



MANGAUNG
METRO MUNICIPALITY
METRO MUNISIPALITEIT
LEKGOTLA LA MOTSE

OFFICE OF THE
NATIONAL CABINET
REPRESENTATIVE

Our Ref: REPORT ON THE RECRUITMENT OF THE CITY MANAGER **Ref:** MMM Council 001/23

Phone: (051) 405 8037

Fax:

23 January 2023

The Speaker
Mangaung Metropolitan Council
Attention : Ms Lockman

RE: REPORT ON THE RECRUITMENT OF THE CITY MANAGER

The above matter refers.

1. BACKGROUND

- 1.1. On our arrival, in November 2022 the selection of the 5 most suitable candidates for the City Manager position had been identified by the Selection Panel, with the concurrence of the Previous NCR, Mr. Maseko.
- 1.2. Based on his (Mr. Maseko) ratification, it is our considered view that the shortlisting process which resulted in the five most suitable candidates was transparent and procedurally objective;
- 1.3. On the 7th of November 2022, the National Minister of Finance, the Hon. Godongwane attended a special council meeting and strictly gave the council the following non-negotiable instructions:
 - 1.3.1. Appoint the City Manager by the 30th of November 2022; and
 - 1.3.2. Appoint the rest of the Senior Managers by the 28th of February 2022;
- 1.4. On the joint meeting with the Executive Management Team (EMT), NCR and Senior COGTA officials, held on the 8th of November 2022, the NCR Governance Expert recommended that the five candidates be subjected to the psychometric assessments prior to the interviews. The outcomes of the results would remain

PO Box 3704, Bloemfontein 9300 Room 214, 2nd floor, Bram Fischer Building, Cnr Nelson Mandela & Markgraaff Street
E-Mail: @mangaung.co.za Website: www.mangaung.co.za

sealed and only opened after the interviews with an intention to short-circuit the process, this was shot down by the meeting;

- 1.5. On the 10th of November 2022, the NCR, and NCR Support on Governance matters, Mr. Mxolisi Nkosi, were invited to the interviews. Before the commencement of the interviews, the NCR raised sharply the issues surrounding the presence of the Acting City Manager as a member of the panel. This was informed by the Regulations, namely regulation 12.3 dealing with the selection panel of Municipal Managers and Senior Manager. Regulation 12.3 obliges council to appoint a selection panel for appointment of a municipal manager consisting of at least three and not more than five members, constituted as follows- (i) the executive mayor / mayor or delegate from the council, who will serve as the chairperson; (ii) one councillor designated by the municipal council (preferably the mayoral committee member or relevant portfolio head); (iii) at least one other person who is not a councillor or **a staff member of the municipality**, with expertise or experience in the role of the municipal manager; and (iv) If a selection panel consisting of more than three members is preferred, **the fourth and fifth members shall not be councillors**.
- 1.6. The NCR further mentioned that the Acting city Manager was seconded in terms of sub-regulation 20 and was therefore, fully a City Manager and not a local government specialist as referred to in Sub-regulation 12.3 above. The Panel did not agree with the view presented by the NCR and in the interest of progress, the NCR allowed the interviews to proceed as planned.
- 1.7. During the interviews, three candidates were recommended as suitable and therefore recommended for the psychometric testing;
- 1.8. A number of invites for the finalisation of the recruitment process by the Selection Panel were sent to the office of the NCR and would later be postponed without giving reasons;
- 1.9. Eventually a selection panel meeting was convened virtually on Friday the 23rd of December 2022, scheduled for 14h00. This was basically the last working day before the summer holidays for those who had not closed on the 16th of December 2022. Both the NCR and the NCR Governance Specialist were unavailable due to family travel commitments and tendered their apologies; The meeting went ahead without the NCR team, but more worrying was that the minutes of the meeting of the 23rd of December were not circulated to the Selection Panel. As such the NCR could not comment on the validity of that meeting and unable to provide concurrence on this part of the recruitment process;
- 1.10. A selection panel meeting was convened on the 12th of January 2023, with an intention of finalising a report to the council. The NCR attempts to raise certain issues were short down and the panel decided to proceed with the report as incomplete as it was;

2. NCR TERMS OF REFERENCE

2.1. The NCR's terms of reference include amongst others the following:

- 2.1.1. Attend meetings of Council, Mayoral Committee and Top Management in an advisory capacity;
- 2.1.2. Assist the Executive Mayor and the Accounting Officer in the development of human resource capacity to a level that enables it to perform its functions and exercise its functions in an economic, transparent, effective, efficient, and accountable ways;
- 2.1.3. Assist in the recruitment and selection process for the appointment of Senior Managers including the Accounting Officer in the municipality;

