

PROPOSAL FOR POSITIONS OF ECC NATIONAL STAFF FOR 1989

This proposal comes from the four full time national workers and is based on an evaluation of our own job definitions and the requirements of ECC at a national, extra-branch level.

The proposal deals with the proposed job definitions for next year and the structural working relationship of the people. It is based on a thorough evaluation that has emerged from the experiences of the present staff and assessments of ECC "national" at National Committees. The essential points are:

1) ECC's national staff has grown in a piecemeal fashion with the result that it consists of four individual positions with weak working interrelationships. We have four loners rather than a cohesive, complimentary team. We have three organisers who overlap substantially and of late have as a result almost become regional organisers.

2) There is a growing abstract phenomenon in the minds of the public and the ECC branches of a thing called "National". This being a place from whence things can be organised, delivered executed etc, yet this "national" is no more than a lone individual, Alastair or an organiser who have heavy agenda's and no infrastructure (like office facilities and co-workers) to permit them to take on functions demanded.

3) There is an increasing demand from branches for national projects: national membership media and systems, training programmes, high quality media, resource lists, research surveys etc. Some are done by branches which is always preferable, though sometimes such projects are to big, will drain the branch or need to be more truly "national" in character. These are given to individual workers who cannot fulfill the requirements.

4) ECC is frequently sought out as a national body and cannot be located except via Ali's bleeper. This means he is being overloaded by an endless stream of approaches which he must handle individually. The existence of a national office would facilitate more public contact, a better service and rationalise the handling of such work by the employees.

5) ECC's internal operations, co-ordination, communication, admin as well as the working efficiency of the staff will improve dramatically with an office base.

6) ECC is a large, five year old organisation its needs are complex and multi-faceted. Since the last National Committee we have agreed on the need for a information officer who would gather information, disseminate it the public and our branches as requires, as well as producing national media, pamphlets, booklets etc. There is also a growing need for a figure head, chair or president.

7) These points are given as examples of the need to look at the role definition of the workers, there would be others. It should also be said that the proposal sounds like a radical shift, more because of the new labels for the jobs. All the functions outlined are presently covered by the national workers in a slightly more muddled fashion.

POSITIONS

NATIONAL CHAIRPERSON or -PRESIDENT

- Assume an assertive public profile nationally towards the press, the public at large, specific sectors or organisations of our constituency.
- Network amongst leadership of other organisations and institutions.
- Does public speaking, attends conferences, press features, articles and interviews
- *fundraising* travelling position but jo'burg based
- in regions: does PR work with local chairs/ contact comms
plays info role internally re whats happening in other parts of the country and other areas of politics. "State of the Nation" presenter.

NATIONAL SECRETARY

- office based
- adm. bookkeeping, *finances* inter-regional communication, international relations etc
- office based PR
- back up to chair re press and PR in Jo'burg
- essentially the same as present except becoming the secondary press figure and being office based

NATIONAL ORGANISER / TRAINING OFFICER

- similar to the present NO job but
- traveling outwards from jo'burg and the national staff as a base
- travelling is purpose related rather than a continuous cycle the purpose would be to do workshops, seminars, weekends away etc covering current political issues, practical organisation/ leadership skills, developing conceptual clarity re campaigns, facilitating local action on national and local campaigns
- the NO will be complimented by the chair and Info officer in as much as they are travelling
- this person should be given acces to professional training to increase the quality of input to the branches

NATIONAL INFORMATION OFFICER

- gathers info from all sources to make it available i.e. the many stories that we pick up about the military which are never processed.
- produces press releases, pamphlet drafts, research for speeches, writes articles/ papers etc to compliment NO's E and T work in the regions.
- national newsletter a la Out of Step or just a typed info sheet for national paid up membership
- will travel to do some projects in other areas with the local branch to help develop skills
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These people should work from an office, ideally attached to but independent from the Jo'burg regional office

REGIONAL STAFF

- Regions are still entitled to offices and workers as present, though they should become full time employees. With the requirement that the person has office and political/activist skills.
- the job definition is enlarged to include interbranch co-ordination and liason with regions, eg. the Cape Town office becomes the Western Cape office and the worker being responsible (at a secondary level) to UCT and Stellenbosch. The person would have to liase between the three, ensure rationalisation and co-ordination of efforts and channel resources and energies to weak areas.

SCHEDULE FOR ELECTION OF NATIONAL WORKERS

- 4 Sept - Feedback on proposal
- 10th - Confirm portfolios and open nominations
- 25th - Send final list of nominees to Ali
- 30th - supply full motivations
- 5 Oct - list of names to regions
- 15 th - Complete first round of discussions re regions choices
- 31st - *Final decisions*

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END CONSCRIPTION CAMPAIGN (ECC)

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