

UNLOCKING AGILITY IN LG: CULTIVATING AGILE AND ETHICAL FINANCE PROFESSIONALS

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national treasury

Department:
National Treasury
REPUBLIC OF SOUTH AFRICA



**STAY
SAFE**

VACCINATE TO SAVE SOUTH AFRICA

Genesis of the Municipal Finance Management Internship Programme (MFMIP)

- Introduced as a pilot in 2004 with 90 interns at the onset within a few provinces and municipalities;
- Coincided with the World Bank Municipal Finance Technical Assistance Programme (MFTAP);
- International advisors were placed in a few delegated and non-delegated municipalities;
- These interns were to serve as trainees mentored by the same advisors;
- Sustained through the Dora FMG allocation to municipalities; and
- Conditions of the funding compelled municipalities on uptake and training of interns.

What have we achieved with the MFMIP since 2004?

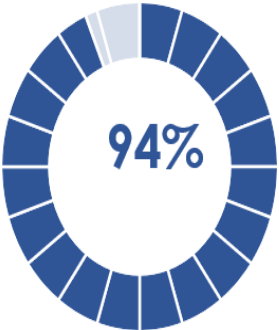
- Internship Guidelines issued to support municipalities;
- Graduate talent pipeline established for the needs of the BTO;
- Retention of interns led to many moving from trainees to senior managers within the municipalities BTOs such as CFOs, CEO, MMs, Senior Managers, Heads of SCM etc.;
- Certainty in the management of the natural attrition of retirements, resignations and career progressions within municipal HR processes; and
- “Sold” municipalities as employers of choice with prospective graduates.

How do we ensure sustainability of the programme into the future?

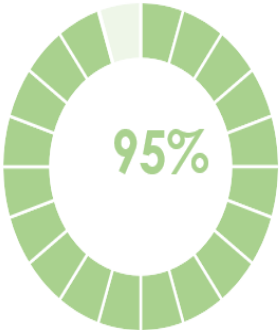
- Institutionalising this programme within municipalities paramount;
- Interns training through the minimum competency levels programme;
- Alternative funding through the MTREF process to supplement the limited resources in the form of the FMG allocations;
- Expand this programme and provide for even more interns in the finance discipline with opportunities to support the fight on graduate unemployment challenges;
- Retention of interns post the training period;
- Referral of interns that cannot be absorbed by training municipalities thorough PT coordination; and
- PTs to consider funding mechanisms to support struggling municipalities with the placement of these trained graduates.

Compliance by criteria

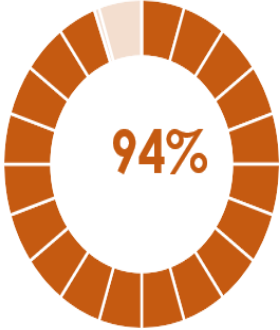
NATIONAL STATUS OF THE MINIMUM COMPETENCY LEVELS



