



Notice is hereby given in terms of Section 29 of the Local Government: Municipal Structures Act, Act 117 of 1998, that a **SPECIAL COUNCIL MEETING** of the 2016/2021 term of the Garden Route District Municipality will be held in the **CA Robertson Council Chambers, 54 York Street, George, on MONDAY, 11 FEBRUARY 2019 at 11:00** to consider the items as set out in the agenda.

*Kennis geskied hiermee dat ingevolge Artikel 29 van die Wet op Plaaslike Regering: Munisipale Strukturewet, Wet 117 van 1998, 'n **SPESIALE RAADSVERGADERING** van die 2016/2021 termyn van die Garden Route Distriksmunisipaliteit gehou sal word in die **C A Robertson Raadsaal, Yorkstraat 54, George op MAANDAG, 11 FEBRUARIE 2019 om 11:00** ten einde sake soos uiteengesit in die aangehegte agenda te oorweeg.*

Kukhutshwe isaziso ngokoMhlathi 29 woRhulumente Basekhaya: Umgaqo Wesimo soMasipala, uMgaqo 117 wango 1998, sokuba **INTLANGANISO EKHETHEKILEYO YEBHUNGA** ka 2016/2021 yoMasipala Wesithili se Garden Route izakubanjwa **kwiGumbi leBhunga I CA Robertson, 54 York Street, e George NGOMVULO, 11 KWEYEMDUMBA 2019** ngo **11:00** ukuqwalasela imiba ekwi agenda.

CLLR ERJ SPIES

Speaker

Speaker

iBambela Somlomo

MG STRATU

Municipal Manager

Munisipale Bestuurder

Mphathi Masipala

Date: 04 February 2019

1. OPENING AND WELCOMING / OPENING EN VERWELKOMING / UVULO NOLWAMKELO
- 1.1 INAUGURATION OF DA COUNCILLOR: GARDEN ROUTE DISTRICT COUNCIL: CLLR T VAN RENSBURG / INHULDIGING VAN DA RAADSLID: RDL T VAN RENSBURG: GARDEN ROUTE DISTRIKSRAAD / UKUFUNGISWA KOCEBA OZAKUMELA I DA: IBHUNGA LESITHILI SE GARDEN ROUTE: UCEBA T VAN RENSBURG (702304)
Refer: Report (4/2/9) dated 15 January 2019 from the Municipal Manager (MG Stratu)(p 7 – 11)
2. SILENT PRAYER / STILLE GEBED / UMTHANDAZO OTHULEYO
3. ATTENDANCE OF MEMBERS / BYWONING VAN LEDE / AMALUNGU AKHOYO
 - 3.1 COUNCILLORS PRESENT / RAADSLEDE TEENWOORDIG /OOCEBA ABAKHOYO
 - 3.2 COUNCILLOR WITH LEAVE / RAADSLEDE MET VERLOF / OOCEBA ABAKWIKHEFU
 - 3.3 COUNCILLORS WITHOUT LEAVE / RAADSLEDE SONDER VERLOF / OCEBA ABANGEKHO KWIKHEFU
4. NOTING THE PROVISIONS OF SCHEDULE 1 (CODE OF CONDUCT FOR COUNCILLORS) OF THE LOCAL GOVERNMENT MUNICIPAL SYSTEMS ACT, 2000 / KENNISNAME VAN DIE VOORSKRIFTE VAN SKEDULE 1 (GEDRAGSDKODE VIR RAADSLEDE) / UQWALASELO LWEMITHETHO-NEMIMISELO YOLUHLU 1 (INDLELA YOKUZIPHATHA KOCEBA) LOMTHETHO WENKQUBO ZORHULUMENTE BASEKHAYA, 2000
5. DISCLOSURE OF INTERESTS BY COUNCILLORS AND OFFICIALS / VERKLARING VAN BELANGE DEUR RAADSLEDE EN AMPTENARE / UKUCHAZWA KWENJONGO NGOOCEBA KUNYE NAMAGOSA
6. INTRODUCTION OF NEWLY APPOINTED STAFF / BEKENDSTELLING VAN NUWE PERSONEEL / UKWAZISWA KWABASEBENZI ABASANDOKUQASHWA

