



**Councillor Annette Lovemore**  
**Democratic Alliance, Nelson Mandela Bay**  
**Spokesperson: Corporate Services**  
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The (Acting) City Manager  
Nelson Mandela Bay

Copies: Cllr E Johnson (Speaker of Council)  
Cllr M Jack (Member of the Mayoral Committee: Corporate Services)  
Ms Y Matakane-Dakuse (Acting Executive Director: Corporate Services)  
Cllr T Buyeye (Member of the Mayoral Committee: Public Health)  
Ms A Dyakala (Acting Executive Director: Public Health)

Dear Sir/Madam

#### **QUESTIONS RE THE PROCESSES FOLLOWED IN THE EMPLOYMENT OF 111 GENERAL WORKERS, SEPTEMBER 2025**

These questions are submitted in compliance with the requirements of Rule 25 of Council's Rules of Order. The questions are intended for inclusion, together with the appropriate replies in each case, in the agenda of the next Human Resources and Corporate Administration portfolio committee meeting.

The municipality officially appointed 111 new general workers in September 2025, with the aim of strengthening waste management and boosting cleanliness across the metro. These staff members are Public Health Directorate employees, focusing on street sweeping, litter picking, and cleaning public spaces.

The following questions arise:

1. (a) How were the positions advertised? (b) (i) On what date did the advert appear in the relevant media, and (ii) what was the closing date for applications?
2. (a) Did any councillors, including political office bearers, or any municipal officials, provide any names for possible inclusion in the list of those ultimately employed? (b) If so, which councillors or officials provided names of potential employees? (c) (i) Were the names submitted by councillors or officials considered for employment; (ii) if so, (aa) why (given that even lobbying a councillor to influence the chances of employment ordinarily leads to immediate disqualification as a candidate), and (bb) which councillor(s)' or officials' submissions were included in the list of potential employees?
3. (a) How many applications were received in response to the advert? (b) How many names were considered when shortlisting took place? (c) If the number considered for shortlisting was higher than the number of formal applications received, why was this? (d) Who formed part of the shortlisting panel? (e) (i) Was the requirement that the supervisor one level or more above vacant positions serve on the panel complied with, (ii) if not, why not? (f) What criteria were used for shortlisting? (g) How many names were included in the shortlist? (g) If no shortlisting took place, (i) how was selection carried out and (ii) by whom?
4. (a) Were interviews conducted of all shortlisted candidates? (b) If not, why not? (c) If so, who formed part of the interviewing panel? (d) If no interviewing took place, (i) how was selection carried out and (ii) by whom?

5. (a) In compiling the final list of people to be employed as part of the 111 general workers, was any cognizance taken of (i) employment equity targets, and (ii) whether an applicant was from Nelson Mandela Bay or not? (b) If not, (i) why not and (ii) how many of the successful applicants were from outside of the municipal boundaries? (c) If so, what are the details of how these criteria were accommodated?

Sincerely

A handwritten signature in black ink, appearing to read 'Annette Lovemore'. The signature is fluid and cursive, with a large initial 'A' and 'L'.

**COUNCILLOR ANNETTE LOVEMORE**