funding independently to cover costs, whilst the office will assist with whatever limited resources we may have, such as sourcing relevant pictures and approval. Mayibuye Centre has given us editorial rights and ownership to pictures we received from them. Readers' Digest and Mayibuye Centre have to date assisted with research information and pictures.”

photos for the front office are the official photos of all former Chief Whips to date, including Presidency”

Nkanunu has appealed to anyone in possession of historically significant pictures to contact his office. The second phase of the project would cover offices V51-V57 in the Old Assembly building. **©**

pressed ahead with racist legislation (Pass Laws, Bantu Education, Immorality Act, Job Reservation, Group Areas), ruthlessly suppressing dissent through such laws as the Suppression of Communism Act and the 90 days Detention Act.

Dr Alfred Xuma of the ANC, Dr Yusuf Dadoo and Dr Monty Naicker of the Transvaal and Natal Indian Congresses brought the three organisations together when they signed the 'Doctors Pact'. This led to the formation of the Joint Planning Council of the Defiance Campaign. Under the Suppression of Communism Act, Moses Kotane, J.B. Marks, David Bopape, J.N. Ngwevela and Dr Dadoo were banned. But they continued to speak out on the Day of Defiance on 26 June 1952, when thousands peacefully broke racist laws. Hundreds of protesters were arrested. By December there were 7986 convictions.

Chief Luthuli was restricted to the district of Groutville. By the end of 1955 most of the ANC and SA Indian Congress leaders were banned. Cape ANC leader, Z.K. Matthews, called for the drawing up of a freedom charter for a future democratic South Africa. The Congress Alliance formed the National Action Council which drafted the Freedom Charter. 2884 delegates from every corner of SA attended the signing of the Charter at Kliptown. On 5 December 1955, 156 leading activists were arrested and charged with treason. After two long, arduous years in the dock, the activists were freed on all charges.



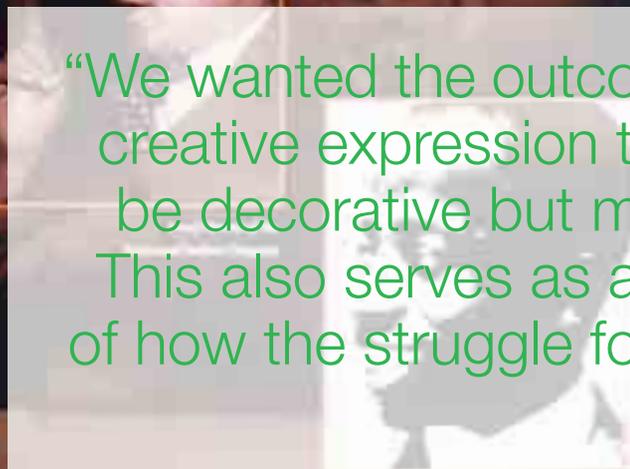
Chief Albert Luthuli



Oliver Tambo



Alfred Bhebe



“We wanted the outcome of this creative expression to not only be decorative but meaningful. This also serves as a reflection of how the struggle for freedom evolved.”

“They were forced at last to register our presence... the white rulers were left in no doubt about what we intended.”

Chief Albert Luthuli
President of the ANC



Special Awards for

LONGEST SERVING CADRES

ANC Parliamentary
Caucus staff
members earmarked
for special awards in
recognition of their
ten years service
to the ANC

About fourteen current and sixteen past staff members of the ANC Parliamentary Caucus are to be awarded longest service Awards in recognition of their ten years service to the ANC.

The staff members, who are working or have worked in both Parliamentary Constituency Offices and Parliament, would be presented with awards during a function to be held on the last day of the five day annual staff meeting scheduled for December 6-9.

The function will be addressed by President Thabo Mbeki and would be attended by some Caucus Members

and other high profile guests.

Current members of staff earmarked for the awards are: MC Chabeli, DF Metha, G Mogafe, AN Muvhale, N Mgwayi, M Kamdar, P Cele, D Sibiya, N Dubulekhwele, Veralyn Africa, L Mokwena, Frank Dawson, C Jones and M Mbazima.

Those that would be honoured posthumously are: JJ Dladla, ES Mafu, JS Mokeretla, Ms MN Mhlanga, ES Le Roux, SN Mwelase, MS Mokhetedi, J Ncama, LS Pillay, M Mbatha, Desmond, TO Vuso, NJ Guzana, MN Makasi, Momphathi, and W Domingo. 