None / Geen / Azikho

7	COMMUNICATIONS BY THE SPEAKER / <i>MEDEDELINGS DEUR DIE SPEAKER</i> / UNXIBELELWANO LUKASOMLOMO	
8	COMMUNICATIONS BY THE EXECUTIVE MAYOR / <i>MEDEDELINGS DEUR DIE UITVOERENDE BURGEMEESTER</i> / UNXIBELELWANO LUKA SODOLOPHU	
9	COMMUNICATIONS BY THE MUNICIPAL MANAGER / <i>MEDEDELINGS DEUR DIE MUNISIPALE BESTUURDER</i> / UNXIBELELWANO LOMPHATHI MASIPALA	
10	APPROVAL OF MINUTES OF COUNCIL MEETINGS / <i>GOEDKEURING VAN NOTULES VAN RAADSVERGADERINGS</i> / UKWAMKELWA KWEMIZUZU YENTLANGANO YEBHUNGA	
	None / <i>Geen</i> / Azikho	
<div>SECTION A</div> <div>REPORTS FROM THE SPEAKER</div>		
	None / <i>Geen</i> / Azikho	
<div>SECTION B</div> <div>REPORTS FROM THE EXECUTIVE MAYOR / <i>VERSLAE VANAF DIE UITVOERENDE BURGEMEESTER</i> / IMIBA EVELA KUSODOLOPHU</div>		
	None / <i>Geen</i> / Azikho	

<p style="text-align: center;">SECTION C</p> <p style="text-align: center;">ITEMS FROM THE OFFICE OF THE MUNICIPAL MANAGER / <i>ITEMS VANAF DIE KANTOOR VAN DIE MUNISIPALE BESTUURDER</i> / IMIBA EVELA KWI OFISI YOMPHATHI MASIPALA</p>		
C.1	<p>REPORT ON THE APPOINTMENT OF EXECUTIVE MANAGER: FINANCIAL SERVICES (CHIEF FINANCIAL OFFICER) / <i>VERSLAG RAKENDE DIE AANSTELLING VAN UITVOERENDE BESTUURDER: FINANSIËLE DIENSTE (HOOF FINANSIËLE BEAMPTE)</i> / UKUQASHWA KOMPHATHI OYINTLOKO: INKONZO YEZEMALI (IGOSA ELIYINTLOKO LEZEMALI)</p> <p><i>Refer: Report (9/3/4/4) dated 04 February 2019 from the Municipal Manager (MG Stratu)</i></p>	12 – 58
<p style="text-align: center;">SECTION D</p> <p style="text-align: center;">ITEMS FROM THE FINANCIAL SERVICES DEPARTMENT / <i>ITEMS VANAF DIE FINANSIËLE DIENSTE DEPARTEMENT</i> / IMIBA YESEBE LENKONZO ZEMALI</p>		
	None / Geen / Azikho	
<p style="text-align: center;">SECTION E</p> <p style="text-align: center;">ITEMS FROM THE CORPORATE SERVICES DEPARTMENT / <i>ITEMS VANAF DIE KORPORATIEWE DIENSTE DEPARTEMENT</i> / IMIBA YESEBE LENKONZO ZOLAWULO</p>		
	None / Geen / Ayikho	
<p style="text-align: center;">SECTION F</p> <p style="text-align: center;">ITEMS FROM THE COMMUNITY SERVICES DEPARTMENT / <i>ITEMS VANAF DIE GEMEENSKAPSDIENSTE DEPARTEMENT</i> / IMIBA YESEBE LENKONZO ZOLUNTU</p>		
	None / Geen / Ayikho	

<p align="center">SECTION G</p> <p align="center">ITEMS FROM THE ROADS AND TRANSPORT PLANNING SERVICES DEPARTMENT / <i>ITEMS VANAF DIE PAAIE EN VERVOER BEPLANNINGSDIENSTE DEPARTEMENT</i> / IMIBA YESEBE LENKONZO ZENDLELA KUNYE NEZICWANGCISO KWEZOTHUTHO</p>		
	None / <i>Geen</i> / Ayikho	
<p align="center">SECTION H</p> <p align="center">ITEMS FROM THE PLANNING AND ECONOMIC DEVELOPMENT DEPARTMENT / <i>ITEMS VANAF DIE BEPLANNING EN EKONOMIESE DIENSTE DEPARTEMENT</i> / IMIBA YESEBE LEZOCWANGCISO KUNYE NOPHUHLISO LOQOQOSHO</p>		
	None / <i>Geen</i> / Ayikho	
	CLOSURE / <i>SLUITING</i> / UQUKUNJELO	

Rdl / Cllr CN Lichaba
Rdl / Cllr D Xego
Rdl / Cllr S De Vries
Rdl / Cllr NF Kamte
Rdl / Cllr MP Mapitiza
Rdl / Cllr SF May
Rdl / Cllr D Saayman
Rdl / Cllr BN Van Wyk
Rdl / Cllr RE Spies
Rdl / Cllr JL Hartnick
Rdl / Cllr M Booyesen
Rdl / Cllr AJ Rossouw
Rdl / Cllr KS Lose
Rdl / Cllr T Fortuin
Rdl / Cllr JP Johnson
Rdl / Cllr IT Mangaliso
Rdl / Cllr T Van Rensburg
Rdl / Cllr SS Mbandezi
Rdl / Cllr BHJ Groenewald
Rdl / Cllr E Meyer
Rdl / Cllr RH Ruiters
Rdl / Cllr I Stemela
Rdl / Cllr EH Stroebe
Rdl / Cllr RS Figland
Rdl / Cllr PJ Van der Hoven
Rdl / Cllr T Teyisi
Rdl / Cllr V Gericke
Rdl / Cllr K Windvogel
Rdl / Cllr JCLambaatjeen
Rdl / Cllr RR Wildschut
Rdl / Cllr NC Jacob
Rdl / Cllr ASM Windvogel
Rdl / Cllr NA Tsengwa
Rdl / Cllr ERJ Spies
Rdl / Cllr L Tyokolo

