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File Reference: Filling of vacancies: HODs

Author: Adv NG Mpangane

Report Number: Designation:

Acting Head of Corporate Services

APPROVAL

- 1st Level: EMT (N/A)
- 2nd Level: Section 80 Committee (N/A)
- 3rd Level: MAYCO (N/A)
- 4th Level: Council (28/02/223)

READVERTISEMENT OF VACANT POSITIONS OF HEADS OF DEPARTMENTS AT MANGAUNG METROPOLITAN MUNICIPALITY IN ACCORDANCE WITH THE LOCAL GOVERNMENT MUNICIPAL SYSTEMS ACT AS AMENDED AND REGULATIONS

1. PURPOSE

The purpose of this report is to:

- 1.1 The purpose of this submission seek approval of council to readvertise the positions of senior managers accountable to the city manager in accordance with the Municipal Systems Act and Regulations.

2. BACKGROUND

- 2.1 On 07 November 2022, council approved the approved the advertisement of Heads of Departments after adoption of macro-organisational structure. The positions were advertised in November with closing date of 09 December 2022.

2 DISCUSSION

- 3.1 The positions of Heads Corporate Services, Head Technical Services and Chief Executive Officer were advertised with closing date 09 December 2022. The report to council requesting appointment of selection panels for furtherance of the recruitment, selection and appointment processes for senior managers was withdrawn at council meeting held on 19 December 2022 to allow the Executive Mayor further consultation with multy party which took place on 20 December 2022.

- 3.2 Due to the withdrawal of the council item for appoint of selection panel, the shortlisting process that should have occurred 30 days after closing date of the advert in line with the regulations lapsed on 10 January 2023 and the recruitment process could not be carried forward because to date the selection panels have not been appointed by council. It is worth noting that the appointment of selection panels is critical to furtherance the recruitment, selection and appointment of senior managers.

3 LEGISLATIVE PROVISIONS

- 3.1 The relevant piece of legislation that regulates the appointment of managers directly accountable to the municipal manager is as follows, namely: Local Government: Municipal Systems Amendment Act. Section 56 (1) (a)(ii) of Amendment Act provides that a municipal council, after consultation with the municipal manager, must appoint an acting manager directly accountable to the municipal manager under circumstances and for a period as prescribed.
- 3.2 Furthermore, the Regulations for appointment of senior managers prescribe that council must establish selection panels to conduct recruitment and selection and make recommendation to council to appoint the recommended candidates.

5. DELEGATIONS

- 5.1 The Executive Mayor oversee the administration component of the municipality.

6. IMPLICATIONS

6.1. FINANCIAL

- (a) The financial implication is for the readvertisements of the positions.

6.2. LEGAL

- (a) Municipal council must appoint selection panel for the recruitment, selection and appointment of managers accountable to the City Manager in accordance with the Regulations

6.3. COMMUNICATION

None

6.4. COMMUNITY & SERVICE DELIVERY


The absence of head of administration impacts on development of long-term visions and strategies to improve service delivery. The uncertainty, high turnover of the municipal manager and managers reporting to the municipal manager brings in instability in administration, uncertainty, lack of continuity in administration leading to different approaches and turn around strategies.

7. RECOMMENDATION

IT IS RECOMMENDED THAT COUNCIL:

- (a) note that the computation of time for shortlisting of applications of the advertised position of the Chief Financial Officer, Heads of Department Technical Services and Corporate Services has since lapsed on 10 January 2023.
- (b) Approve readvertisement of positions of senior manager accountable to the municipal manager in accordance with the Municipal Systems Act and the Regulations.
- (c) Approve that all vacant positions of senior managers accountable to the City Manager be filled within 3 months.

8. WRITTEN BY:


Adv N. MPANGANE
ACTING HOD: CORPORATE SERVICES


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DATE

9. APPROVED BY:


T Motlashuping (Mr)
ACTING CITY MANAGER


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DATE

10. APPROVED BY:


Cnr Mxolisi Siyonzana
EXECUTIVE MAYOR


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DATE

11. RATIFIED BY:

MS Gugu Malaza
NATIONAL CABINET REPRESENTATIVE

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DATE

12. ANNEXURES

- 12.1 ANNEXURE A : LOCAL GOVERNMENT : MUNICIPAL SYSTEMS ACT,**
- 12.2 ANNEXURE B : LOCAL GOVERNMENT : REGULATIONS ON APPOINTMENT
AND CONDITIONS OF EMPLOYMENT OF SENIOR MANAGERS**