

**CITY OF MASVINGO**

**MINUTES OF PROCEEDINGS OF THE 1070<sup>th</sup> ORDINARY COUNCIL MEETING IN COMMITTEE, HELD IN THE COUNCIL CHAMBER, MUNICIPAL OFFICES ON MONDAY 27 OCTOBER 2025 AT 5.57 P.M.**

**PRESENT:**

His Worship the Mayor Councillor A. Tabe  
Deputy Mayor Councillor D. Mberikunashe  
Councillor S. Chikwangwani  
Councillor S.T. Marumbedze  
Councillor B. Hwata  
Councillor R. Musekiwa  
Councillor M. Madhuna  
Councillor A. Time  
Councillor E. Zishiri  
Councillor B. Muchokwa  
Councillor S. Shonhiwa  
Councillor S. Manyanga

**APOLOGY:**

Councillor W. Sitemere

**IN ATTENDANCE:**

Chiwena T: Local Governance Studies Student: GZU  
Vhomo W: Local Governance Studies Student: GZU

**OFFICIALS:**

Town Clerk  
Chamber Secretary  
Director of Housing and Social Services  
Finance Director  
Acting Director of Engineering Services  
Director Health Services  
Housing and Social Services Manager  
Committee Officers II (2)

**304. CONFIRMATION OF MINUTES.**

IT WAS MOVED BY Councillor R. Musekiwa seconded by Councillor A. Time

“THAT the minutes of the 1069<sup>th</sup> Ordinary Council meeting held on 29 September 2025 be taken as read, confirmed as a correct record and signed.

**RESOLVED**

THAT the minutes of the meetings held on 29 September 2025 be taken as read, confirmed as a correct record and signed.

*Proposed by Councillor A. Time  
Seconded by Councillor B. Hwata*

**305. MATTER ARISING**

**(i). Minute 271(A): Appointment of Works Councils’ Chairpersons and Vice Chairpersons**

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Concern was raised by one of the members that the appointment of Works Council Chairpersons and Vice Chairpersons for managerial and non-managerial employees was unprocedural since Council made its decisions basing on the report of the Town Clerk. It was highlighted that the appointments were against the Urban Councils Act Chapter 29:15 and the Councillors handbook Section 5.7.2 which provided that Chairpersons are appointed by Council and not by the Town Clerk. It was further raised that the decision by the Town Clerk to appoint Councillors would cause divisions among the Councillors and also compromises good corporate governance best practices. It was proposed that the resolution be rescinded.

His Worship the Mayor explained that the Town Clerk consulted with the Mayor when he prepared the report for consideration by Council. A decision to make the appointments was arrived at by Council after having considered the report. The appointments therefore were made by Council and not by the Town Clerk. Debate ensued.

The Town Clerk advised that he did not appoint Councillors to become Chairpersons and Vice Chairpersons of the Works Councils, but he exercised his administrative duty as provided for in the Urban Councils Act Chapter 29:15, Section 136.

**306. HUMAN RESOURCES AND GENDER COMMITTEE**

IT WAS MOVED BY Councillor A. Time, seconded by Councillor E. Zishiri

“THAT the minutes of the meeting of the Human Resources and Gender Committee held on 13 October 2025 be adopted subject to the resolutions passed in relation thereto”

WHEREUPON the original motion was put as the substantive motion and it was

**RESOLVED**

THAT the minutes of the meeting of the Human Resources and Gender Committee held on 13 October 2025 be adopted subject to the resolutions passed as follows:

1. THAT the minutes of the meeting held on 18 September 2025 be taken as read, confirmed as a correct record and signed.
2. THAT, the request to engage thirty-six (36) fixed term contract Municipal Guards Grade 2 in the Municipal Police Section for a period of six months from 02 December 2025 to 31 May 2026 to guard various Council premises be granted.
3. THAT, the request for the recruitment of personnel in the cleansing section to fill the posts of Labor Supervisor Grade 7, Pest Controller 4, Refuse Loader Grade 1 and Street Cleaner Grade 1 be granted.
4. THAT the request for twenty-eight (28) Contract Municipal Guards 2 to provide security services to various Council sites for a period of six months with effect from 1 October 2025 to 1 April 2026 be granted.

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5. THAT the following employees be confirmed onto fixed establishment after completion of the probation period.