SPECIAL DISTRICT COUNCIL**11 FEBRUARY 2019**

**INAUGURATION OF DA COUNCILLOR: GARDEN ROUTE DISTRICT
COUNCIL: CLLR T VAN RENSBURG / INHULDIGING DA RAADSLID:
GARDEN ROUTE DISTRIKSRAAD: RDL T VAN RENSBURG:
UKUFUNGISWA KOCEBA WE DA: KWIBHUNGA LESITHILI SE
GARDEN ROUTE: UCEBA T VAN RENSBURG (702304)**

(4/2/9)

15 January 2019

REPORT FROM MUNICIPAL MANAGER (MG STRATU)**PURPOSE OF THE REPORT**

To inform Council of the replacement of Councillor S Odendaal who ceased to hold office as Councillor in the Garden Route District Council on 04 December 2018.

BACKGROUND

A vacancy occurred on Garden Route District Council as a result of the resignation of the Hessequa Municipal Council Representative on Garden District Council, Cllr. S Odendaal.

Section 11(1)(a) of Schedule 2 of the Municipal Structures Act, 1998 Act 117 of 1998, the Electoral Commission determines as follows;

“11 Filling of vacancies

(1)(a) If a Councillor elected from a party list ceases to hold office, the chief electoral officer, must subject to item 13, declare in writing the person whose name is on top of the applicable party list to be elected in the vacancy.”

Section 13 of the said Act reads as follows:

“13 Filling of vacancies and changing the order

- (1) A party may supplement, change or increase its list at any time, provided that if a Councillor elected according to a party list, ceases to hold office, the party concerned may supplement, change or increase its list by not later than 21 days after the Councillor has ceased to hold office. The vacancy must be filled as soon as the party in question has supplemented, changed or increased its list, but not later than 14 days expiry of the 21-day period.”*

The Provincial Independent Electoral Commission was informed of the vacancy as prescribed by section 11 of Schedule 2 of the Municipal Structures Act, 1998, Act 117 of 1998 on 13 December 2018.

The IEC has advised Council that Ms. **Theresa van Rensburg** (ID No 691220 0051 084) being the councillor for the Democratic Alliance (DA) in Hessequa Local Municipality, has been declared elected to the Garden Route District Council with effect from 10 January 2019. A copy of the notice dated 10 January 2019 from the IEC is attached as **annexure A**.

A copy of the extract from the minutes of the Council Meeting of Hessequa Municipality held on 04 December 2018 is attached as **annexure B**.

RELEVANT LEGISLATION

Schedule 2 of the Local Government Municipal Structures Act, 1998 (Act 117 of 1998).

UITVOERENDE OPSOMMING

Na aanleiding van 'n besluit deur Hesequa Munisipaliteit op 04 Desember 2018 het raadslid S Odendaal as die verteenwoordiger van Hessequa Munisipaliteit op die Garden Route Distriksraad bedank met ingang van 4 Desember 2018.

Nadat die Munisipale Bestuurder 'n vakature van die PR raadslid vir Hesseque verklaar het, het Onafhanklike Verkiesingskommissie die raad in kennis gestel dat Raadslid T van Rensburg as die DA Proporsionele Verteenwoordiger vir Hessequa op die Garden Route Distriksmunisipaliteit met ingang van 10 Januarie 2019 verkies.

RECOMMENDATION

1. That cognizance be taken of the notice from the IEC, dated 10 January 2019 as well as a letter from Hessequa Municipality dated 18 December 2018.
2. That Cllr T van Rensburg be inaugurated as Councillor of Garden Route District Council with effect from 10 January 2019.
3. That Cllr. T van Rensburg, be requested to take the Oath of Office, as required in terms the Municipal Structures Act, 1998.

AANBEVELING

1. *Dat die Raad kennis neem van die skrywe ontvang vanaf die OVK gedateer 10 Januarie 2019 en 'n brief vanaf Hessequa Munisipaliteit gedateer 18 Desember 2018.*
2. *Dat Raadslid T Van Rensburg ingehuldig word as raadslid van die Garden Route Distriksraad met ingang van 10 Januarie 2019.*
3. *Dat kennis geneem word dat Raadslid T Van Rensburg versoek word om die Eed af te lê soos bepaal word deur die Munisipale Strukturewet, Wet 117 van 1998.*

ISINDULULO

1. Sesokuba kunikwe ingqwalasela isaziso esivela kwi IEC, sangomhla 10 kweyoMqungu 2019 kukwaquka nencwadi evela kuMasipala we Hessequa yangomhla 18 kweyoMnga 2018.
2. Sesokuba uCeba T van Rensburg afungiswe njengoCeba weBhunga Lesithili se Garden Route ukususela ngomhla 10 kweyoMqungu 2019.
3. Sesokuba uCeba T van Rensburg, acelwe ukuba athathe Isifungo se ofisi, ngokwemiqathango yoMthetho Wesimo Somasipala, 1998.

