

Enquiries: Mr. Rio Nolutshungu

Tel: 012 369 8000

Fax: 012 369 8001

E-mail: rnolutshungu@salga.org.za



Physical:
Block B, Menlyn Corporate Park,
175 Corobay Ave, Waterkloof
Glen Ext II, PRETORIA 0181

Postal: PO Box 2094,
PRETORIA 0001

CIRCULAR 34 / 2022

FROM : CHIEF EXECUTIVE OFFICER

TO : EXECUTIVE MAYORS / MAYORS
SPEAKERS, POLITICAL HEADS OF CORPORATE SERVICES PORTFOLIO COMMITTEES
CITY / MUNICIPAL MANAGERS
HEADS OF CORPORATE SERVICES/HUMAN RESOURCES

DATE : 6 SEPTEMBER 2022

SCHEDULING CONFIRMATION OF THE 4TH ANNUAL LOCAL GOVERNMENT HYBRID TALENT MANAGEMENT SEMINAR AND CALL FOR MUNICIPAL DELEGATES REGISTRATION

1. PURPOSE OF THE CIRCULAR

The purpose of this circular is to:

- a) Confirm to municipalities that the **4th Annual Local Government Talent Management Seminar** will be held on **29 – 30 September 2022** in a Hybrid delivery format – virtual seminar connection and in venue gathering at the **Birchwood Hotel & OR Tambo Conference Centre in Gauteng**.
- b) Encourage municipal delegates as per the specified target audience to register for the attendance.
- c) Inform municipalities that this seminar is held during the 2nd quarter of SALGA's 2022/23 financial year and to confirm related matters.

2. BACKGROUND AND STRATEGIC CONTEXT

Improving the professional capacity of local government has been a key element of the reform agendas preceding the National Development Plan vision 2030 of building a capable and ethical state. As part of its 2022-2027 strategic agenda as illustrated on the image below, the SALGA's 5th national conference held on 2-4 March 2022, resolved to repurpose the local government professionalisation model.

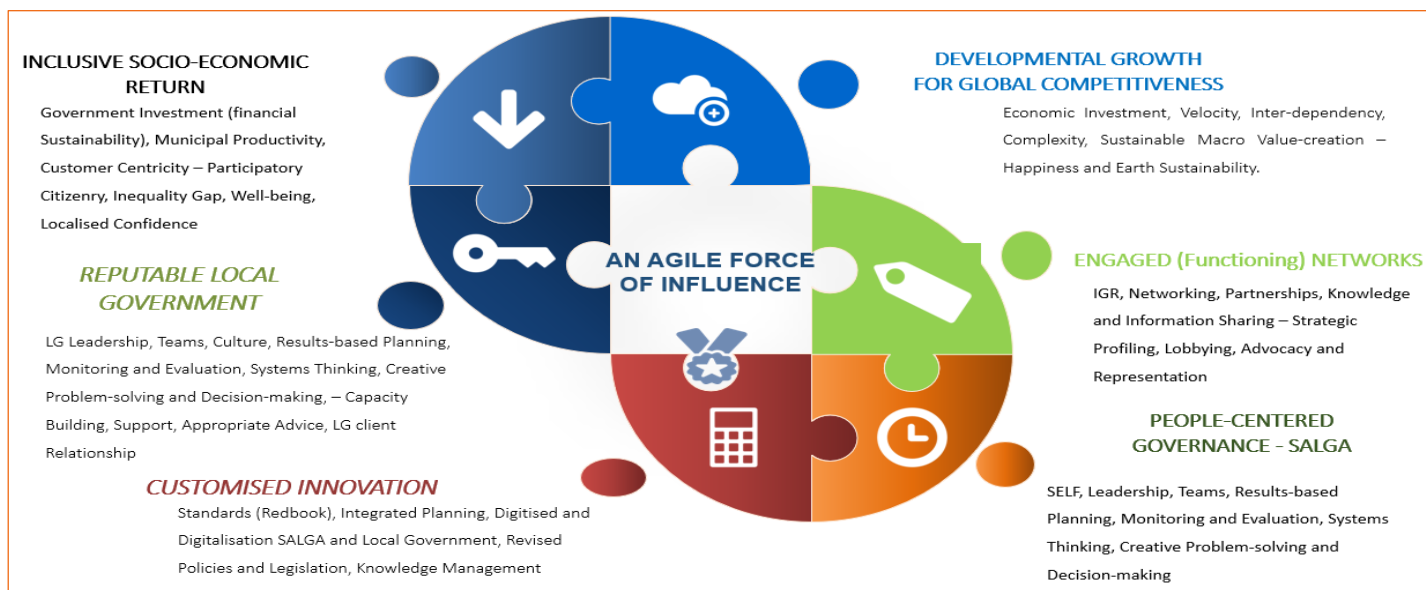


Tel: 012 369 8000 | Fax: 012 369 8001

PHYSICAL: Block B, Menlyn Corporate Park, 175 Corobay Ave, Waterkloof Glen Ext 11, Pretoria 0181

