

## Best Performing Municipalities Recognised



**Achiever:** Dipaleseng Municipality scooped the Training Committee of the Year Award. Left to right: Ms. Emelda Malatji (PC Chairperson for Limpopo & Mpumalanga), Ms. Sombu Radebe of Dipaleseng Municipality accepting an award on behalf of Govan Mbeki Municipality and Ms. Nohayaze Tladi (Free State & Northern Cape Provincial Manager).

On 10 - 11<sup>th</sup> February 2011 in White River – Nelspruit, the Mpumalanga/ Limpopo Regional office of LGSETA hosted municipal skills development officials from the two provinces to bear witness to SDF awards bestowed by the LGSETA. The objectives of the awards are to encourage municipalities to participate meaningfully in skills development, and the national skills development strategy 3 (NSDS).

The awards began in 2005/6 and have been growing phenomenally since then. Decision to host the awards was taken at the SSP Policy Committee meeting held on 5<sup>th</sup> September 2003. Planning and preparations took place in 2004 with a strong focus on preparing municipalities for quality submissions. This followed the awards committee's decision to host the awards based on merit and competency, thereby fulfill the skills development needs of municipalities.

Awards are currently awarded provincially and include the following key categories

and their respective winners for the 2009-2010 financial years:

SDF of the year award went to Lephallale Local Municipality (Limpopo) and Bushbuckridge Local Municipality (Mpumalanga); District SDF of the year award was conferred to Mogalakwena Local Municipality (Limpopo) and Bushbuckridge Local Municipality (Mpumalanga); Training Committee of the year award went to Dipaleseng Municipality and Mutale Local Municipality (Limpopo). Workplace of the year achievers included Steve Tshwete Local Municipality (Mpumalanga) and Lephallale Local Municipality (Limpopo) for successfully fulfilling the requirements of the competition.

Congratulations to all the winners and we thank all participants for the high quality of submissions, reflected Ms. Kudzingana – Limpopo/Mpumalanga Provincial Manager. Awards and the ceremony bill is taken care of by LGSETA's Marketing/Communications and Sector Skills Plan departments.

Prize money is for specific use by the winning municipality and can only be transferred upon the approval of a written proposal stipulating what the funds would be used for. Only SDF training and/or training committee functions can be funded.

Criteria for the awards include the following: compliance with legislation i.e paying levy, submitting WSPs and ATRs, regular attendance of SDF Forums, must be a training committee in the workplace, should be implementing learnerships in the workplace, active participant in ABET or other discretionary grant funded activity and regular submission of QMRS.

Awards contribution by the LGSETA is one of the mechanisms to encourage retention of priority skills at municipalities to better respond to service delivery needs of the citizens.



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# Here we go...



**Big Moves:**  
Ms. Josephine Thekiso, Editor

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Welcome back to the second issue of our quarterly newsletter Tabakgolo. Thanks to many of our readers for sending us positive and constructive feedback. We bring you big and worthy news from the LGSETA community.

On the cover we showcase the winning municipalities, who are committed to skills development best practices. Let's get more participants from the Limpopo/Mpumalanga region in the future. It's quite pleasing to hear about the clean audit results achieved by the LGSETA, read more about it. We bid a sad farewell to Mantombi Mlaba who left us late last year.

Page 3 brings you news and updates by our ETQA during its period of successful provisional accreditation – congratulations Mmakoena and your team. Partnership between our Seta and AAT (SA) is yielding good results. Thanks to Rosemary as we have seen the first graduates of this programme – see this and other stories on page 4.

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## LGSETA Scores on Clean Audit

The LGSETA has achieved a clean Audit for the 2009 financial year. Thanks to the current CEO Ms. Ntombenhle Nkosi who was CFO during the financial year under review, stated Mr. Naren Vallabh – Acting CFO.

The secret to the unqualified independent audit report is largely due to effective, tight and accessible control systems. The results were achieved primarily because of commitment and joint effort by all senior managers to comply and adhere to internal policies and the PFMA.

We look forward to remain accountable and to spend the public and skills levies in a responsible manner to achieve our NSDS targets and community impact, Naren concludes.



Ms. Ntombenhle Nkosi, LGSETA CEO

## Harvest time for ELMPD

The Local Government SETA, has fully supported the Executive Leadership Municipal Development Programme (ELMDP) which led to a graduation ceremony on March 23<sup>rd</sup> 2011. This programme benefited 427 municipal officials who graduated from the University of Pretoria.

This initiative is a result of collaboration including the South African Local Government Association in an effort to identify and debate the challenges that threaten municipal growth and service delivery. "We are convinced that this qualification is a necessary inspiration to encourage performance and increase competency levels of our municipalities", stated Ms. Ntombenhle Nkosi.

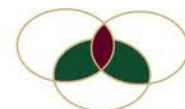
Designed and accredited by the School of Public Management and Administration at the University of Pretoria, the course successfully combines training and development through interactive learning

programmes. Participants were required to identify the communal needs, develop policy options and devise managerial practices that would make their goals attainable as part of assessment.

**"We are convinced that this qualification is a necessary inspiration to encourage performance and increase competency levels of our municipalities"**



**CONTINUING EDUCATION  
UNIVERSITY OF PRETORIA**



**SALGA**  
South African Local Government Association



# SAQA Board Reaccredits LGSETA



Quality Assured: Ms. Mashigo and the ETQA staff during the reaccreditation by SAQA. Seated: Ms. Mmakoen Mashigo, Left to right: Kristen Greaves, Jeremiah Thotela and Nkele Madise.