ANNEXURES



SOUTH AFRICA

Memorandum

To: The Municipal Manager: Garden Route District Municipality

From: B Heuvel

CC: G Abrahams; C Sampson; D Marco; B Mbeleni; K Simelane
The Municipal Manager: WC042 - Hessequa Local Municipality

Date: 10 January 2019

Re: **Replacement of Democratic Alliance (DA) Councillor to District Council:
WC042 – Hessequa Local Municipality to DC4 – Garden Route District
Council**

☐ Urgent ☐ For Review ☐ Please Comment ☐ Please Reply ☐ Please Recycle

Please note as prescribed in item 23 of Schedule 2 of the Municipal Structures Act, 1998 (Act. No. 117 of 1998), that **Theresia Van Rensburg, ID No. 691220 0051 084**, being the councillor for the **Democratic Alliance (DA)** in **Hessequa Local Municipality**, has been declared elected to the **Garden Route District Council**.

Sincerely

B Heuvel
Manager: Voter Registration and Party Liaison

Electoral Commission

Ensuring Free and Fair Elections

Commissioners: Mr V.G. Mashinini (Chairperson) | Ms J.Y. Love (Vice-Chairperson) | Dr N.P. Masuku | Mr M. Moepya | Judge D. Pillay
National Office: Election House, Riverside Office Park, 1303 Heuvel Avenue, Centurion, 0157 | P/Bag X112, Centurion, 0046
info@elections.org.za | www.elections.org.za
Tel (+27) 12 622 5700 | Fax (+27) 622 5784

HESSEQUA
Munisipaliteit / Municipality / U Masipala



Rig alle korrespondensie aan die Munisipale Bestuurder
Address all correspondence to the Municipal Manager

Tel: (028) 713 8000
Faks / Fax: 086 4015 118
Posbus / P.O. Box 29, RIVERSDAL(E), 6670
E-pos / E-mail: info@hessequa.gov.za
www.hessequa.gov.za
Van den Bergstraat
RIVERSDAL(E)

Verw. / Ref: Our ref:

Navrae/Enquiries: A M GRIESEL

18 Desember 2018

Me L Jacobs

OVK

GARDEN ROUTE DISTRIKSMUNISIPALITEIT

Per epos: jacobs1@elections.og.za

AANWYSING VAN RAADSLEDE NA GARDEN ROUTE DISTRIKSMUNISIPALITEIT

Neem asb kennis van die onderstaande Hessequa Raadsbesluit soos op 6 Desember 2018:

"Dat die volgende Raadsbesluit gedateer 19 Augustus 2016, Item 6.4, wat as volg lees:

"1. Dat die Munisipale Verkiesingsbeampte, Mnr J Jacobs verklaar dat Rdl IT Mangaliso en Rdl SM Odendaal verkies is tot die Eden Distriksmunisipaliteit. 2. Dat Mnr Jacobs die uitslag aan die Verkiesingskommissie, asook aan Eden Distriksmunisipaliteit bekend maak. 3. Dat die Raadslede as verkose verklaar word nadat dit deur die Verkiesingskommissie geproklameer is." gewysig word as volg: 1. Dat Rdl T van Rensburg en Rdl IT Mangaliso aangewys word vanaf Hessequa na Garden Route Distriksmunisipaliteit. 2. Dat die Raad kennis neem dat die DA sy lys vervang van toewysing van 'n Raadslid na Garden Route Distriksmunisipaliteit. 3. Dat Garden Route Distriksmunisipaliteit dienooreenkomstig in kennis gestel word."

Vriendelike groete

pp. Griessel

M GRIESEL (In afwesigheid van Mnr Jacobs)

STREEKKANTORE / REGIONAL OFFICES

ALBERTINIA
Tel: (028) 713 7858

STILBAAI
Tel: (028) 713 7831

SLANGRIVIER
Tel: (028) 713 7892

JONGENSFONTEIN
Tel: (028) 713 7850

HEIDELBERG
Tel: (028) 713 8019

GOURITSMOND
Tel: (028) 713 7855

WITSAND

BACK TO AGENDA

SPECIAL DISTRICT COUNCIL

11 FEBRUARY 2019

**APPOINTMENT OF EXECUTIVE MANAGER: FINANCIAL SERVICES
(CHIEF FINANCIAL OFFICER) / AANSTELLING VAN UITVOERENDE
BESTUURDER: FINANSIËLE DIENSTE (HOOF FINANSIËLE BEAMPTE) /
UKUQASHWA KOMPHATHI OYINTLOKO: INKONZO YEZEMALI (IGOSA
ELIYINTLOKO LEZEMALI)**

(9/3/4/4)

04 February 2019

REPORT FROM THE MUNICIPAL MANAGER (MG STRATU)**PURPOSE OF THE REPORT**

The purpose of this report is to consider the outcomes of the recruitment and selection process as submitted by the Selection Panel and to recommend to Council as per resolutions below.