POSTAL: PO Box 2094, Pretoria 0001

www.salga.org.za



As part of executing the above mandates, SALGA formulates and implements a range of leadership focused interventions aimed at enhancing the capacity of municipalities to adequately respond to the prevailing challenges, through amongst others, the SALGA Centre for Leadership and Governance (SCLG).

The SALGA seminar series is a high impact, demand driven learning event that forms part of the broader human capital management practitioners Continuous Professional Development and a platform for knowledge sharing. The programme is shaped to respond to assessments conducted into the state of human capital management by SALGA and other stakeholders from time to time.

The overall objectives of the seminar programme are, inter alia to:

- Keeping the municipal political leadership, senior management, and practitioners abreast of important developments in the arena of talent management systems;
- Creating a platform for municipal political, senior management and practitioners to network and share best practices based on their particular and/or peculiar experiences on the ground;
- Creating a platform for thought leadership and engagement between industry thought leaders and municipal practitioners;
- Creating an enabling environment for effective advocacy and constituency immersion on SALGA programmes and interventions
- Creating a user-friendly and open reflective opportunity that enables problems experienced at a local level to be surfaced with a view of generating mutually beneficial solutions that contribute to high performing organisations;
- Assessing capacity development needs of the sector in the arena of talent management systems; and
- Facilitate a platform to enhance accountability and human capital governance within municipalities.



The various topics to be presented in this seminar draw from thought leadership insights, municipal case studies, best practices and panel discussions.

2.1. THE SEMINAR THEME FOR THE 4th ANNUAL LOCAL GOVERNMENT TALENT MANAGEMENT SEMINAR

The 3rd Instalment of this seminar was delivered in September 2021 amid the Covid – 19 pandemic, requiring execution in a virtual format, while adhering to health and safety regulations as risk mitigating strategies to avoid exposure to speakers and organising teams. The lessons learned thereof are very important informing the delivery of the 4th instalment to embed newly found skills and insights.

The theme for this seminar, **“Repositioning the Effectiveness of Talent Management as a Catalyst for Local Government Professionalisation”**, takes a deep dive into equipping municipal delegates with actionable insights on various subthemes such as, building talent resilience in turbulent times, managing change and other pandemic induced dynamics, business continuity, managing remote working, talent optimisation and the importance of strengthening talent selection processes. It is also necessary to explore and leverage the digital revolution that continues to redefine the learning and development terrain as well as analytics, data integrity and artificial intelligence impacting the world of talent.

The seminar will provide municipal practitioners the necessary tools to manage talent through ensuring and promoting a healthy working environment and workforce by adopting and implementing effective approaches and programmes for business continuity and instil an organisational culture of high performance in the era of change.

2.2. SUMMARY OF TOPICS TO BE COVERED

The two days' interactive seminar will draw and explore insights from some of the topical items listed below to advance the core essence of the theme as well as respond to emerging trends, matters arising from the previous seminars and representations made by municipal delegates in terms of future potential programme content areas. These are mostly anchored on the lessons from the COVID-19 impact on municipalities:

- Repositioning employee wellness – Managing talent for Improved service delivery
- Repositioning occupational health and safety at the center of organizational efficiency – managing workplace risk plans
- Employee engagement – understanding the lived experiences of employees in midst of a pandemic
- Transition from organizational designing for efficiency to designing for resilience
- Emerging policy, regulatory and legislative reforms in the sector that impact on the talent management space
- Municipal perspectives on innovative measures deployed in managing talent and human resource practices
- Designing of relevant and impactful e-learning systems to enhance learning experiences
- Development of effective learning and development strategies and plans
- Virtual talent recruitment
- Managing talent remotely – working from home
- Reward and recognition strategies – retaining top skills
- Investing in technology and understanding data and analytics



This seminar will be delivered through a combination of methodologies with a focus on thought leadership insights, keynote presentations, case studies, panel discussions and simulated demonstrations. For the record, this seminar like all other iterations in the SALGA seminar offering, is accredited by the South African Board of People Practices (SABPP) for which each seminar participant will receive a CPD certificate.

