

# ASSESSMENT OF THE CAPACITY OF CHIEF FINANCIAL OFFICERS (CFO'S) AT ALL SPHERES OF GOVERNMENT WITH A VIEW TO ENSURING EFFECTIVE FINANCIAL MANAGEMENT.

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**national treasury**

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



# PRESENTATION OUTLINE

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- **Background: Cabinet Memo 2021**
  - **DPSA Circular**
  - **Competency Framework for PFM**
  - **Discussion and Recommendations**
  - **Conclusion**

# INTRODUCTION & BACKGROUND



- The Cabinet has directed the MoF and the MPSA to collaborate to assess the capacity of the Chief Financial Officers (CFOs) in all spheres of government with a view to ensuring effective financial management.
- The National Treasury: Capacity Building (OAG) in collaborated with the Department of Public Service and Administration (DPSA) to issue a formal correspondence to all the national and provincial departments.

# DPSA'S CIRCULAR

- The DPSA issued letters to Heads of National and Provincial Departments on **14 March 2022** requesting them to complete the assessment questionnaire for the Chief Financial Officers.
- The focus of the assessment is on Organisational Structure within the Office of the CFO, vacancy rate, demographics, race, gender, disability, age, academic qualifications, professional body affiliation (where applicable) and experience in the occupation.

# DPSA'S CIRCULAR

54 National and Provincial Departments have submitted their CFOs assessment questionnaires as validated by the Accounting Officers (Head of Departments).

- A total of 19 submissions were received from the national departments,
- 11 from the Limpopo provincial departments;
- 12 submissions from the Mpumalanga provincial departments;
- 4 submissions from the Free State provincial departments;
- 7 submissions from the Northern Cape provincial departments; and
- 1 submission from the Gauteng provincial department.

To date, no additional submissions were received from the outstanding national departments nor the provincial departments that had not responded to the request, i.e., Kwa-Zulu Natal, Western Cape, Eastern Cape and North-West provinces, respectively.

# PROGRESS TO DATE

There has been a slow response rate to the above request. Below is a list of the national departments submitted:

No.	Departments
1	Social Development
2	Public Service Commission
3	CPSI
4	Transport
5	Office of the Chief Justice
6	Environmental Affairs Forestry and Fisheries
7	The Presidency
8	DPSA
9	COGTA
10	Tourism
11	State Security Agency
12	WYPD
13	Sports Arts and Culture
14	Small Business Development
15	Government Pensions Administration Agency
16	Justice and Constitutional Development
17	Trade , Industry and Competition
18	MISA
19	Water and Sanitation

# COMPETENCY FRAMEWORK FOR PFM



It was further observed that capacity of CFOs is affected by factors that are greater than the qualifications of the official holding the position, but other dynamics such as:

- The functional structure of the office
- The skills sets and competencies of other personnel supporting the CFO, i.e.
- Management accountants, Financial accountants and Supply Chain Management practitioners who play a role in the financial management value chain.

It is against this backdrop that the National Treasury (NT) developed the Competency Framework for Financial Management (CFFM) to define the skills, knowledge, technical and behavioural competencies for all finance practitioners. This was followed with a series of the development of the competency assessments for the PFM disciplines.

The competency assessment statements will be loaded onto the iDevelop toolkit to be used to conduct the assessments of the CFOs and the support staff/officials within the unit.

# DISCUSSION & RECOMMENDATIONS

- Departments to expedite the submissions to DPSA (Dec 2022)
- The Minister of Finance is expected to present the findings to the Cabinet (January 2023)

## Future planned activities:

- Phase two will focus on the support teams
- Phase three: Conducting the competency assessment for all the PFM Champions and practitioners.



# CONCLUSION...

Thank you  
Dankie  
Keyaleboga  
Ngiyabonga  
Ndza khensa

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**Thank You  
for  
Your Attention  
Appreciated**