BACKGROUND/DISCUSSION

An item served before Council dated 5 December 2018 regarding the vacant position of the Executive Manager Financial Services (CFO) whereafter Council resolved as follows:

- “ 1. *That Council takes note of the requirements for the appointment of Section 56 Managers as per the Municipal Systems Amendment Act, 2011 (Act 7 of 2011) and the Local Government: Regulations on Appointment and Conditions of Employment of Senior Managers.*
2. *That the Municipal Manager is granted permission to place the Executive Manager: Financial Services (CFO), Ms L Hoek, in the vacancy that currently exists on the organogram: Manager: BTO, Financial Statements and Assets, personal to incumbent.*
3. *That the current recruitment and selection process of the position: Manager: BTO, Financial Statements and Assets, be terminated.*
4. *That approval is granted to proceed with the advertisement of the position of Executive Manager: Financial Services (CFO).*
5. *That the Municipal Manager adhere to the provisions of Regulation 10 of the Local Government: Regulations on Appointment and Conditions of Employment of Senior Managers by advertising the post within fourteen (14) days of receipt of the approval.*

6. *That Council appoints a selection panel to make recommendations for the appointment of a candidate to the vacant senior manager position, which panel will consists of the following:*
 - *Municipal Manger, who will be chairperson*
 - *Cllr JC Lambaatjeen, member of the Mayoral Committee and head of the relevant portfolio*
 - *Mr A Paulse, Municipal Manager of Oudtshoorn Municipality and who has expertise in the area of the advertised post.*
7. *That Council appoints Mr J Stander as acting Executive Manager: Financial Services for a period not exceeding three (3) months to allow for the filling of the vacancy that currently exists in the position of Executive Manager: Financial Services (CFO).*
8. *That the Municipal Manager is granted permission to appoint a Service provider to assist Council with the recruitment and selection process.*
9. *That Council notes the actions that are still to be taken by the Western Cape Department of Local Government."*

The practical and interviews for the position of Executive Manager Financial Services (CFO) was held on 01 February 2019 in the Gouriqua Committee Room where the Municipal Manager, Mr MG Stratu, served as the Chairperson of the recruitment and selection process for abovementioned position.

Attached hereto find the following documentation, received from the service provider, Steele & Associates:

1. Selection Report
2. Advertisement of the Executive Manager: Financial Services (CFO) for Garden Route District Municipality
3. Long List of applicants
4. Short List of applicants
5. Screening report of shortlisted applicants

The contents of the abovementioned attachments are self-explanatory.

UITVOERENDE OPSOMMING

Hierdie aangeleentheid het gedien by 'n Raadsvergadering gehou op 05 Desember 2018. Na aanleiding van die Raadsbesluite was die werwing en keuringsprosesse geskeduleer vir 01 Februarie 2019.

Praktiese toetse en onderhoude vir die posisie was gehou op 01 Februarie 2019 in die Gouriqua Komiteekamer. Die Munisipale Bestuurder het opgetree as die Voorsitter van die werwing en keuringsprosesse.

Aangeheg is die volgende dokumente ontvang vanaf die diensverskaffer, Steele & Associates:

1. *Seleksieverslag*
2. *Advertensie vir die Uitvoerende Bestuurder: Finansiële Dienste (HFB), vir Garden Route Distriksmunisipaliteit*
3. *Langlys van applikante*
4. *Kortlys van applikante*
5. *Siftingsverslag van kortlys van applikante*

Die inhoud van al die aanhangsels is self-verduidelikend.

RELEVANT LEGISLATION

- Section 56 of the Local Government: Municipal Systems Act, 2000 (Act 32 of 2000)
- Local Government: Municipal Systems Act, 2000 (Act no. 32 of 2000) Local Government: Upper limits of total remuneration packages payable to municipal managers and managers directly accountable to municipal manager (Government Gazette 41173 dated 10 October 2017)
- Regulations 10 and 12 of the Local Government: Regulations on the Appointment and Conditions of Employment of Senior Managers dated January 2014

RECOMMENDATIONS

1. That Council adopts the report of the Selection Panel.
2. That Council appoints Mr J-WvH De Jager as Executive Manager Financial Services (CFO) permanently in this position on the basis of the findings and consensus of the Selection Panel.
3. That Council notes that Mr J-WvH De Jager qualifies at an advanced level for appointment as an Executive Manager: Financial Services (CFO).
4. That the Municipal Manager extends an offer of employment to Mr J-WvH De Jager deemed to be the most suitable under current circumstances.
5. That the contract of employment and the all-inclusive remuneration package be negotiated and finalized by the Municipal Manager within the statutory limits.
6. That it be noted that, within 14 days of Council Decision, a written report including all necessary documents be submitted to the MEC for local government regarding the appointment process and outcome.
7. That the Human Resources Department, as a matter of courtesy and legal requirement, inform the unsuccessful candidates formally of the outcome of the selection process, and thank them for their application and participation in the process.

