

**NATIONAL ASSEMBLY
QUESTION FOR WRITTEN REPLY
QUESTION NUMBER: 2647 [NW2936E]
DATE OF PUBLICATION: 7 SEPTEMBER 2018**

2647. Mr K J Mileham (DA) to ask the Minister of Finance:

Whether each (a) municipal manager and (b) chief financial officer of each municipality in the country meet the minimum competencies as specified in regulations 15 and 18 of the Municipal Regulations on Minimum Competency Levels; if not, in each case, (i) why not, (ii) which municipal managers and/or chief financial officers do not meet the minimum competencies and (iii) what steps have been taken to enforce compliance with these regulations?

NW2936E

REPLY:

- (a) Not all municipal managers and chief finance officers in municipalities are compliant with the regulations, which is subject to on-going discussion, monitoring and reporting between national government, provinces and municipalities.
- (b) **The Table 1** below indicates the levels of compliance for 257 municipalities across the nine provinces for the **municipal manager (MM) and Chief Financial Officer (CFO)** positions, as provided by the municipalities.
- (i) The information points to high vacancy rates, high staff turnover, and municipalities needing to expedite appointment processes.
 - (ii) See as reflected in the Table 1.
 - (iii) National Treasury has played an advocacy and supportive role to-date in promoting compliance of the regulations through engagements at various MM and CFO forums, including the MFMA joint meeting where Provincial Treasuries, Cooperative Governance, SALGA and office of the Auditor-General are represented.

TABLE 1

Status of the Minimum Competency Levels for MMs and CFOs as at 30 August 2018

Province	Number of Municipalities	Accounting Officers (AO)	AO Meet Minimum Competency	Chief Financial Officers (CFO)	CFO Meet Minimum Competency
Eastern Cape	39	27	11	26	11
Free State	23	20	9	25	13
Gauteng	11	11	6	25	3
KwaZulu-Natal	54	34	17	41	11
Limpopo	27	20	5	22	6
Mpumalanga	20	12	9	16	6
Northern Cape	22	29	12	27	7
North West	31	16	8	11	3
Western Cape	30	24	17	25	19
TOTAL	257	193	94	218	79

Source: National Treasury minimum competency levels database

The details of the municipalities' municipal managers and CFOs that are not compliant have been attached as **Annexure A** to this response.

Additional resources have been sourced through donor funds for selected smaller municipalities and the Financial Management Grant is made available to all municipalities needing assistance. There are at least a 100 regionally based Local Government Sector Education and Training Authority accredited training providers listed on the National Treasury website to also support regional based training.

After extensive consultation processes, the Minister of Finance will promulgate an amendment to, amongst others, regulations 15 and 18 of the Municipal Minimum Competency Regulations, to allow all officials 18 months from date of appointment to obtain the relevant competency levels. It will be mandatory for all municipal councils to make the latter a condition of employment in the employment contracts of effected officials. These proposed amendments will be promulgated shortly.

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ANNEXURE A

Minimum Competency Levels of Municipal Managers and CFOs across the nine (9) Provinces

Note: These details and the supporting data are as submitted by municipalities to National Treasury and are updated as and when new information is received in this regard.

EASTERN CAPE STATUS OF THE MINIMUM COMPETENCY LEVELS OF MMs and CFOs				
Municipality	Accounting Officer	Meet Minimum Competency	Chief Financial Officer	Meet Minimum Competency
BUF - Buffalo City	1	0	1	1
DC10 - Sarah Baartman	1	1	1	0
DC12 - Amathole	0	0	0	0
DC13 - Chris Hani	0	0	1	0
DC14 - Joe Gqabi	1	1	1	0
DC15 - O .R. Tambo	1	0	1	0
DC44 - Alfred Nzo	1	0	0	0
EC101 - Dr Beyers Naude	0	0	0	0
EC102 - Blue Crane Route	1	0	1	1
EC105 - Ndlambe	0	0	0	0
EC106 - Sundays River Valley	1	0	1	0
EC108 - Kouga	1	1	1	1
EC109 - Kou-Kamma	1	1	1	1
EC121 - Mbhashe	1	0	1	1
EC122 - Mquma	0	0	0	0
EC123 - Great Kei	1	0	1	0
EC124 - Amahlathi	0	0	1	0
EC126 - Ngqushwa	1	1	1	1
EC129 - Raymond Mhlaba	1	0	1	0
EC131 - Inxuba Yethemba	1	0	1	0
EC135 - Intsika Yethu	1	1	1	1
EC136 - Emalahleni (Ec)	1	1	1	1
EC137 - Engcobo	1	1	1	0
EC138 - Sakhisizwe	1	0	0	0
EC139 - Enoch Mgijima	0	0	0	0
EC141 - Elundini	1	0	1	0
EC142 - Senqu	1	1	1	0
EC145 - Walter Sisulu	0	0	0	0
EC154 - Port St Johns	1	1	1	0
EC155 - Nyandeni	1	1	1	1
EC156 - Mhlontlo	1	0	1	1
EC157 - King Sabata Dalindyebo	0	0	1	0
EC441 - Matatiele	2	0	0	0
EC442 - Umzimvubu	1	0	0	0
EC443 - Mbizana	1	0	1	1

