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## CIRCULAR 19 /2017

**FROM : CHIEF EXECUTIVE OFFICER**

**TO : EXECUTIVE MAYORS/MAYORS  
SPEAKERS  
MUNICIPAL MANAGERS**

**DATE : 05 SEPTEMBER 2017**

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### **MUNICIPAL LEADERSHIP COMPETENCY ASSESSMENT CENTRE ROADSHOWS**

#### **1. PURPOSE OF THIS CIRCULAR**

To alert municipal representatives about the Municipal Leadership Competency Assessment Centre (MLCAC) roadshows which would be convened in all provinces from September 2017 onwards.

#### **2. INTRODUCTION AND BACKGROUND**

Inaugurated during the 2013 National Members Assembly, the SALGA Centre for Leadership and Governance (SCLG), appreciating the challenges facing the local government sector, resolved to enhance cooperation and sharing of learning between municipalities towards finding solutions to improve delivery of services.

The SCLG drives a developmental agenda through active reflection and thought leadership programmes. Targeting elected local government leaders and senior managers in South Africa and the SADC Region, the SCLG programmes focus on enhancing leadership and governance capabilities to drive professionalism and excellence in a dynamic and complex municipal environment.

One of the SCLG's recently released product is the Municipal Leadership Competency Assessment Centre (MLCAC). The primary objective of the MLCAC is to support municipalities

to comply with the 2014 local government regulations for the appointment and conditions of employment of senior managers.

The MLCAC has, since March 2017 conducted competency assessment for one hundred (100) candidates for senior management posts in approximately nineteen (19) municipalities. This service is offered at no cost to the municipalities, due to the subsidy secured from the Local Government Sector Education and Training Authority (LGSETA).

Given the different understanding that CoGTA has with regards to this service as evident in their circular No 04/2016, the SALGA National Executive Committee (NEC), resolved in its last meeting that a roadshow programme should be undertaken to create awareness. The roadshows intend to bring the product closer to the beneficiaries as well as to address all areas of uncertainty about the service. The ultimate objective is to ensure that the service benefits all the municipalities and that the MLCAC offering becomes the service of choice.

### **3. ROADSHOW DETAILS**

As part of ongoing measures to support municipalities SALGA would be convening roadshows from September. The theme, objectives and value add for municipalities are detailed below:

#### **i. Roadshow Theme**

The theme: ***“Deploying the right competencies to inspire service delivery – Why Talent Management Matters”***

#### **ii. Roadshow Objectives**

The objectives of the roadshow are:

- To clarify contentious issues between SALGA and CoGTA with regards to competency assessments;
- To institutionalise talent management;
- To clarify MLCAC relationship to broader SALGA strategic thrust - Professionalisation of Local Government
- To engage on support offered by SALGA on competency assessments through the SCLG MLCAC.

#### **iii. Roadshow Value Add for Municipal Delegates**

The following representatives from municipalities are invited:

- The Executive Mayor or Mayor - Increasing leadership accountability for talent;
- The Speaker - Assist in overseeing talent-related risks;
- The Political Head of the Corporate Services Portfolio - Maintaining the right talent oversight by the political leadership;
- The Municipal / City Manager - Learn how to develop and implement a talent acquisition strategy;

- The Corporate Services Directors and Heads of Human Capital Management - Learn more on how analytics and measurement can enable strategic decision-making in talent acquisition, retention, recruitment effectiveness, performance, total rewards and employee movement, using assessments to put the right person in the right job and for leadership development.

A notice with the actual dates and venues shall be communicated in due course.

I trust you find the above in order.

Yours sincerely,



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**XOLILE GEORGE**  
**CHIEF EXECUTIVE OFFICER**

***Cc: Provincial Executive Officers - SALGA***