<b>Name of employee</b>	<b>Position</b>	<b>Department</b>	<b>Date of appointment</b>
Tatenda James Sigauke (120300)	Health and safety Officer (Grade 10)	Town Clerk's Office	01.07. 2025
Samson Gwamure (120301)	Housing and Social Services Manager (Grade 13)	Housing and Social Services	01.07.2025

- 6 THAT the two posts of Environmental Health Technician Grade 9, be offered to the first two highest candidates namely Nyasha Mutize and Rejoice Mutanho.
- 7 THAT if any one of the first two highest candidates turns the offer, the post of Environmental Health Technician Grade 9, be offered to the third highest candidate, Tinashe Stanely Chinhamo.
- 8 THAT if the first two highest candidates and the third highest candidate turns down the offer, the post of Environmental Health Technician Grade 9 be re-advertised.
- 9 THAT the five posts of Nurse Aide Grade 4 be offered to the five best performing candidates namely Gladys Nhidza, Pamela Chokuda, Linda Chavanga, Nyashadzashe Muchena, and Sheilla Kaitano.
- 10 THAT if any one of the first five highest candidates turns down the offer, the post of Nurse Aide Grade 4 be offered to the next better performing candidates namely Simon Magenga and Saungweme Merjury.
- 11 THAT the eight posts of Registered General Nurse Midwife Grade 9 be offered to the eight best performing candidates namely, Chinomona Martha, Madondo Blessing, Margaret Manyera, Respina Chivizhe, Chikwavira Rudo, Rosemary Ngwaru, Mundandi Chiedza and Mutumburanzou Moreblessing.
- 12 THAT if any one of the top eight highest candidates' turns down the offer, the post of Registered General Nurse Midwife Grade 9 be offered to the next highest candidate in their order of performance being Saveme Kwekwani, Robert Guni and Charity Mudyangwe.
13. THAT the post of Human Capital Management Graduate Trainee Grade 7 be offered to the highest-ranking candidate, Mr. Garikai Chibi

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14. THAT if the highest-ranking candidate Mr. Garikai Chibi turns down the offer, the post of Human Capital Management Graduate Trainee Grade 7 be offered to the second highest-ranking candidate, Ms.Precious Makufa.
15. THAT if the second highest-ranking candidate Ms Precious Makufa turns down the offer, the post of Human Capital Management Graduate Trainee Grade 7 be offered to the third highest-ranking candidate Mr. Evans Kutso.
16. THAT if the third highest-ranking candidate Mr. Evans Makufa turns down the offer, the post of Human Capital Management Graduate Trainee Grade 7 be re -advertised.
17. THAT the post of Social Work Graduate Trainee Grade 7 be offered to the highest-ranking candidate, Mr. Tervin Mandaza.
18. THAT if the highest-ranking candidate Mr.Tervin Mandaza turns down the offer, the post of Social Work Graduate Trainee Grade 7 be offered to the second highest-ranking candidate, Ms.Mazvita Ngwaru.
19. THAT if the second highest-ranking candidate Ms Mazvita Ngwaru turns down the offer, the post of Social Work Graduate Trainee Grade 7 be offered to the third highest-ranking candidate Ms Ruvimbo Zibora.
20. THAT if the third highest-ranking candidate Ms Ruvimbo Zibora turns down the offer, the post of Social Work Graduate Trainee Grade 7 re - advertised.
21. THAT the post of Library Graduate Trainee Grade 7 be offered to the highest-ranking candidate, Ms. Panashe Chafa.
22. THAT if the highest-ranking candidate Ms. Panashe Chafa turns down the offer, the post of Library Graduate Trainee Grade 7 be offered to the second highest-ranking candidate, Ms. Nozitelo Audrey.
24. THAT if the second highest-ranking candidate Ms. Nozitelo Audrey turns down the offer, the post of Library Graduate Trainee Grade 7 be re - advertised.
25. THAT the post of Architecture Graduate Trainee Grade 7 be offered to the highest-ranking candidate, Mr. Shingirirai Manyumwa.
26. THAT if the highest-ranking candidate Mr. Shingirirai Manyumwa turns down the offer, the post Architecture Graduate Trainee Grade 7, be offered to the second highest-ranking candidate, Mr. Tawanda Chivese.
27. THAT if the second highest-ranking candidate Mr Tawanda Chivese turns

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down the offer, the post Architecture Graduate Trainee Grade 7 be re - advertised.

