



**coghsta**

Cooperative Governance, Human  
Settlements and Traditional Affairs  
North West Provincial Government  
REPUBLIC OF SOUTH AFRICA



**OFFICE OF THE MEC**

2nd Floor West Wing  
University Drive  
Garona Building  
Tel: +27 (0) 18 388 2892

Private Bag X 2145  
Mmabatho  
2735

Enquiries: DH Moate  
Tel:018 388 4377

**THE EXECUTIVE MAYOR  
CITY OF MATLOSANA  
P.O.BOX 99  
KLERKSDORP  
0314**

**11 JANUARY 2023**

**ATTENTION: CLLR NJ TSOLELA**

**SUBJECT: FEEDBACK ON THE EVALUATION REPORT OF CITY OF MATLOSANA  
LM – CHIEF FINANCIAL OFFICER.**

1. The appointment of the Chief Financial Officer is not supported based on the under mentioned evaluation outcomes.

**1.1 PRESCRIBED PROCESS – Evaluation of process matters.**

The MEC confines himself with the procedural and substantive requirements in so far as it relates to the appointment of municipal senior managers by focusing on the documents submitted as per Reg 17(4).

Reg	Activity	Actual	Comments
10(1)	Advertisement placed on the newspaper (city press)	27/03/22	Contents are substantially compliant.
10(3)(k)	Closing date of advert (min 14 and max 30 days)	10/05/2022	Non-Compliant (32 days.)
13(2)	Shortlist within 30 days	20/06/2022	Compliant (24 Days Calendar days)
14(1)	Screening within 21 days of shortlisting	16 August 2022	Non-compliant (41 Days)
15(1)	Conduct interviews with 21days of screening	29/09/2022	Non-compliant (32 Days)

## Response letter for the appointment of Chief Financial Officer –City of Matlosana

The overall prescribed time line is 120 days from advertisement date up to interviewing date but the municipality took 129 days therefore the municipality has exceeded the timelines by 31 Days.

### 1.2 QUALIFICATIONS, EXPERIENCE AND COMPETENCIES

Comparable competency profile and the incumbent `s qualifications for the post of the Chief Financial Officer is hereby evaluated.


Prescribed qualifications and experience as per Annexure B	MM Phetlhe	Comments
<b>Qualifications</b> Post graduate degree in accounting, Finance, Economics or a relevant qualification registered.	<b>Qualifications</b> <ul style="list-style-type: none"> <li>○ Post Graduate Diploma in Accounting.</li> <li>○ BCom Degree in Accounting</li> <li>○ B-Tech Internal Audit</li> <li>○ CPMD</li> </ul>	Compliant
<b>Experience</b> <ul style="list-style-type: none"> <li>• 5 years' experience at middle management level, at least 2 years must have been at senior management level</li> </ul>	<b>Experience</b> <b>4 Years, 9 Months, of which 3 Yrs. at Senior Management Level and 9 months at middle management level</b> <ul style="list-style-type: none"> <li>○ CFO- Mamusa LM, 1 Year and 3months</li> <li>○ CFO, Dr Prixely Isaac Seme LM, 2 Years</li> <li>○ Acting MM, Dr Prixely Isaka Seme, 4 Months</li> <li>○ Financial Manager Mathata Outsourcing , Group, 6 Months</li> <li>○ Mbombela Housing Association, Non-Executive Director, 6Months.</li> </ul>	<b>Non-compliant (Experience is less than 5Years as required.</b>
<b>Competency</b>	Competent	Complies

**Response letter for the appointment of Chief Financial Officer –City of Matlosana**

**1.3 Aggravating Circumstances** – Ms. Phetla was previously dismissed by Pixley Ka Seme Municipality for dishonesty on 04 June 2020 six months before she applied for the position of CFO in Mamusa LM and was subsequently employed. She disclosed this information in her application form (Annexure A) to Mamusa LM dated 25 January 2021. In terms of Schedule 2 of Gazette no 37245 dated 17 June 2014 titled "Categories of Misconduct and time periods that must expire before a person may be re-employed in a municipality (Annexure B)", prescribes that five years must expire before a senior manager can be employed by another municipality in respect of dishonesty misconduct. **The conclusion is that Ms. Phetla must not be employed by any municipality for five years from 04 June until 03 June 2025**

- 2. Overall evaluation outcomes** – The appointment is not compliant and therefore, not supported.
- The municipal council is advised to take appropriate steps to rectify the decision to make non-compliant appointment, including re-advertising the post and adhere fully to the requirements of the Municipal Systems Amendment Act and its regulations within 14 days of the receipt of this letter.

Regards

  
**HON. P.D.N. MALOYI**  
**MEC COGSHA**

02/02/23  
**DATE**