AANBEVELING

1. *Dat die Raad die verslag van die Seleksiepaneel aanvaar.*
2. *Dat die Raad Mnr J-WvH De Jager as Uitvoerende Bestuurder: Finansiële Dienste (HFB) permanent in die posisie aanstel op die basis van die bevindinge en konsensus van die Seleksiepaneel.*
3. *Dat die Raad kennis neem dat Mnr J-WvH De Jager kwalifiseer op 'n gevorderde vlak van aanstelling as Uitvoerende Bestuurder: Finansiële Dienste (HFB).*
4. *Dat die Munisipale Bestuurder 'n aanbod vir aanstelling aanbied aan Mnr J-WvH De Jager wat die mees geskikte onder die huidige omstandighede sal wees.*
5. *Dat die aanstellingskontrak en die alles-insluitende vergoedingspakket deur die Munisipale Bestuurder binne statutêre limiete onderhandel en gefinaliseer word.*
6. *Dat kennis geneem word dat die raadsbesluit met die skriftelike verslag insluitend alle nodige dokumente binne veertien (14) dae na die raadsvergadering rakende die aanstellingsproses en uitkoms, aan die LUR voorgelê word.*
7. *Dat die Menslike Hulpbron Departement uit hoflikheid en wetlike vereistes, die onsuksesvolle kandidate formeel van die uitkoms in kennis stel en hulle bedank vir hul aansoeke en deelname aan die prosesse.*

ISINDULULO

1. Sesokuba iBhunga lamkle ingxelo yeQela Labachongi.
2. Sesokuba iBhunga liqashe uMnu J-WH de Jager njengoMphathi Oyintloko: Inkonzo Yezemali (iGosa Eliyintloko Lezemali) isigxina kwesi sithuba somsebenzi ngekwephumo kunye nokuvana kweqela labachongi.
3. Sesokuba iBhunga lithathele ingqalelo ukuba uMnu J-WH de Jager ukufanele ngokusemnqwanqweni ukuqashwa njengeGosa Eliyintloko Lezemali (uMphathi Oyintloko: Inkonzo Yezemali).
4. Sesokuba uMphathi Masipala anikezele inyweba yezengqesho ku Mnu De Jager nochazwe njengoyena ophumelele emagqabini kwinkqubo yezengqesho.
5. Sesokuba isivumelwano yengqesho nesiquka zonke izibonelelo zengqesho sixoxwe kwaye siqukunjelwe nguMphathi Masipala ngokwemithetho efanelekileyo.
6. Sesokuba kuthathelwe ingqalelo ukuba kwisithuba sentsuku ezi 14 Kwisigqibo seBhunga, ingxelo ebhaliweyo nequka onke amaxwebhu afanelekileyo inikezelwe kuMphathi Worhulumente Basekhaya wePhondo malunga nenkqubo yezengqesho kunye neziphumo zayo.

7. Sesokuba Isebe lemicimbi yezengqesho, ngokwendlela yobuntu nesemthethweni, yazise abagqatswa abangaphumelelanga ngokusesikweni malunga neziphumo zenkqubo yezengqesho, kwaye libabulele ngokufaka izicelo kunye nokuthabatha inxaxheba.

ANNEXURES

Annexure A - Selection Report

Annexure B - Advertisement of the Executive Manager: Financial Services for Garden Route District Municipality

Annexure C - Long List

Annexure D - Short List

Annexure E - Screening report of shortlisted candidates



SELECTION REPORT

CHIEF FINANCIAL OFFICER

FEBRUARY 2019



SELECTION REPORT – CHIEF FINANCIAL OFFICER

1. Purpose of the Report

The purpose of this report is to note the process and outcomes of the evaluation and selection processes followed for the vacant position of Chief Financial Officer in terms of Local Government: Regulations on the Appointment and Conditions of Employment of Senior Managers Government Notice 21 in Government Gazette 37245, dated 17 January 2014 and to provide guidelines for appointment of a candidate in the advertised vacancy.

2. Applicants for the Position

A total of 29 applications were received for the respective position as advertised in the National Media with closing date 11 January 2019. (See Annexure A – Advertisement & Annexure B – Long List.)