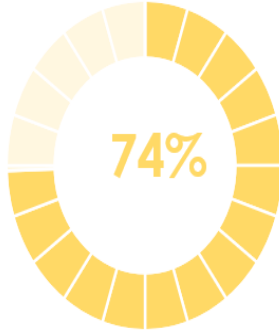
Highest Education Qualification



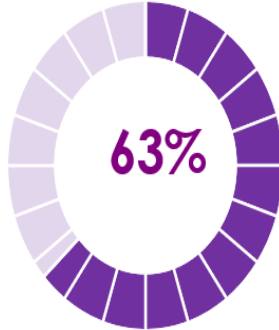
Work Related Experience



Performance Agreement



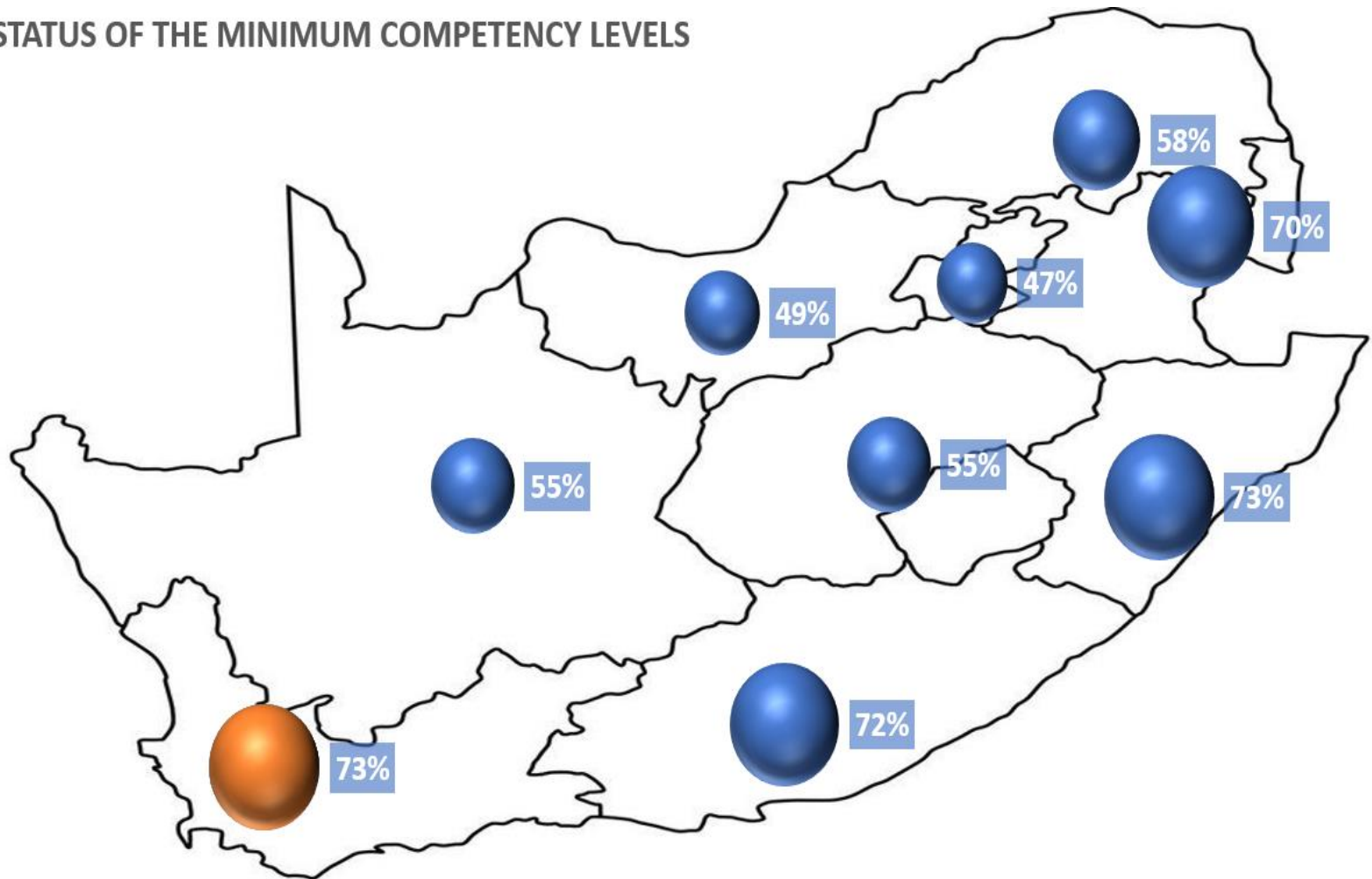
Completed Required Unit Standards



Total Officials Compliant

Compliance by province

NATIONAL STATUS OF THE MINIMUM COMPETENCY LEVELS

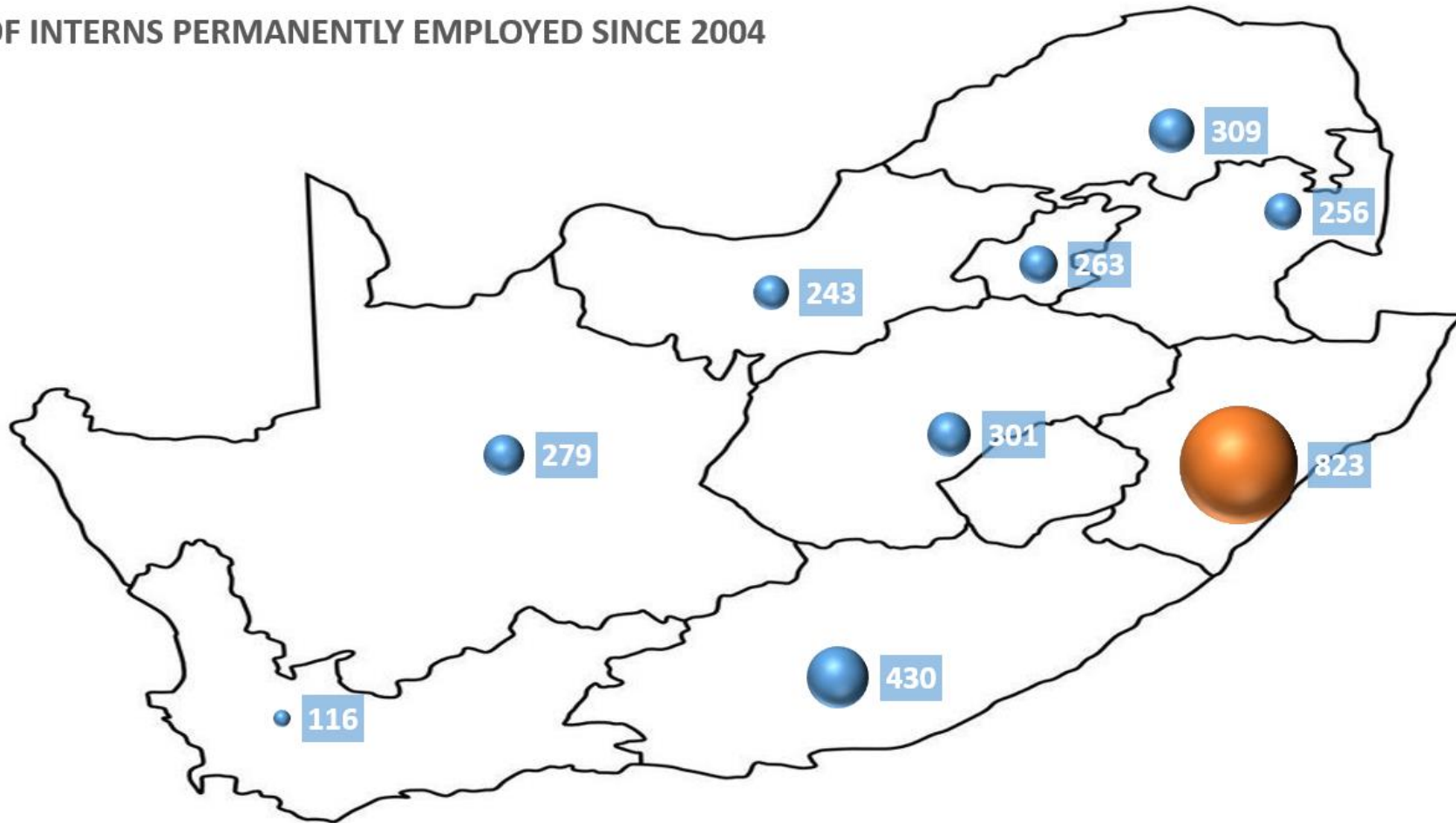


Municipal Finance Management Internship Programme Reporting – Quarter 3

	Number of Interns 2021-22				National Diploma or Degree in Accounting, Finance, Internal Audit, Risk Management and Economics	Enrolled/completed MFMA interactive learning	Enrolled/completed MFMP (Municipal Finance Management Programme)
	Q1 (July - Sept)	Q2 (Oct - Dec)	Q3 (Jan - Mar)	Q4 (Apr - Jun)			
Eastern Cape	177	159	0	0	151	51	99
Free State	96	89	0	0	85	16	77
Gauteng	88	75	0	0	59	23	28
Kwazulu-Natal	245	234	0	0	250	121	143
Limpopo	139	129	0	0	134	46	79
Mpumalanga	99	88	0	0	94	58	74
Northern Cape	121	104	0	0	92	57	96
North West	129	118	0	0	126	49	55
Western Cape	111	99	0	0	88	35	33
Total	1205	1095	0	0	1079	456	684

MFMIP Reporting - Quarter 2

NUMBER OF INTERNS PERMANENTLY EMPLOYED SINCE 2004



Unlocking agility in LG: Cultivating Agile and ethical finance professionals

- Professionalisation of the Public sector 😊

DRAFT NATIONAL IMPLEMENTATION FRAMEWORK TOWARDS THE PROFESSIONALISATION OF THE PUBLIC SERVICE

- The draft regulations were issued on 24 December 2020 through Gazette No. 44031;
- The purpose of this document is to develop a national implementation framework towards the professionalisation of the Public Service;
- Under the leadership of the Minister for the Public Service and Administration (MPSA) and mandated through the Governance, State Capacity and Institutional Development (GSCID) Cluster; and