3. DATE, DURATION AND DELIVERY METHOD

This seminar will take place on **29 – 30 September 2022** and will be streamed primarily via Zoom with complimentary presence in selected social media platforms for delegates connecting virtually.

4. ENVISAGED MUNICIPAL DELEGATION FOR THIS SEMINAR

The target audience for this seminar includes those fulfilling these roles within the Human Resources Management and Organisational Development work environment, including the following critical role players in the municipal talent management space:

- Portfolio Heads or Chairpersons of Portfolio Committees responsible for Human Resource Management (HRM)
- Municipal Managers
- Head of Department for Corporate Services and/or HRM
- Human Resource/Employment Equity/Occupational Health Practitioners
- Skills Development Facilitators
- Human Resource Development Practitioners
- Training Managers/Officers
- ETD Practitioners

5. SEMINAR COST TO DELAGATES

No fee is charged for participation in the seminar as SALGA offers this as a value add to its members and will be delivered in a Hybrid format. Municipalities and attending delegates are, however, liable for the cost of their data and internet connectivity, cost of their travel and accommodation where applicable, as well as other related incidental costs.



6. SEMINAR DELIVERY MECHANISM AND THE REGISTRATION PROCESS

All interested delegates are required to complete an RSVP form which is obtainable via the following links:

Virtual Attendance Registration link <https://salga-org-za.zoom.us/meeting/register/tJcvdu-hrTlpGtzEbSM0S4XOt0S9oSgNL5fa>

Physical Attendance Registration link <https://forms.office.com/r/CTLabc0SWK>

The registration should reach SALGA before close of business on **23 September 2022**, wherein the system will automatically close. This will enable SALGA to determine the suitability and eligibility of all participants in this seminar. Thereafter, SALGA shall communicate directly with eligible participants via email to confirm their attendance and conclude their registration process.

7. SEMINAR REGISTRATION PROCESS

7.1. REGISTRATION PROCESS COMPLIANCE TO THE POPI ACT

Section 5 of the Protection of Personal Information Act 4 of 2013 dictates that data subject has the right to have his or her or its personal information processed in accordance with the conditions for the unlawful processing of personal information as referred to in Chapter 3 of the same legislation.

SALGA confirms and assures that data collected for registration purposes will be solely used for the intended purposes of establishing seminar database of community of practice and that the processing of such data will be compliant to prescripts and provision of the Act.

7.2. ESSENTIAL COMPONENTS FOR A SUCCESSFUL VIRTUAL CONNECTION

For those delegates attending virtually, to participate meaningfully in this seminar and without disruptions in connectivity, the following connectivity requirements apply:

This seminar will be held in a Hybrid Mode with a blend of in venue and virtual delegates, as well as in venue set up for speakers and panellists.

ENROLMENT FOR SEMINAR	CONNECTION HARDWARE AND SOFTWARE	STABLE AND RELIABLE ACCESS TO DATA
Eligible participants are required to complete the registration process within the set deadlines.	A computer, smartphone, tablet with internet access, Zoom application preferable	3/4G data connection, WIFI, Fibre, Office network connection.



8. INFORMATION ON THE SALGA ANNUAL SEMINARS APP

SALGA has created an App, named **SALGA Annual Seminars APP** consolidating all its seminars, more information on the APP access would be communicated to delegates on confirmation of their attendance and to conclude the registration process.

9. MOBILISATION OF DELEGATES INTEREST AND ENROLMENT

Lastly, we wish to further request Executive Mayors/Mayors and City/Municipal Managers as primary recipients of this circular to distribute it widely within the political and administrative echelons of the designated or target beneficiary audience within the municipality for constituency reach and adequate uptake in enrolment.

Mr. Kopano Mphahlele – Senior Advisor: Municipal Human Resource Support & OD, is the designated official to handle queries on this matter. Mr. Mphahlele can be contacted per email on: kmphahlele@salga.org.za or on 071 481 7090.

Yours sincerely,



LANCE JOEL
(ACTING) CHIEF EXECUTIVE OFFICER