Long live the spirit of fallen Cadres

The African National Congress Parliamentary Caucus staff this year sadly bade farewell to three colleagues who untimely passed away. The passing of the three comrades left the Caucus and its staff poorer. Adored and respected by all who had a privilege of working with them, comrades Mildred Makazi, Jennifer Nomangwane Guzana and Mina Jabulile Ncama would be profoundly missed. *May their spirits rest in peace.*



Mildred Makazi
1944-2005

Mildred Nomakhasazana Makazi was born in Willowvalle in the Eastern Cape. She joined the Caucus on September 2 1996. She held a position of an Administrative Assistant in Parliament at the time of her death. Makasi who passed away on September 24 and laid to rest on October 8, is survived by two daughters and four grandchildren,



Jennifer Guzana
1961-2005

Jennifer Nomangwane Guzana was born in Cape Town in the Western Cape. She joined the Caucus on February 9, 1996. At the time of her death, Guzana was an Administrative Assistant in Parliament. She passed away on August 11 and was laid to rest on August 20. She left behind a sister and a niece.



Mina Ncama
1971-2005

Mina Jabulile Dora Ncama was born in Harrismith in the KwaZulu/Natal. She joined the ANC Parliamentary Constituency Office as an Administrative Assistant in the Free State on February 10 2000. She passed away on February 13. 



Working for the nation

The role of constituency offices



By Andries Stemela

The establishment of the ANC Parliamentary Constituency Offices, which are located in all nine provinces, was a deliberate effort to ensure effective and direct accountability to the people by public representatives.

All ANC Parliamentary Constituency Office staff is part of the ANC Caucus Support Services and is accountable to the ANC Chief Whip. The offices play a vital role in providing both efficient and effective administrative support to Members of Parliament.

Critically, Constituency Offices serve as centers of information on government programmes.

They also serve as a link to government in an attempt to extend programmes of direct contact and communication in order to empower people to become their own liberators and to be active participants in an effort to build a united, non-racial, non-sexist and democratic South Africa.

This is informed by the organisation's vision to establish a well resourced Constituency Support Unit in the Caucus aimed at contributing to the mobilization of the people to take part in the process of their complete self liberation from the legacy of colonialism and apartheid.

The mission of the ANC in parliament is striving to develop and maintain systems that enable Public Representatives at all three spheres of Government, to have dynamic contact with the people of our country.

The constituency work also includes capacitating all Parliamentary Constituency Offices to provide generic service to the people; and operate like advisory offices.

The central theme of the constituency work entails "Taking Parliament to the People". It is in this vein that constituency office staff are encouraged to have co-operative relationships not only with ANC and Alliance structures, but also with Government Officials, NGO's, community-based organisations, organized Labour and Agencies that support small and medium sized businesses as well as job creation projects.

The ultimate goals of the constituency work includes integrating the work of MPs work, MPLs, and Councilors with the programme of the ANC as well as aligning Parliament's oversight work with those of the organisation's constituency work. 





Chief Whip Mbulelo Goniwe and Deputy Chief Whip Andries Nel cuts cakes during their birthday.
BELOW: The Chiefs poses with staff after the party.



Chiefs humbled by birthday surprise

The staff of the office of the Chief Whip in Parliament last month threw a surprise party for both Chief Whip and the Deputy Chief Whip. The two birthday gentlemen, Mbulelo Goniwe and Andries Nel, were both turning 47 and 40 respectively.

The Chief Whip office staff, led by Head of Caucus staff Matthews Oliphant, presented them with a knob Kierrie, a wooden kudu and designer African National Congress mugs.

Both Goniwe and Nel expressed heartfelt gratitude for the humane act and further encouraged the staff to do the same among themselves.

"We are indeed grateful for this, no amount of words can adequately express how thankful we are," said the Chief Whip.

The Deputy Chief Whip said the surprise function was "unexpected and humbling".



Cadre Views

Letters to the Editor



Articles or letters should be sent to:

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momothapo@parliament.gov.za

For the first time in the ANC Caucus's eleven year history, staff members, the foot soldiers and cadres of the movement, have an opportunity to air their views through a medium that they can proudly and rightfully claim their own.

Through New Cadre, Parliamentary Constituency Staff and their Parliament counterparts can now communicate, share challenges and successes, and enhance cadreship unity through a stroke of a pen.

