

Your Ref: Clr J Sebolao

Our Ref: 12/1/9/4/2

Room 201, Bram Fischer Building

Date: 13 July 2022

Clr J Sebolao  
Economic Freedom Fighters  
**Mangaung Metropolitan Municipality**

Dear Councilor

### **RESPONSE TO RULE 38 QUESTION. APPOINTMENT OF THE CITY MANAGER.**

Your e-mail received on 1 July 2022, with regard to the above-mentioned matter refers.

#### **Question 1:**

**Why are you not submitting the report to the Council regarding, selection panel on the vacant position of the City Manager?**

There have been two attempts to fill the position of the City Manager by placing advertisement with the initial one being the advert that came out with the City Press issue of December 09, 2021, together with the erratum that came out on the same newspaper medium being the City Press issue of January 16, 2022, which also had the effect of extending the closing date to January 24, 2022. No further action was taken in compliance with the applicable regulations in this regard hence the re-advertisement through the same newspaper medium, City Press issue of April 10, 2022. It must be acknowledged that FS CoGTA advised the City to issue an erratum essentially extending the closing date from April 29, 2022, to May 06, 2022.

Once again, Regulation 12 for appointment of Senior Managers mandates council to appoint selection panel to conduct shortlisting and interviews and make recommendation to council on the appropriate candidate to be appointed by municipal council. The last advert to for the position of City Manager was issued at City Press on 06 August 2022 closing on 26 August 2022. The municipality has developed process plan to be tabled for council for approval. It should be noted that the macro structure is currently being finalised with reduction of Head of Departments from status of 9 positions of Heads of Department into 7 positions, having a bearing on advertisement of Heads of Department. It is imperative that the macro structure is tabled to council for approval to fast track advertainments and recruitment processes.

#### **Question 2:**

**The end of July 2022 will result in a full year of Mangaung Municipality's failure to appoint a City Manager, why are you failing to perform your fiduciary responsibilities?**

Response: The recruitment, selection and appointment process vest with Council but delegated to the Executive Mayor. However, it should be appreciated, that leadership instability at Executive Management Team (EMT) level of the City, unwittingly had the effect of undermining the expert technical support the Executive needed through the process and to finalize the matter.

**Question 3:**

**The National Minister, Dr. Nkosazana Zuma remarked during the Municipal Council meeting held on the 20 April 2022, that the processes to appoint Senior Managers of the municipality must continue as planned and the intervention team is coming to our city to support those processes, why these processes are not finalized and concluded?**

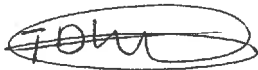
Response: The Interim EMT has already prepared a Council Item for the next ordinary Council meeting titled the "PROPOSED RECRUITMENT, SELECTION AND APPOINTMENT PLAN FOR SENIOR MANAGERS IN MMM IN TERMS OF SECTION 82 (a) OF THE MUNICIPAL STRUCTURES ACT 117 OF 1998 AND SECTION 56 OF THE MUNICIPAL SYTEMS ACT NO. 32 OF 2000" with clear turnaround times.

**Question 4:**

**Failure to appoint Mangaung Senior Management team will result to prolonged national intervention team in our city, or is that what you anticipate and planned for?**

The National Minister, of COGTA, Dr Nkosazana Zuma whilst introducing the National Intervention Team tenure, has indicated that the term of the team will be strictly six (6) months. The evaluation of progress, after the expiry of six (6) will determine, whether the tenure of the Intervention Team is extended or not. As, matters stand, the pronouncement of the National Minister, for the team to support MMM for six months, is still valid.

Yours faithfully



**Tebogo Motlashuping**  
**Acting City Manager**

Date: 16/08/2022