On 1<sup>st</sup> October, 2010 the South African Qualifications Authority board audited and approved re-accreditation of LGSETA ETQA. "Our provisional accreditation is for a period of 6 (six) months from 1<sup>st</sup> October 2010 to 30<sup>th</sup> April 2011; which is in line with the NSDS 3 requirements and extension for the organization to show sustained performance improvement;" ETQA Manager, Mmakoen Mashigo explained.

As an ETQA Body, the LGSETA's mandate is to ascertain that education and training providers' accomplish the requirements for accreditation and have adequate capacity to deliver education and training programmes of good quality. Mechanisms have been established to strengthen the quality assurance system, including a programme of capacity building for providers; a monitoring system for

accredited providers; verification visits and learning programmes approval.

A major development preceding the reaccreditation was the establishment of Provincial Training Providers Fora (PTPF) to serve as a space for discussion amongst and between consistent providers and the LGSETA. This voluntary body chiefly contributes to aspects that enhance the quality of programmes, variety of education programmes and services needed by municipalities. Membership to PTPF is open and accredited providers are encouraged to participate.

Some key highlights in the ETQA work is in the area of verification of learner results. This responsibility mandates ETQA to evaluate assessments and facilitation of moderation amongst constituent providers. We are delighted that between the month of October and December 2010, we visited 38 sites for verification purposes. Verified disciplines include Waste Management, Fire and Emergency, Municipal Finance, Local Economic Development, Municipal Integrated Development Plan, Ward Committee and a number of skill programmes which resulted in more than 2687 learners being uploaded.

Another key milestone was the uploading and endorsement of CPMD Learners from Wits University, which led to approval of more than 150 learning programmes between October and December for extension of scope.

## Colloquium Strengthens Capacity Gaps

In an attempt to enhance its relations with other local government sector stakeholders, the LGSETA hosted an inter-provincial skills colloquium at the Greenway Woods Hotel - Nelspruit on 10-11<sup>th</sup> February 2011. This initiative saw a brave kick-start into the New Year as both the Limpopo and Mpumalanga provinces sought to outline provincial perspectives and capacity building programmes in skills training and development. The platform was also utilized to evaluate the progress and effectiveness of training services that were supplied to the 51 municipalities during the past financial year.

The LGSETA's strategic priority areas included infrastructure and service delivery; financial viability; ABET; workplace support; management and leadership; community based participation and planning. The colloquium, amongst others, gave details of how these requirements could be delivered through learnerships, apprenticeships, bursaries and skills programmes for each priority area.

Key highlights for the year saw injection of much needed funding to support a number of interventions. These included 900 learners for infrastructure and asset management programmes, 1200 for labour intensive construction, 4285 learners for financial viability; 950 for customized ABET Level 1 to 4; 2282 learners for municipal governance; and 4174 for community development projects.

The findings of the colloquium revealed some challenges with the workplace skills planning programme (WSP). It was discovered that training needs were not aligned to Integrated Development Programme (IDP); the provinces had budgetary and financial information that was inadequately presented including the use of unaccredited training providers. Equally challenging was the lack of authority on matters pertaining to Skills Development Facilitation (SDF), officials were not showing commitment and participation in the planning meetings as they reported a lack of trading tools as paramount to their setbacks.



Good host: Idani Kudzingana, Regional Manager for Limpopo/ Mpumalanga - directing proceedings at the colloquium.



Microsoft CEO:  
Mr. Mteto Nyati



LGSETA CEO:  
Ms. Ntombenhle Nkosi



DBSA CEO:  
Mr. Paul Baloyi

# Enhancing Service Delivery through IT

A public-private partnership has been launched to help reduce South Africa's service delivery backlog by placing skilled graduates and high-level training initiatives directly into municipalities around the country.

The Municipal Skills Development Programme - a joint initiative by the South African Local Government Association (Salga), the Local Government Sector Education and Training Authority (LG-Seta), the Development Bank of Southern Africa (DBSA) and Microsoft South Africa - will help local governments to use

technology more effectively and efficiently.

The project was piloted by the partners in the Eastern and Western Cape in April 2010. Based on the successes and lessons learned from the initial phase, two more phases are being implemented during the 2010/11 and 2011/12 financial years.

Microsoft South Africa MD Mteto Nyati said that over the next few years, they would help the government to use technology to enhance service delivery. "We'll do this by placing top graduates in

local municipalities, training municipal employees and providing specialised seminars for municipal managers," said Nyati. "The demands of the information-based global economy mean that governments today require an advanced set of administrative tools," said DBSA chief executive Paul Baloyi.

LG-Seta CEO Ntombenhle Nkosi said the placement of clued-up IT graduates would ensure the maintenance of current computer systems and correct upgrades when needed, while at the same time helping municipal staff to utilise the equipment to full capacity.

## AAT Partnership for Accounting Empowerment

For four years in succession the LGSETA in partnership with the Association of Accounting Technicians of South Africa [AAT (SA)] co-hosted graduation ceremonies to honour Gauteng municipal financial employees. These successfully completed their Local Government Accounting Certificate (LGAC) training. In 2010 three hundred and thirty eight students from various municipalities were honoured for having completed all five modules of the LGAC qualification.

**"In 2010, 338 students from various municipalities were honoured for having completed all five modules of the LGAC qualification."**