EC444 - Ntabankulu	0	0	0	0
NMA - Nelson Mandela Bay	0	0	1	0
TOTAL	27	11	26	11

FREE STATE STATUS OF THE MINIMUM COMPETENCY LEVELS OF MMs and CFOs				
Municipality	Accounting Officer	Meet Minimum Competency	Chief Financial Officer	Meet Minimum Competency
DC16 - Xhariep	0	0	1	1
DC18 - Lejweleputswa	1	1	1	1
DC19 - Thabo Mofutsanyana	1	0	1	1
DC20 - Fezile Dabi	1	0	1	1
FS161 - Letsemeng	1	1	1	1
FS162 - Kopanong	1	1	1	0
FS163 - Mohokare	1	0	1	1
FS181 - Masilonyana	1	1	1	1
FS182 - Tokologo	0	0	0	0
FS183 - Tswelopele	1	1	1	1
FS184 - Matjhabeng	1	1	1	0
FS185 - Nala	1	0	1	0
FS191 - Setsoto	0	0	1	0
FS192 - Dihlabeng	1	0	1	0
FS193 - Nketoana	1	0	0	0
FS194 - Maluti-a-Phofung	1	0	1	0
FS195 - Phumelela	1	0	1	0
FS196 - Mantsopa	1	0	1	0
FS201 - Moqhaka	1	1	3	3
FS203 - Ngwathe	1	0	1	0
FS204 - Metsimaholo	1	1	1	0
FS205 - Mafube	1	0	1	1
MAN - Mangaung	1	1	3	1
TOTAL	20	9	25	13

GAUTENG STATUS OF THE MINIMUM COMPETENCY LEVELS OF MMs and CFOs				
Municipality	Accounting Officer	Meet Minimum Competency	Chief Financial Officer	Meet Minimum Competency
DC42 - Sedibeng	1	0	0	0
DC48 - West Rand	1	1	1	1
EKU - Ekurhuleni Metro	2	1	2	0
GT421 - Emfuleni	0	0	0	0
GT422 - Midvaal	1	1	1	1
GT423 - Lesedi	1	1	0	0
GT481 - Mogale City	1	1	1	1
GT484 - Merafong City	1	0	1	0
GT485 - Rand West City	1	1	1	0
JHB - City Of Johannesburg	1	0	17	0
TSH - City Of Tshwane	1	0	1	0
TOTAL	11	6	25	3

KWAZULU-NATAL STATUS OF THE MINIMUM COMPETENCY LEVELS OF MMs and CFOs				
Municipality	Accounting Officer	Meet Minimum Competency	Chief Financial Officer	Meet Minimum Competency
DC21 - Ugu	0	0	1	0
DC22 - uMgungundlovu	1	0	2	0
DC23 - Uthukela	1	1	1	0
DC24 - Umzinyathi	1	1	1	0
DC25 - Amajuba	1	0	1	0
DC26 - Zululand	1	1	0	0
DC27 - Umkhanyakude	1	0	0	0
DC28 - King Cetshwayo	0	0	1	0
DC29 - iLembe	0	0	0	0
DC43 - Harry Gwala	0	0	0	0
DC43 - Sisonke	0	0	2	0
ETH - eThekwini	1	0	3	2
KZN212 - Umdoni	0	0	1	0
KZN213 - Umzumbe	0	0	0	0
KZN214 - uMuziwabantu	0	0	0	0
KZN216 - Hibiscus Coast	2	0	2	0
KZN216 - Ray Nkonyeni	0	0	0	0
KZN221 - uMshwathi	0	0	0	0
KZN223 - Mpofana	0	0	0	0
KZN225 - Msunduzi	1	0	1	0
KZN226 - Mkhambathini	1	1	1	0
KZN227 - Richmond	1	0	1	0
KZN235 - Okhahlamba	0	0	0	0
KZN237 - Inkosi Langalibalele	1	0	1	1
KZN238 - Alfred Duma	0	0	0	0
KZN241 - Endumeni	1	1	1	0
KZN242 - Nquthu	1	1	1	1
KZN244 - Msinga	1	1	1	0
KZN245 - Umvoti	0	0	0	0
KZN252 - Newcastle	1	0	1	0
KZN253 - eMadlangeni	0	0	0	0
KZN254 - Dannhauser	1	1	1	1
KZN261 - eDumbe	1	0	1	0
KZN262 - uPhongolo	0	0	1	0
KZN263 - Abaqulusi	0	0	0	0
KZN265 - Nongoma	1	0	1	0
KZN266 - Ulundi	1	1	1	1
KZN271 - Umhlabuyalingana	0	0	1	0
KZN272 - Jozini	0	0	0	0
KZN275 - Mtubatuba	1	0	1	0
KZN276 - The New Big 5 False Ba	1	1	1	0
KZN281 - Mfolozi	1	0	1	0