- The Department of Public Service and Administration (DPSA) and the National School of Government (NSG) have been instrumental in conceptualising this document and undertaking consultations thus far.

Establishment of the Ministerial Task Team

- The Ministerial Task Team was made up of 25 members drawn from state departments, state-owned entities, academia, private sector, quality assurance and professional bodies, brought expertise and outstanding wealth of experience into its work.

What is professionalisation?

- Professionalism means behaving in an ethical manner while assuming and fulfilling your rightful responsibilities in every situation every time, without fail.
- Fundamental characteristics of a profession:
 - Great responsibility;
 - Accountability;
 - based on specialised, theoretical knowledge;
 - institutional preparation;
 - autonomy;
 - clients rather than customers;
 - direct working relationships;
 - ethical constraints;
 - merit based; and
 - morality.

“Association of Accredited Public Policy Advocates to the European Union”

Five Pillars for professionalising the public service – work streams

- **Pre-entry, recruitment and selection** - Insulation of recruitment and selection processes from political interference/influence; and staffing of the administration of the state with the nation's brightest and best servants of the people;
- **Induction and on-boarding** - Streamlined induction programmes and interventions to optimise on-boarding;
- **Planning and performance management** - Performance management system that not only focus on whether activities and outputs meet the organisation's goals, promote professionalism;
- **Continuing learning and professional development** - Culture of continuous learning and professional development in the public service ; and
- **Career progression and career incidents** - Motivated public service with the agility to respond innovatively to the complexities of managing public affairs

THANK YOU