28. THAT the post of Occupational Health and Safety Graduate Trainee Grade 7 be offered to the highest-ranking candidate, Mr.Takudzwa E. Rera
29. THAT if the highest-ranking candidate Mr. Takudzwa E Rera turns down the offer, the post of Occupational Health and Safety Graduate Trainee Grade 7, be offered to the second highest-ranking candidate, Praise Mondera.
30. THAT if the second highest-ranking candidate Ms Praise Mhorera turns down the offer, the post of Occupational Health and Safety Graduate Trainee Grade 7, be re - advertised.
31. THAT the post of Monitoring and Evaluation Graduate Trainee Grade 7 be offered to the highest-ranking candidate, Mr. Anesu Munikwa.
32. THAT if the highest-ranking candidate Mr. Anesu Munikwa turns down the offer, the post of Monitoring and Evaluation Graduate Trainee Grade 7 be offered to the second highest-ranking candidate, Ms Sichelesiwe. G. Ncube.
33. THAT if the second highest-ranking candidate Ms Sichelesiwe G. Ncube turns down the post of Monitoring and Evaluation Graduate Trainee Grade 7, be offered to the third highest-ranking candidate, Mr Clive Sakahuni.
34. THAT if the third highest-ranking candidate Mr Clive Sakauni turns down the offer the post of Monitoring and Evaluation Graduate Trainee Grade 7, be re-advertised.
35. THAT the post of Estates and Valuation Graduate Trainee Grade 7 be offered to the highest-ranking candidate, Ms. Chenesai Sigauke.
36. THAT if the highest-ranking candidate Ms.Chenesai Sigauke turns down the offer, the post of Estates and Valuation Graduate Trainee Grade 7 be offered to the second highest-ranking candidate, Ms Junior Loreta Makota
37. THAT if the second highest-ranking candidate, Ms Junior Loreta Makota turns down the offer, the post of Estates and Valuation Graduate Trainee Grade 7 be offered to the third highest-ranking candidate, Mr Delight Tichavengana.
38. THAT if the third highest-ranking candidate Mr Delight Tichavengana turns down the offer, the post of Estates and Valuation Graduate Trainee Grade 7 shall be re-advertised.

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39. THAT the post of Local Governance and Administration Graduate Trainee Grade 7 be offered to the highest-ranking candidate, Mr. Confidence Takundwa.
40. THAT if the highest-ranking candidate Mr. Confidence Takundwa turns down the offer, the post of Local Governance and Administration Graduate Trainee Grade 7, be offered to the second highest-ranking candidate, Mr. Kudakwashe Zvandaziva.
41. THAT if the second highest-ranking candidate, Mr. Kudakwashe Zvandaziva turns down the offer, the post of Local Governance and Administration Graduate Trainee Grade 7 be offered to the third highest-ranking candidate, Mr. Bornbright Hove
42. THAT if the third highest-ranking candidate Mr. Bornbright Hove turns down the offer, the post of Local Governance and Administration Graduate Trainee Grade 7 the post shall be re-advertised.
43. THAT the post of Accounting Graduate Trainee Grade 7 be offered to the highest-ranking candidate, Ms. Mercy Midzi
44. THAT if the highest-ranking candidate Ms. Mercy Midzi turns down the offer, the post of Accounting Graduate Trainee Grade 7 be offered to the second highest-ranking candidate, Mr. Fredrick A. Jack.
45. THAT if the second highest-ranking candidate Mr. Fredrick Jack turns down the offer, the post of Accounting Graduate Trainee Grade 7 re -advertised.
46. THAT the post of Civil Engineering Graduate Trainee Grade 7 be offered to the highest-ranking candidate, Mr. Carlos Mhare
47. THAT if the highest-ranking candidate Mr. Carlos Mhare turns down the offer, the post of Civil Engineering Graduate Trainee Grade 7 be offered to the second highest-ranking candidate, Darlington A. N. Nyakudya.
48. THAT if the second highest-ranking candidate, Darlington A. N. Nyakudya turns down the offer, the post of Civil Engineering Graduate Trainee Grade 7 be offered to the third highest-ranking candidate, Ms. Panashe Musademba.
49. THAT if the third highest-ranking candidate Ms. Panashe Musademba turns down the offer, the post of Civil Engineering Graduate Trainee Grade 7 shall be re -advertised.
50. THAT the post of Chemical Engineering Graduate Trainee Grade 7 be offered to the highest-ranking candidate, Ms. Betha Mudamburi.