KZN282 - uMhlathuze	1	1	1	1
KZN284 - uMlalazi	1	1	1	1
KZN285 - Mthonjaneni	1	1	0	0
KZN286 - Nkandla	1	1	1	1
KZN291 - Mandeni	1	0	1	0
KZN292 - KwaDukuza	0	0	0	0
KZN293 - Ndwedwe	1	0	0	0
KZN294 - Maphumulo	1	1	1	1
KZN433 - Greater Kokstad	0	0	1	1
KZN434 - Ubuhlebezwe	1	0	1	0
KZN435 - Umzimkhulu	1	1	1	0
KZN436 - Dr Nkosazana Dlamini	1	1	1	0
TOTAL	34	17	41	11

LIMPOPO STATUS OF THE MINIMUM COMPETENCY LEVELS OF MMs and CFOs				
Municipality	Accounting Officer	Meet Minimum Competency	Chief Financial Officer	Meet Minimum Competency
DC33 - Mopani	1	0	1	0
DC34 - Vhembe	1	0	1	0
DC35 - Capricorn	1	0	1	0
DC36 - Waterberg	0	0	0	0
DC47 - Sekhukhune	0	0	0	0
LIM331 - Greater Giyani	1	0	1	1
LIM332 - Greater Letaba	0	0	2	0
LIM333 - Greater Tzaneen	1	0	1	0
LIM334 - Ba-Phalaborwa	1	1	1	0
LIM335 - Maruleng	0	0	0	0
LIM341 - Musina	1	0	0	0
LIM343 - Thulamela	1	0	1	0
LIM344 - Makhado	1	1	0	0
LIM345 - LIM345	2	0	1	1
LIM345 - Makhado-Thulamela	2	1	2	0
LIM351 - Blouberg	0	0	0	0
LIM353 - Molemole	0	0	0	0
LIM354 - Polokwane	1	0	2	1
LIM355 - Lepelle-Nkumpi	1	0	1	0
LIM361 - Thabazimbi	0	0	0	0
LIM362 - Lephalale	1	1	1	1
LIM366 - Bela Bela	1	0	1	1
LIM367 - Mogalakwena	0	0	0	0
LIM368 - Modimolle-Mookgopon	1	0	2	0
LIM471 - Ephraim Mogale	0	0	0	0
LIM472 - Elias Motsoaledi	1	1	1	1
LIM473 - Makhuduthamaga	0	0	1	0
LIM476 - Fetakgomo-Greater Tuli	1	0	1	0
TOTAL	20	5	22	6

MPUMALANGA STATUS OF THE MINIMUM COMPETENCY LEVELS OF MMs and CFOs				
Municipality	Accounting Officer	Meet Minimum Competency	Chief Financial Officer	Meet Minimum Competency
DC30 - Gert Sibande	1	1	1	1
DC31 - Nkangala	1	1	1	1
DC32 - Ehlanzeni	1	1	1	1
MP301 - Albert Luthuli	1	1	1	1
MP302 - Msukaligwa	1	1	1	1
MP303 - Mkhondo	1	1	1	1
MP304 - Pixley Ka Seme (MP)	0	0	1	0
MP305 - Lekwa	1	1	0	0
MP306 - Dipaleseng	0	0	1	0
MP307 - Govan Mbeki	0	0	0	0
MP311 - Victor Khanye	0	0	1	0
MP312 - Emalahleni (Mp)	0	0	1	0
MP313 - Steve Tshwete	0	0	0	0
MP314 - Emakhazeni	1	0	1	0
MP315 - Thembisile Hani	1	1	1	0
MP316 - Dr J.S. Moroka	0	0	1	0
MP321 - Thaba Chweu	0	0	1	0
MP324 - Nkomazi	1	1	1	0
MP325 - Bushbuckridge	1	0	1	0
MP326 - City of Mbombela	1	0	0	0
TOTAL	12	9	16	6

