

## Axe hangs over non-performing staff

A strict new regime that will ensure training and re-skilling of municipal staff is to be introduced in the Eastern Cape in pursuit of total audit compliance.



And if that does not work, employees could be given other jobs - with non-performers facing the risk of being fired.

The initiative was announced on Friday (22 February) by Local Government MEC Mlibo Qoboshiyane.

The move follows auditor-general Terence Nombembe's report that not one of the 45 municipalities in the province had achieved clean audits in the last financial year.

It also followed an announcement by National Planning Minister Trevor Manuel and Public Service and Administration Minister Lindiwe Sisulu that there would be a shake-up of the public service which would be based on the findings of a skills audit.

The ministers said public servants found not to be competent by a performance management system would be retrained for other positions. Those who failed in new jobs would be fired.

In Bhisho before the state of the province address, Qoboshiyane said: "We have to change tactics and we are working on a plan to meet our goal - and that is for *Operation Clean Audit* to be completed and a success by 2014.

"There is a need to improve controls and employ competent personnel and each day should be like an audit performance day. When information required by the auditor-general is not made available it is not acceptable. Municipalities require proper management control." The problem could be resolved by conducting a skills audit in all municipalities," Qoboshiyane said.

He said there was "a greater need - now more than ever - to invest in human resources" in municipalities.

"People who are not suited for their posts will be moved to other departments. Municipalities have to invest in their staff and this includes portfolio councillors," he said.

Source: *Herald* via I-Net Bridge