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Our Ref:

Your Ref:

Room 701, Bram Fischer Building

Date: 5 September 2019

Speaker

Council item

**REQUEST FOR APPROVAL FOR REGISTRATION OF MMM COUNCILLORS FOR DIPLOMA COMMERCE:PUBLIC RELATIONS AND CERTIFICATE COMMERCE : HUMAN RESOURCE MANAGEMENT BY UNIVERSITY OF THE FREE STATE FOR THE YEAR 2020.**

**1. Purpose**

The report seeks to obtain council approval for the enrolment of MMM councillors for Diploma Commerce: Public Relations and Certificate Commerce: Human Resource Management for 2020 which is offered by the Free State University in conjunction with SA CAMPUS Free State.

**2. Deliberations**

The Office of the Speaker has as one of its mandate's responsibility for Councillor development and training.

The office since 2017 has been sending councillors to the University of Fort Hare to study Local government law and administration certificate programme and out of 36 who studied the programme only 13 are furthering for the Diploma, but due to financial constraint that the municipality is facing we saw it fit that for those councillors who still need to pursue their studies that it be completed here in Mangaung.

The Office of Speaker has as one of its mandates the responsibility for Councillor Development and training. Section 16 of the Determination of Upper Limits of Salaries, Allowance and Benefits of different members of Municipal Councils, Government Gazette number 42143, issued in December of 2018 makes provision for the capacity

building for Councillors with the aim and intention to equip them with skills and knowledge necessary to enhance their efficiency in executing their functions. It is provided here that the Municipality contribute towards the payment of costs towards capacity building initiatives directed at Councillors.

The above mentioned Determination of Upper Limits further states that these capacity building initiatives include specific training conducted by National Departments, associated government agencies and SETAs, provincial departments, municipalities and organised local government through institutions of higher learning and further education and training colleges. Such training programs must be informed by the capacity building needs of a Municipality.

In pursuit of the above ideals and objectives, SA CAMPUS Free State on behalf of Municipality, working with the Free State University entered into an agreement for the provision of an accredited Diploma Commerce: Public Relations and Certificate Commerce: Human Resource Management for 2020. This is to enhance the skills levels and the development of Councillors welfare and development by making sure that councillors are given skills and opportunity to learn new knowledge in order to improve and execute excellently their mandate of serving their communities better and within the legal framework that underpins their responsibilities. These will open doors for those councillors who wish to register and further advance their development by obtaining credits from the modules presented in the certificate & diploma programmes.

Office of the Speaker working together with Sub-directorate Human Resources Development have previously conducted skills audit and needs of Councillors with the aim of initiating the necessary intervention such as the present. Again, the Office of Speaker was able to make provision in its budget to be able to achieve this objective, contrary to that the office of the Speaker is unable to take councillors to this course as the Training Budget Vote that was in the office of the Speaker previously was taken out of the budget without the Speaker being informed of such developments.

### **3. Human Resources implications**

The SA Campus on behalf of the University will be sending its personnel who will be conducting registration process and selection immediately after council has taken a resolution.

### **4. Financial implications**

4.1 At the moment there is no provision that has been made specifically to train councillors for any capacity development of councillors in the office of the Speaker. The City Manager and the Chief Financial Officer should identify the budget vote that should be used for training and capacity development of councillors, most importantly with the registration and enrolment of Councillors to the Free State University for Diploma Commerce: Public Relations and Certificate Commerce: Human Resource Management for 2020 until a vote have been created for Councillors training.

## 5. Recommendations

That Council recommend that:

- 5.1 the City Manager and the Chief Financial Officer are mandated to make financial provisions for the registration and enrolment of Councillors to Free State University for Diploma Commerce: Public Relations and Certificate Commerce: Human Resource Management for 2020
- 5.2 the Chief Financial Officer be mandated to create a vote for the Speakers Office for Councillors training and capacity development under cost centre 2902.
- 5.3 MMM should take financial responsibility for the registration of all Councillors in line with the provisions of the Determination of Upper Limits of Salaries, Allowance and Benefits of different members of Municipal Councils.

**Submitted by:**



Bonga Mncube  
Head: Speakers Office

Date: 05/09/2019

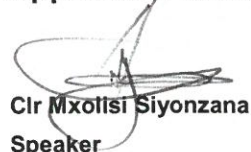
**Recommended / ~~not recommended~~**



Adv. Tankiso Mea  
City Manager

Date: 12/09/2019

**Approved / not approved**



Cnr Mxolisi Siyonzana  
Speaker

Date: 13/9/2019