NORTHERN CAPE STATUS OF THE MINIMUM COMPETENCY LEVELS OF MMs and CFOs				
Municipality	Accounting Officer	Meet Minimum Competency	Chief Financial Officer	Meet Minimum Competency
DC45 - John Taolo Gaetsewe	1	1	1	1
DC6 - Namakwa	1	0	1	0
DC7 - Pixley Ka Seme (Nc)	1	0	1	0
DC8 - Siyanda	1	1	1	1
DC8 - Z F Mgawu	0	0	0	0
DC9 - Frances Baard	1	1	0	0
NC061 - Richtersveld	0	0	1	0
NC062 - Nama Khoi	1	1	0	0
NC064 - Kamiesberg	1	0	1	0
NC065 - Hantam	1	1	1	0
NC066 - Karoo Hoogland	1	0	1	1
NC067 - Khai-Ma	1	0	1	0
NC071 - Ubuntu	1	0	1	0
NC072 - Umsobomvu	1	1	1	0
NC073 - Emthanjeni	1	1	1	0
NC074 - Kareeberg	1	1	1	1
NC075 - Renosterberg	1	0	1	0
NC076 - Thembelihle	1	0	1	0
NC077 - Siyathemba	1	0	1	0
NC078 - Siyancuma	1	0	1	0
NC082 - !Kai! Garib	1	0	1	0
NC084 - !Kheis	1	0	1	0
NC085 - Tsantsabane	1	1	1	1
NC086 - Kgatelopele	1	0	1	0
NC087 - Dawid Kruiper	0	0	1	1
NC091 - Sol Plaatje	1	1	1	0
NC092 - Dikgatlong	1	1	1	1
NC093 - Magareng	1	0	1	0
NC094 - Phokwane	1	0	0	0
NC451 - Joe Morolong	1	0	0	0
NC452 - Ga-Segonyana	1	0	1	0
NC453 - Gamagara	1	1	1	0
TOTAL	29	12	27	7

NORTH WEST STATUS OF THE MINIMUM COMPETENCY LEVELS OF MMs and CFOs				
Municipality	Accounting Officer	Meet Minimum Competency	Chief Financial Officer	Meet Minimum Competency
DC37 - Bojanala Platinum	0	0	0	0
DC38 - Ngaka Modiri Molema	0	0	0	0
DC39 - Dr Ruth Segomotsi Mompati	0	0	0	0
DC40 - Dr Kenneth Kaunda	1	0	0	0
NW371 - Moretele	1	0	1	0
NW372 - Madibeng	1	1	0	0
NW373 - Rustenburg	1	0	0	0
NW374 - Kgetlengrivier	1	1	1	1
NW375 - Moses Kotane	1	0	0	0
NW381 - Ratlou	0	0	1	0
NW382 - Tswaing	1	1	1	0
NW383 - Mafikeng	1	0	1	0
NW384 - Ditsobotla	0	0	0	0
NW385 - Ramotshere Moiloa	1	0	1	0
NW392 - Naledi (Nw)	1	0	1	0
NW393 - Mamusa	1	0	1	0
NW394 - Greater Taung	1	1	0	0
NW396 - Lekwa-Teemane	0	0	0	0
NW397 - Kagisano-Molopo	1	1	1	0
NW397 - Molopo-Kagisano	1	1	1	1
NW403 - City Of Matlosana	1	1	1	1
NW404 - Maquassi Hills	0	0	0	0
NW405 - Tlokwe-Ventersdorp	1	1	0	0
TOTAL	16	8	11	3

WESTERN CAPE STATUS OF THE MINIMUM COMPETENCY LEVELS OF MMs and CFOs				
Municipality	Accounting Officer	Meet Minimum Competency	Chief Financial Officer	Meet Minimum Competency
CPT - Cape Town	1	1	1	1
DC1 - West Coast	1	1	0	0
DC2 - Cape Winelands DM	1	1	1	1
DC3 - Overberg	1	1	1	1
DC4 - Eden	0	0	0	0
DC5 - Central Karoo	1	0	1	1
WC011 - Matzikama	1	1	1	1
WC012 - Cederberg	1	0	1	1
WC013 - Bergrivier	1	1	1	1
WC014 - Saldanha Bay	1	0	1	1
WC015 - Swartland	1	1	1	1
WC022 - Witzenberg	1	1	1	1
WC023 - Drakenstein	1	1	1	1
WC024 - Stellenbosch	1	1	1	1
WC025 - Breede Valley	1	0	1	1
WC026 - Langeberg	1	1	1	1
WC031 - Theewaterskloof	0	0	1	0
WC032 - Overstrand	1	1	1	1
WC033 - Cape Agulhas	1	1	1	1
WC034 - Swellendam	0	0	0	0
WC041 - Kannaland	0	0	0	0
WC042 - Hessequa	1	0	1	0
WC043 - Mossel Bay	1	1	1	0
WC044 - George	1	1	1	1
WC045 - Oudtshoorn	1	1	1	1
WC047 - Bitou	0	0	0	0
WC048 - Knysna	0	0	1	0
WC051 - Laingsburg	1	0	1	0
WC052 - Prince Albert	1	0	1	0
WC053 - Beaufort West	1	1	1	1
TOTAL	24	17	25	19