

27 November 2019

To: The Municipal Council
City of Tshwane Metropolitan
Municipality
c/o: Speaker of Council
Cllr Katlego Rachel Mathebe
Per: E-mail
Speakerofcouncil@tshwane.gov.za
Tiyiselani.Babane@tshwane.gov.za

And to: The Executive Mayor
City of Tshwane Metropolitan
Municipality
Cllr Stevens Mokgalapa
Per: E-mail sallymp@tshwane.gov.za

CC: The City Manager (Acting)
Moeketsi Ntsimane
Per: E-mail citymanager@tshwane.gov.za
ninetteb@tshwane.gov.za

CC: Strategic Executive Director:
Mr. Gerald Shingange
Per: E-Mail GeraldG@tshwane.gov.za


Dear Sirs,

GROUP HUMAN CAPITAL MANAGEMENT DEPARTMENT: DEVELOPMENT AND IMPLEMENTATION OF A NEW SALARY STRUCTURE FOR CITY OF TSHWANE
OUR REF: LC/3A/05
YOUR REF: UNKNOWN

1. By way of introduction, the Organisation Undoing Tax Abuse (OUTA) is a proudly South African non-profit civil action organisation, comprising of and funded by people who are passionate about improving the prosperity of our nation. OUTA was established to challenge corruption and maladministration, in particular the abuse of taxpayers' money. We are not affiliated to any political party but mandated by ordinary citizens to act in the interest of the general public.
2. OUTA is further geared towards the harmonious cooperation with government on various levels and seeks to assist government wherever necessary in carrying out its mandate in the interests of the citizens of South Africa.
3. OUTA was provided with a copy of the council agenda by a concerned community organisation.
4. On perusing the agenda it came to our attention that a contract between the City of Tshwane and the trade unions, SAMWU and IMATU, was signed and it was signed by the MMC: Group Human Capital, Corporate and Shared Services.

5. The agenda item also considers a policy change on how staff are remunerated. Surely this must be subjected to a Public Participation process? This should also have been contained in the 2019/20 IDP.
6. The additional costs to the City have not been provided for in the budget and may impede on the City's ability to provide services to communities.
7. In light of the above, **urgently** advise us on the following-
 - 7.1. In terms of Schedule 1(11) of the Municipal Systems Act of 2000, a councillor may not interfere in the administration of a Municipality. Why was the agreement signed by the MMC?
 - 7.2. Kindly provide us with proof of the public participation process that was followed during which these increases were discussed.
 - 7.3. How are these increases going to be funded when the municipality is under severe financial distress? Are you going to expect the public to fund this?
8. Kindly provide us with a written reply prior to the Council Sitting to be held in the Council Chamber, Tshwane House, Madiba Street, Pretoria scheduled for Thursday 28 November 2019 at 10:00.
9. We reserve the right to approach, and exercise our rights, in any and all legal forums for the community's best interests to prevail.
10. Should you have any questions, please feel free to contact our offices. We trust you find the above in order and await your response in anticipation.
11. Kindly acknowledge receipt of this letter.

Yours Sincerely,



Michael Holenstein
OUTA - Inland Regional Manager
E-Mail: michael.holenstein@outa.co.za