The New Cadre, is an ANC Caucus publication for staff by the staff. It is in this vein that staff members are encouraged to share their views on any matter relating to staff issues by submitting letters/articles. Best published letter or article will receive a prize.

Proud to be part of Cadre family

Dear Editor -

Our time has really come for our inputs & opinions to be heard and read. Our time has really come where we feel recognised as Staff Members that we can make a change within the ANC CAUCUS. Before we didn't know if our inputs and views were considered but now that there's going to be this magazine, we feel as part of the family.

VIVA TO COMRADE/S WHO BROUGHT THIS NOTION VIVA!

V Jack

**ANC Parliamentary Caucus
PARLIAMENT**



A PRIEST, A DRUNKARD AND AN ENGINEER

A priest, a drunkard, and an engineer are sentenced to death by guillotine. The executioner asks the priest if he wants to face upward or downward when he meets his fate. The priest says that he would like to die face up, so that he will be looking toward heaven when he dies.

The blade of the guillotine is raised and released. It comes speeding down and suddenly stops just inches from his throat. This is seen as a sign from God, and the priest is set free.

Next, the drunkard goes to the guillotine. He also decides to die face up hoping that he will be as fortunate as the priest. Once again, the blade stops inches from the throat. Again, a miracle, and the drunkard is set free.

The engineer is next. He too decides to die facing up. The executioner slowly raises the blade of the guillotine. Suddenly the engineer exclaims, "Wait a minute! I see what your problem is."

Office Jokes

IMPORTANT DOCUMENT

A young executive was leaving the office at 6 p.m. when he found the CEO standing in front of a shredder with a piece of paper in his hand.

"Listen," said the CEO, "this is a very sensitive and important document, and my secretary has left. Can you make this thing work?"

"Certainly," said the young executive. He turned the machine on, inserted the paper, and pressed the start button.

"Excellent, excellent!" said the CEO as his paper disappeared inside the machine. "I just need one copy."

A NEW CEO

A company, feeling it was time for a shake-up, hires a new CEO. This new boss is determined to rid the company of all slackers. On a tour of the facilities, the CEO notices a guy leaning on a wall. The room is full of workers and he thinks this is his chance to show everyone he means business!

The CEO walks up the guy and asks, "And how much money do you make a week?"
Undaunted, the young fellow looks at him and replies, "I make \$200.00 a week. Why?"

The CEO then hands the guy \$200 in cash and screams, "Here's a week's pay, now GET OUT and don't come back!"

Feeling pretty good about his first firing, the CEO looks around the room and asks, "Does anyone want to tell me what that slacker did here?"

With a sheepish grin, one of the other workers mutters, "He's the pizza delivery guy."

WHO AM I?

A Man joined a big Multi National Company as a trainee. On his first day he dialed the pantry and shouted into the phone, "Get me a coffee quickly!"

The voice from the other side responded, "You fool you've dialed the wrong extension! Do you know who you're talking to, dumbo?"

"No", replied the trainee.

"It's the Managing Director of the company, you fool!" The man shouted back, "And do you know who YOU are talking to, you fool?"

"No.", replied the Managing Director.

"Good!", replied the trainee and put down the phone!



Matthews Oliphant
Head of ANC Caucus Support Services

Year End Wishes

As we draw closer to the end of 2005, in which each and every staff member worked with diligence in the course of the service of our people, we equally acknowledge concerns and outstanding issues that we need to address. We remain committed to the enhancement of our structures and development of staff, to ensure that we win as decisively in the local government elections, as we did in the national elections.

In the words of **Peter Drucker**: "The leaders who work most effectively, it seems to me, never say 'I'. And that's not because they have trained themselves not to say 'I.' They don't think 'I.' They think 'we'; they think 'team.' They understand their job to be to make the team function. They accept responsibility and don't sidestep it, but 'we' gets the credit.... This is what creates trust, what enables you to get the task done."

In all work that we undertake, in the service we offer, the single most important constant to remember is that it is done to advance the mobilization of our people in order to renew our mandate. In so doing and remembering, we ensure that the people of this country remain the benefactors of just deeds.

The office of the Head of Caucus Support Service expresses its profound gratitude to all hundreds of Caucus cadres in the constituency offices and in Parliament for the unwavering service they provided throughout the course of this year. We also reflect with sadness our beloved colleagues who left us this year. May their soul rest in peace.

On behalf of the Caucus management, we wish you a happy and safe festive season!



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Your SMS will help raise funds for non-governmental organisations that help women and children dealing with abuse.

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