

MATTERS ARISING FROM PREVIOUS MINUTES

ITEM 4 MATTERS ARISING FROM PREVIOUS MINUTES			
AGENDA ITEM AND MINUTES	STATUS	ACTION / RESOLUTION TAKEN	
4.1	The matters arising from previous minutes (5_AFUR_47thExCo_DraftMinutes46thExCo_doc3_24082021) were presented to the meeting.	The meeting took note of the matters arising from previous minutes (5_AFUR_47thExCo_DraftMinutes46thExCo_doc3_24082021)	Secretariat
4.1.1	<p>ITEM 6:1.4 THE SECRETARIAT REPORT Matters Arising from the Minutes of the 39th Executive Committee Meeting of 20th November 2017.</p>	<ul style="list-style-type: none"> Mrs. Tumaini Silaa, SUMATRA, Tanzania, suggested that staff processes, policies and procedures be reviewed with particular reference to staff reviews and annual salary increases. It was Resolved that an Ad-hoc committee be formed to review the Operating Policies and Procedures. It was agreed that the committee will consist of NERSA, South Africa (Chair); ARSEL, Cameroon; LATRA, Tanzania; EPRA, Kenya, and ANARE, Ivory Coast. 	<ul style="list-style-type: none"> The Ad-Hoc committee is currently reviewing the OPP, NERSA has asked for inputs from internal departments The OPP has been split into Operations and Human Resources Contact has been made with regional bodies requesting their documents to compare to AFUR's. The document has been compared to RERA's Corporate Governance Handbook. NERSA has made recommendations on the OPP. These were sent to the committee on the 30th June 2021. EPRA sent their comments on 8th July
4.1.2	<p>ITEM 9 RECRUITMENT OF ES Matters Arising from the Minutes of the 42nd Executive Committee Meeting of 9th July 2019.</p>	<ul style="list-style-type: none"> Mr. Shalman Etutu, ARSEL, stated that the position was advertised internationally so why now would a non-South African citizen or resident not be considered. The ES said that when AFUR was established in 2002 it was set up as an NPO, Section 21 company and not an International or Government organ. Mrs. Nomalanga 	<ul style="list-style-type: none"> International companies operating within South Africa have to abide by the Labour Act. You can only employ a foreigner who is in possession of a valid work visa or a permanent resident of South Africa. In the case of a general work visa, however, you must extend a job offer to

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		<p>Sithole, NERSA, elaborated on the background of the establishment of AFUR. She stated that it was vital that AFUR gain the recognition of the AUC as a Specialised Agency.</p> <ul style="list-style-type: none"> • The Chairman enquired as to the timeline for the conversion of AFUR. Mrs Nomalanga Sithole, NERSA, stated that it was not an easy process but NERSA will assist AFUR. • The ES to investigate if AFUR changes to an International organ can a foreigner be employed in the position of ES. 	<p>enable the prospective employee to apply for the visa. Until the visa has been granted, the foreigner is not allowed to take up the offered employment. The employee must extend a valid offer of employment to enable to foreigner to apply for a <u>general work visa</u>. You'll have to prove that you could not find a suitable South African to fill the position. In contrast, the <u>critical skills visa</u> does not require the employer to make a job offer. This is because their occupation is sought after in South Africa. Thus, you can treat an application from a foreign national with a critical skills visa as you would an application from a South African. The <u>intra-company transfer visa</u> is used by companies who want to transfer employees from an international company to a branch, affiliate or subsidiary in South Africa. The <u>corporate permit</u> is used by companies in South Africa who wants to employ a large number of foreigners for a set period of time. Once the company receives their permit, the foreign national employees can apply for their individual corporate workers visas.</p> <ul style="list-style-type: none"> • RURA has expressed interest in hosting the Secretariat but extensive due diligence needs to be carried out. Terms of Reference for hosting the Secretariat has been developed but need to be approved. • Research has shown that most countries are reluctant to approve such a position to foreigners but due diligence needs to be carried out especially regarding the laws of the country.
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<p>4.1.3</p>	<p>ITEM 6 MANAGEMENT REPORT FOR MONTH ENDED 30 June 2020 Matters Arising from the Minutes of the 44th Executive Committee Meeting of 11th August 2020.</p>	<p>It was resolved to establish an ad-hoc committee to look at the membership fees. The committee will consist of PURC, Ghana (Chair); ARSEL, Cameroon; ARMP, Cameroon; NERSA, South Africa; CRSE, Senegal</p> <p>It was resolved that the Ad-hoc committee on Membership Fees review the formula used and submit proposals to the Exco for discussion and ratification by the AGA.</p>	<ul style="list-style-type: none"> • The contract of the ES was extended to 31st July 2021 • The job description of the ES was circulated to the Exco members on the 12th August 2020 • No further action has been taken • An Ad-hoc committee has been established to look at the feasibility and sustainability of the membership fees. • The committee has met twice, progress has been made. A proposal was received by ARSEL. • The committee presented it's report to the AGA on 18 February 2021, members were asked to send their proposals to the Secretariat. • Meetings were held on the 7th July and 18th August. • A reminder was sent to all members to submit their proposals to the Secretariat. This was in accordance with a resolution taken in the 46th Executive Committee Meeting held on the 28th April, 2021. To date we have received a 54% response from paid members • An Ad-hoc committee has been established. The committee has met twice, progress has
<p>4.1.4</p>	<p>ITEM 9 STATUS OF STRATEGIC PLAN DEVELOPMENT</p>	<p>It was resolved to establish an ad-hoc committee to assist with the development of the strategic plan</p>	<ul style="list-style-type: none"> • An Ad-hoc committee has been established. The committee has met twice, progress has

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<p>4.1.5</p>	<p>Matters Arising from the Minutes of the 44th Executive Committee Meeting of 11th August 2020.</p> <p>ITEM 8 SECRETARIAT REPORT Matters Arising from the Minutes of the 45th Executive Committee Meeting of 15th December 2020.</p>	<p>Mr. Shalman Etutu, ARSEL, stated that a virtual meeting should be organized with the AUC to discuss the recognition of AFUR as a specialized institution.</p> <p>It was resolved that a virtual meeting be organised with the AUC, Chairman, Vice Chairman and Secretariat</p>	<p>been made. A survey was sent to all members on the 30th November 2020</p> <ul style="list-style-type: none"> • Dr Tapamo asked that all members to complete the survey. The response has been slow. • A virtual meeting was held on 1st April with Mr. Atef Marzouk, Ag. Director for Infrastructure and Energy, AUC • A letter has been received from the AUC confirming their support of AFUR. They suggested that AFUR waits until the end of July to resubmit the letter. NEPAD has reached out to AFUR to assist in this matter. The AUC has gone through restructuring. • An email was sent to ARMP requesting that they Chair the committee.
<p>4.1.6</p>	<p>ITEM 5.6 SECRETARIAT REPORT Matters Arising from the Minutes of the 46th Executive Committee Meeting of 28th April 2021.</p>	<p>Mr. Felix Epole, ARMP, Cameroon, suggested that members not defined as either Water & Sanitation, Transport or Energy, should be considered for deliberations on the Technical Committees for expressing different views that are cross-sectoral.</p> <p>It was resolved to form a Sectoral Committee for Cross Cutting issues</p>	