3. CONCLUSION

3.1. It is therefore the view of the NCR that recruitment process has not been properly finalised due to the following;

- 3.1.1. A candidate must be recommended to council based on the combination of the interview performance and psychometric assessments. This has not been done.
- 3.1.2. In addition, the Selection Panel has to recommend the second and third preferred candidates as per regulation 15(6) of regulations dealing with the appointment and conditions of employment of senior members, which states that ***“the selection panel must recommend the second and third suitable candidates to minimise delays that may arise in the filling of the post if the first choice candidate declines or does not accept the offer of employment”***.
- 3.1.3. There is no record on how the Selection Panel has dealt with the performance of the three candidates on the Psychometric assessments;
- 3.1.4. The Acting HOD, brought two court rulings dealing with the make-up of the selection panel for the Municipal Manager, and this poses a threat on the MEC refusing to give his concurrence on this recruitment and selection process. Despite this, the selection panel has opted to ignore the two court rulings.

It is against this background that the NCR is unable to support the recruitment report that is to be presented for consideration by the Council. Accordingly, the report and its recommendation shall not be ratified by the NCR.

Your cooperation in this regard, will be highly appreciated.

Hoping that all is in order



Ms. G.P. Malaza
National Cabinet Representative

cc: The Executive Mayor – Mangaung Metropolitan Municipality
The Acting City Manager – Mangaung Metropolitan Municipality
NCR Governance and Institutional Development Expert

RECRUITMENT FOR THE CITY MANAGER POSITION

FIRST INTERVIEWS HELD ON THE 10TH OF NOVEMBER 2022
OPTION 1

COMPETENCIES	CANDIDATE	MR. N. MGOQI 1	SCORES	MR. K.T. SIGIDI 2		MS. E. ROCKMAN 3	
LEADING COMPETENCIES							
1	Strategic Direction and Leadership	Basic	0	Competent	3	Basic	0
2	People Management	Competent	3	Competent	3	Competent	3
3	Program and Project Management	Basic	0	Competent	3	Basic	0
4	Financial Management	Basic	0	Basic	0	Basic	0
5	Change Management	Basic	0	Basic	0	Basic	0
6	Governance and Leadership	Competent	3	Competent	3	Competent	3
Overall		BASIC	6	COMPETENT	12	BASIC	6
CORE COMPETENCIES							
1	Moral competence	Adanced	4	Competent	3	Competent	3
2	Planning and Organising	Competent	3	Competent	3	Competent	3
3	Analysis and innovation	Competent	3	Competent	3	Basic	0
4	Knowledge and information management	Basic	0	Basic	0	Basic	0
5	Communication	Basic	0	Competent	3	Competent	3
6	Results and quality focus	Competent	3	Competent	3	Competent	3
Overall		COMPETENT	13	COMPETENT	15	COMPETENT	12
OVERALL SCORING		COMPETENT	19	COMPETENT	27	COMPETENT	18
SCORES FROM INTERVIEWS			87		81		80
TOTAL SCORES			<u>106</u>		<u>108</u>		<u>98</u>
FINAL RATING			2		1		3

OPTION 2

COMPETENCIES	CANDIDATE	MR. N. MGOQI 1	SCORES	MR. K.T. SIGIDI 2		MS. E. ROCKMAN 3	
LEADING COMPETENCIES							
1	Strategic Direction and Leadership	Basic	0	Competent	10	Basic	0
2	People Management	Competent	10	Competent	10	Competent	10
3	Program and Project Management	Basic	0	Competent	10	Basic	0
4	Financial Management	Basic	0	Basic	0	Basic	0
5	Change Management	Basic	0	Basic	0	Basic	0
6	Governance and Leadership	Competent	10	Competent	10	Competent	10
Overall		BASIC	20	COMPETENT	40	BASIC	20
CORE COMPETENCIES							
1	Moral competence	Adanced	15	Competent	10	Competent	10
2	Planning and Organising	Competent	10	Competent	10	Competent	10
3	Analysis and innovation	Competent	10	Competent	10	Basic	0
4	Knowledge and information management	Basic	0	Basic	0	Basic	0
5	Communication	Basic	0	Competent	10	Competent	10
6	Results and quality focus	Competent	10	Competent	10	Competent	10
Overall		COMPETENT	45	COMPETENT	50	COMPETENT	40
OVERALL SCORING		COMPETENT	65	COMPETENT	90	COMPETENT	60
SCORES FROM INTERVIEWS			87		81		80
TOTAL SCORES			<u>152</u>		<u>171</u>		<u>140</u>
FINAL RATING			2		1		3