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**national treasury**

Department:  
National Treasury  
**REPUBLIC OF SOUTH AFRICA**

# Minimum Competency Levels

- Municipal Regulations on Minimum Competency Levels of June 2007;
- Municipalities and their entities given 5 ½ years to implement all the requirements lapsing on 1 January 2013;
- Implementation supported through MFMA Circulars 9, 17, 24, 47 and 60;
- Informal extension through MFMA Circular 60, applications for Special Merit Cases lapsing on July 2014;
- Formally extended through MFMA Exemption Notice of March 2014 lapsing 30 September 2015;
- Municipalities to institutionalize through their human resource processes of recruitment, training and development and retentions.

# Minimum competency levels ...continued

- National Treasury database shows varying levels of compliance on all the 4 areas of:
  - minimum higher education qualification; work related experience and performance agreement related matters as prescribed through the performance regulations and the FM and SCM competency levels;
- Most municipal officials meet 3 /4 (75%) requirements with an exception of a few outliers in the respective provinces;
- Fourth element of the FM and SCM competency level still work in progress for most including the 17 large municipalities.

# Minimum competency levels ...continued

- Municipalities are:
  - not providing an update through MFMA Circular 60, Annexure B Excel spreadsheet and unfortunately old data used to answer Parliament and Cabinet questions on these matters;
  - not following up with contracted training providers to secure LGSETA Statements of Results showing achievement on the FM and SCM competency levels.

# Minimum competency levels ...continued

- MFMA circular to be issued very soon to:
  - provide guidance on enforcement processes;
  - clarify the perceived contradiction between these regulations and the DCOG regulations on appointment and conditions of appointment for senior managers issued on 17 January 2014;
- Both sets of regulations are complementary;
- DCOG regulations take the minimum competency levels to the next level and introduces performance levels and rewards by implication;
- Regulations, 2(2)(b), Annexure A and B of the DCOG regulations elaborate further in that regard.

# Municipal Finance Management Internship Programme

- DoRA FMG condition to appoint a minimum of 5 interns over a multiyear period;
- Afford opportunities for permanent retention at the end of the internship programme (24 to 36 months);
- Let us build capacity of municipalities to deliver on the MFMA reforms in sustainable manner;
- We note that there are some of the large municipalities that have now institutionalized this flagship programme;
- The revised internship guideline makes reference to such models benchmark for other municipalities.
- Report performance information on retention to justify continued allocation of FMG to municipalities.

# MFMA Induction Programme

- Programme designed to complement the MFMA Interactive DVD Learning;
- Face to face induction to be institutionalized across all municipalities with the support of both PTs and NT;
- The programme seeks to professionalize the local government and make it a sector of choice for new and current incumbents;
- Relevant for relatively new officials within municipal environment with FM responsibilities including interns;
- Most provinces have already embraced this reforms through the support of the HR directors within municipalities.

End

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