

Date: 06 February 2023

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SERIOUS CONSEQUENCES AWAIT UNDERPERFORMERS: WARNS HOD FANI



Last week members of the Senior Management Service (SMS) of the department of Cogta assembled in Port Alfred led by the Head of department (HoD) Mr Andile Fani for a Third Quarter Review session. The session was meant to review departmental performance as per its strategic planning documents, namely the Annual Performance and Operational Plans. The Programme facilitator Mr Basil Mase (*left*), who is the Chief Director for the Strategic Management, Communication and Information Services (SMCIS), the was also to monitor, keep track of the work done in line with the targets set in the planning documents. The five Cogta Programmes further reported on the 9 Point Pledge, financial commitments and progress on the execution of high impact projects and the MEC's Policy Speech Pronouncements for 2022/2023 Financial Year.



In his opening remarks, Mr Fani (*left*) thanked all the officials who have been seconded to various municipalities in the Province for the good work they have done and are doing to support municipalities. The seconded officials are Ms Charity Sihunu who was seconded to Blue Crane Route, Mr Sabelo Tini, still in Koukamma and Mr Monwabisi Somana also still in Amathole District Municipalities. Mr Fani said the programmes needed to explain various negative deviations in the quarter under review. He added that some of the deviations do make sense due to budget challenges. "We have a major challenge with the



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Compensation of Employees (CoE) budget item and Provincial Treasury has instructed all departments not to touch that budget. The slow recruitment process in the lower levels is unacceptable as it contributes to underspending. Underperformance is unacceptable especially if there are no tangible explanations. If reasons for underperformance are in our control, there will be consequences. I do not wish to be amongst the Departments that face serious consequences due to under expenditure,” said he said.

Mr Fani said the issue of payments of performance bonuses for SMS members needed attention so as to speak with one voice. This is matter that must be explained and settled once for all before it causes problems amongst SMS members, he said.

On the problem of internal transfer of employees, Mr Fani said he was inundated with requests from officials who wanted to be transferred to other areas within Cogta because of allegations of ill treatment by their supervisors.

“I am calling for attention to be given to those supervisors who are alleged to be ill-treating their subordinates. Such allegations must be investigated thoroughly to end the cycle of abuse, if there is any. “We must also look carefully into the problem of transferring an official to a position that has already been advertised to avoid unnecessary tensions in the Directorate,” said Mr Fani.

DID YOU KNOW?

06 February 2022, is the due date for the submission of inputs towards the MEC’s Policy Speech for the 2023/24 Financial Year. You are requested to submit your inputs to Mr Basil Mase on the deadline.