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51. THAT if the highest-ranking candidate Ms.Betha Mudamburi turns down the offer, the post of Chemical Engineering Graduate Trainee Grade 7, be offered to the second highest-ranking candidate, Ms Sibusiso G.Moyo.
52. THAT if the second highest-ranking candidate, Ms Sibusiso G.Moyo turns down the offer, the post of Chemical Engineering Graduate Trainee Grade 7, be offered to the third highest-ranking candidate, Mr. Tadiwa Mukahi.
53. THAT if the third highest-ranking candidate Mr Tadiwa Mukahi turns down the offer, the post of Chemical Engineering Graduate Trainee Grade 7, be re -advertised.
54. THAT the post of Information Communication and Technology Graduate Trainee Grade 7 be offered to the highest-ranking candidate, Mr. Tapiwa Makunde.
55. THAT if the highest-ranking candidate Ms. Tapiwa Makunde turns down the offer, the post of Information Communication and Technology Graduate Trainee Grade 7 be offered to the second highest-ranking candidate, Mr.Ashmore Tatenda Mawere.
56. THAT if the second highest-ranking candidate, Mr Ashmore Tatenda Mawere turns down the offer, the post of Information Communication and Technology Graduate Trainee Grade 7 be offered to the third highest-ranking candidate, Mr. Tatenda Hlapu.
57. THAT if the third highest-ranking candidate Mr Tatenda Hlapu turns down the offer, the post of Information Communication and Technology Graduate Trainee Grade 7 be re -advertised.
58. THAT the post of Economics Graduate Trainee Grade 7 be offered to the highest-ranking candidate, Ms. Nyaradzai Mushaninga.
59. THAT if the highest-ranking candidate Ms. Nyaradzai Mushaninga turns down the offer, the post of Economics Graduate Trainee Grade 7 be re-advertised.
60. THAT the post of Horticulture Graduate Trainee Grade 7 be offered to the highest-ranking candidate, Ms Primrose Chivamba.
61. THAT if the highest-ranking candidate Ms Primrose Chivamba turns down the offer, the post of Horticulture Graduate Trainee Grade 7 be offered to the second highest-ranking candidate, Mr. Michael Mswaz.
62. THAT if the second highest-ranking candidate, Mr. Michael Mswaz turns down the offer, the post of Horticulture Graduate Trainee Grade 7 be offered to the third highest-ranking candidate, Ms Angel D. Tirivokure.

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63. THAT if the third highest-ranking candidate Ms Angel D. Tirivokure turns down the offer, the post of Horticulture Graduate Trainee Grade 7 be re - advertised.
64. THAT the post of Quantity Survey Graduate Trainee Grade 7 be offered to the highest-ranking candidate, Mr.Takunda Chingombe.
65. THAT if the highest-ranking candidate Mr. Takunda Chingombe turns down the offer, the post of Quantity Survey Graduate Trainee Grade 7 be offered to the second highest-ranking candidate Mr Tasara Bristoon Bati
66. THAT if the second highest-ranking candidate, Mr.Tasara Bristoon Bati turns down the offer, the post of Quantity Survey Graduate Trainee Grade 7 be offered to the third highest-ranking candidate, Ms Chiedza Mugadza.
67. THAT if the third highest-ranking candidate Ms Chiedza Mugadza turns down the offer, the post of Quantity Survey Graduate Trainee Grade 7 be re -advertised.
68. THAT the post of Internal Audit Graduate Trainee Grade 7 be offered to the highest-ranking candidate, Mr. Simbarashe Tasara.
69. THAT if the highest-ranking candidate Mr. Simbarashe Tasara turns down the offer, the post of Internal Audit Graduate Trainee Grade 7 be offered to the second highest-ranking candidate, Ms. Debora Fuwayi.
70. THAT if the second highest-ranking candidate, Ms. Debora Fuwayi turns down the offer, the post of Internal Audit Graduate Trainee Grade 7 be offered to the third highest-ranking candidate, Ms Felistus Makaza.
71. THAT if the third highest-ranking candidate, Ms Felistus Makaza turns down the offer, the post of Internal Audit Graduate Trainee Grade 7 be re - advertised.
72. THAT the post of Land survey Graduate Trainee Grade 7 be offered to the highest-ranking candidate, Stephen Lakatess.
73. THAT if the highest-ranking candidate Stephen Lakatess turns down the offer, the post of Land survey Graduate Trainee Grade 7 be offered to the second highest-ranking candidate, Tariro W. Mafumbe.
74. THAT if the second highest-ranking candidate, Tariro W.Mafumbe turns down the offer, the post of Land survey Graduate Trainee Grade 7 be offered to the third highest-ranking candidate, Enard T. Nhopi.
75. THAT if the third highest-ranking candidate, Enard T. Nhopi turns down the offer, the post of Land survey Graduate Trainee Grade 7 be re - advertised.