3. The Selection Committee

The Selection Processes were attended by:

Mr MG Stratu	-	Municipal Manager
Cllr JC Lambaatjeen	-	Portfolio Councillor
Mr AA Paulse	-	Expert (MM, Oudtshoorn Municipality)
Me N Klaas	-	Secretariate
Me A Booysen	-	HR: Selection & Recruitment
Mr R Dyantyi	-	IMATU - Observer
Mr R Steele	-	Facilitator.

All the participants were requested to sign declarations on confidentiality as required by law. Although both unions were invited, SAMWU did not attend the selection process.

The scores of the first three panel members were taken into consideration in the calculation of a quantitative outcome of the selection process.

4. The Selection Process

4.1 Method of Selection

Four candidates were shortlisted and invited to assessment and interview sessions held at the municipal offices in George on the 1st of February 2019.

The selection process consisted of the following two primary components:

- ❖ Case Study Evaluation (40% weighting); and
- ❖ A Structured Interview was administered. (Presentation and 14 competency areas interrogated – 60% weighting).

The scores derived from the above processes were combined to arrive at an aggregate score that depicts the order of performance in the assessment process, thus establishing an order of preference from where the Selection Panel is to seek consensus on the recommendation for appointment of a suitable candidate by council. It should be noted that effective measures were taken to ensure objective assessment.

4.2 Chief Financial Officer

A total of four candidates were, after proper screening, invited to attend the evaluation and interview sessions for the Chief Financial Officer post. Three of the candidates attended the evaluation sessions. **(See Annexure C – Short List and Annexure D - Screening Report submitted to the selection committee.)**

5. Outcome of the Evaluation and Interview Process

At the commencement of the selection process the Selection Panel adopted a selection procedure for the appointment of the Chief Financial Officer. The scores derived from the above processes were combined to form an aggregate score achieved by each invited candidate for the Selection Panel to consider its final recommendation. The assessment outcome may be supplemented by any valid/relevant factor or factors of a **factor evaluation** on the basis of some or all of the criteria listed in PART D of the Selection Policy to ensure that a **suitable candidate** is appointed in terms of the Local Government Municipal Systems Act.

5.1 Interviews and Written Assessments

The quantitative outcome of the formal evaluation process to be considered in terms of the selection policy framework is as follows:

Candidate	Interview %	Assessment %	Aggregate %	Ranking
JvH de Jager	88.44	62.00	77.87	1
ZN Mhlongo	69.33	64.00	67.20	2
GP de Jager	52.44	62.00	56.27	3

5.2 Assessment Summary – Chief Financial Officer

The quantitative findings noted above were projected on the following Leading and Core Competencies in terms of the relevant information pertaining to the candidates. The following were taken into regard in finding consensus:

- Track Record, References and current Performance
- Formal Qualifications achieved
- Panel Interview
- Written Responses to a Selection Case Study and Questions that relate to a pilot of the leading Competencies.

5.2.1 Leading Competencies

Derived from the above, it is our conclusion that the candidates exhibited competencies ranging from *competent to advance* in the following leading competencies cited in Annexure A of the Regulations. Findings and Weightings per category are derived from the assessment questionnaire.

LEADING COMPETENCIES <i>"Leading competencies" means competencies that are required to develop clear institutional strategy, initiate, drive and implement programs to achieve long-term sustainable and measurable service delivery performance results.</i>	CANDIDATES		
	JvH de Jager	ZN Mhlongo	GP de Jager
Strategic Direction and Leadership <i>Provide and direct a vision for the institution, and inspire and deploy others to deliver on the strategic institutional mandate.</i>	65	68	63
People Management <i>Effectively manage, inspire and encourage people, respect diversity, optimize talent and build and nurture relationships in order to achieve institutional objectives.</i>	61	62	55
Program and Project Management <i>Able to understand program and project management methodology; plan, manage, monitor and evaluate specific activities in order to deliver on set objectives.</i>	56	62	55
Financial Management <i>Able to compile, plan and manage budgets, control cash flow, institute financial risk management and administer procurement processes in accordance with recognized financial practices. Further to ensure that all financial transactions are managed in an ethical manner.</i>	61	62	63