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76. THAT the post of Public Relations Graduate Trainee Grade 7 be offered to the highest-ranking candidate, Craig Mavhenyengwa.
77. THAT if the highest-ranking candidate Craig Mavhenyengwa turns down the offer, the post of Public Relations Graduate Trainee Grade 7 be offered to the second highest-ranking candidate, Rujeko Mutsamwa.
78. THAT if the second highest-ranking candidate, Rujeko Mutsamwa turns down the offer, the post of Public Relations Graduate Trainee Grade 7 be re -advertised.
79. THAT the report of the Town Clerk be approved and adopted subject to the resolutions passed in relation thereto.
80. THAT the report of the Chamber Secretary be approved and adopted.

**307. AUDIT COMMITTEE**

IT WAS MOVED BY Councillor S.T. Marombedze, seconded by Councillor S. Shonhiwa

“THAT the minutes of the meetings of the Audit Committee held on 30 September 2025 and 23 October 2025 be adopted subject to the resolutions passed in relation thereto”

On minute 294 regarding illegal water reconnections in the commonage, the house expressed the need to put in place measures to reduce the practice since it would contribute to high non revenue water. It was highlighted that a Technical Sub Committee appointed by Council was working on measures to reduce non revenue water.

WHEREUPON the original motion was put as the substantive motion and it was

**RESOLVED**

THAT the minutes of the meetings held on 30 September 2025 and 13 October 2025 be approved and adopted subject to the resolutions passed as follows:

- 1, THAT the Acting Director of Engineering Services be instructed to install Boom Gates at Welby Avenue and Bradburn Street pick up and drop off points as an internal control measure to reduce revenue leakage.
2. THAT the Acting Director of Engineering Services be instructed to advise and educate owners of unregistered billboards in the City to approach Council for regularisation.
3. THAT the report of the Internal Audit Manager be adopted subject to resolutions passed in relation thereto.

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Consideration was given to the report of the Town Clerk on the request for the title and dignity of Alderman. It was reported that a request from former Councillors Against Chiteme and Babylon Beta for recognition and conferment of the status of Alderman for having served Council for a period of 10 (ten) years. Accordingly, Section 106 (1) and 106 (2) of the Urban Councils Act [*Chapter 29:15*] provides as follows;

*“(1) A municipal council may appoint to the dignity of alderman any person who has held office as mayor or councillor on that council for a period of, or for periods which in the aggregate amount to, “eight years or more in the case of mayor, or ten years or more in the case of a councillor.”*

*(2) An alderman may retain the title of alderman and use the crest and armorial bearings designed by the Council for Aldermen, whether he is a Councillor or not.”*

It was reported that former Councillors Against Chiteme and Babylon Beta served Council for an aggregate of 10 years 23 days each as detailed below:

<i>Term 1: 2013 – 2018</i>	Cumulative Period
30 July 2013 - 30 July 2018	5 years
<i>Term 2: 2018 – 2023</i>	
30 July 2018- 23 August 2023	5 years and 23 days
Total cumulative	10 years 23 days

It was highlighted that in terms of the Ministerial Circular No 12 ( CX/7) of 15 July 2025, the title of Alderman was an honorary title and does not carry any financial or material benefit.

The requests by the two former Councillors were granted. The motion was moved by Councillor S. Manyanga, Seconded by Councillor A. Time.

**RESOLVED**

1. THAT Councillor Against Chiteme and Councillor Babylon Beta having held office of Councillor for an aggregate of ten years each, be conferred the title and dignity of Alderman considering their contribution to the development of Masvingo.
2. THAT after conferment of the title of Alderman, Councillor Against Chiteme and Councillor Babylon Beta be authorised to utilise the Council Crest and Armorial bearings designated for Alderman.

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The meeting ended at 7.23 p.m.

**CONFIRMED THIS**

**DAY OF**

**2025**

**MAYOR**

**TOWN CLERK**