	JvH de Jager	ZN Mhlongo	GP de Jager
Change Leadership <i>Able to direct and initiate institutional transformation on all levels in order to successfully drive and implement new initiatives and deliver professional and quality services to the community.</i>	61	68	71
Governance Leadership <i>Able to promote, direct and apply professionalism in managing risk and compliance requirements and apply a thorough understanding of governance practices and obligations. Further, able to direct the conceptualization of relevant policies and enhance cooperative governance relationships.</i>	65	49	63
CORE COMPETENCIES <i>"Core competencies" are competencies that cut across all levels of work in a municipality and enhance contextualised leadership that guarantees service delivery impact.</i>			
Moral Competence <i>Able to identify moral triggers, apply reasoning that promotes honesty and integrity and consistently display behaviour that reflects moral competence. In line with the value system and leadership style of the municipality.</i>	51	55	79
Planning and Organisation <i>Able to plan, prioritise and organise information and resources effectively to ensure the quality of service delivery and build efficient contingency plans to manage risk.</i>	70	74	71
Analyses and Innovation <i>Able to critically analyse information, challenges and trends to establish and implement fact-based solutions that are innovative to improve institutional processes in order to achieve key strategic objectives.</i>	65	62	55
Knowledge and Information Management <i>Able to promote the generation and sharing of knowledge and information through various processes and media, in order to enhance the collective knowledge base of local government.</i>	65	74	71
Communication <i>Able to share information, knowledge and ideas in a clear, focused and concise manner appropriate for the audience in order to effectively convey, persuade and influence stakeholders to achieve the desired outcome.</i>	61	74	63

	JvH de Jager	ZN Mhlongo	GP de Jager
Results and Quality Focus <i>Able to maintain high quality standards, focus on achieving results and objectives while consistently striving to exceed expectations and encourage others to meet quality standards. Further, to actively monitor and measure results and quality against identified objectives.</i>	61	62	63
Batho Pele <i>Relationships and judgement/problem solving under pressure.</i>	61	49	47
Policy <i>Clarity of explanation and control of the subject.</i>	61	74	55
Leadership Readiness <i>Leadership Readiness is a continuous process of directing and motivating someone in a way to enable him/her that he/she can create either the state of being ready or the willingness of preparing him/herself for availing an opportunity of becoming a leader before it comes to him/her.</i>	65	68	55

5.2.2 Knowledge & Experience Competencies

In addition to the leading competencies cited above, the competencies cited in Annexure B of the Regulations were considered as follow:

	JvH de Jager	ZN Mhlongo	GP de Jager
Higher Education Qualification Bachelor's Degree in Finance/Economics/Accounting and a relevant post graduate qualification will be an added advantage	B.Acc Hons, US 2001 Original certificate verified	MBA, MANCOSA 2014 Original certificate verified	B.Com Mun Acc, UNISA 2007 Verified & Valid
Work-Related Experience 5 Years at senior and middle management levels in financial environment	Competent	Competent	Advanced
Core Managerial and Occupational Competencies As described in the performance regulations	Advanced as per Written Assessment and Track Record	Advanced as per Written Assessment and Track Record	Advanced as per Written Assessment and Track Record
Financial and Supply Chain Management Competency Areas Formally Prescribed Municipal Minimum Competency Qualification for senior managers.	Advanced as per Written Assessment/ Minimum Competency Course not yet Completed	Advanced as per Written Assessment/ Minimum Competency Course Completed	Advanced as per Written Assessment/ Minimum Competency Course completed

5.3 **Summary Conclusion**

- 5.3.1 The selection process shows that the candidates are deemed to be competent, ranging from competent to advanced in terms of the leadership and core competencies cited in Annexure A and Annexure B of the Competency Framework.
- 5.3.2 The Selection Panel cited unanimously that Mr JvH de Jager is the most suitable candidate for appointment.

***NB:** Please note that utter confidentiality should be observed during and after the deliberation of the selection findings and outcome because of the possibility of legal compromise of the municipality. Under no circumstances should the reporting or debate about candidates reach the public domain.*

6. **Recommendations**

It is recommended that:

- 6.1 The Selection Panel takes note of the content of the Selection Report;
- 6.2 The Selection Panel approves the recruitment and selection process as reflected in the Selection Report documentation including the Long List, Short List and Screening/Reference Report;
- 6.3 The Selection Panel notes that Mr JvH de Jager qualifies at an advanced level for appointment as a Chief Financial Officer;
- 6.4 Council appoints Mr De Jager as Chief Financial Officer permanently in this position on the basis of the findings and consensus of the selection panel;
- 6.5 The Municipal Manager extends an offer of employment to Mr De Jager deemed to be the most suitable under current circumstances;
- 6.6 The contract of employment and the all-inclusive remuneration package be negotiated and finalized by the Municipal Manager within the statutory limits;
- 6.7 It be noted that, within 14 days of Council Decision, a written report including all necessary documents be submitted to the MEC for local government regarding the appointment process and outcome;
- 6.8 The Human Resources Department, as a matter of courtesy and legal requirement, inform the unsuccessful candidates formally of the outcome of the selection process, and thank them for their application and participation in the process.

7. Closure

All individuals that took part in the selection process are thanked for their time and effort in contributing to making this critical appointment a reality.

Regards

Roy Steele

ROY STEELE & ASSOCIATES CC

STRICTLY CONFIDENTIAL



Garden Route District Municipality is fully committed to Employment Equity. Applications are invited for the following vacancy;

CHIEF FINANCIAL OFFICER (GARDEN ROUTE DISTRICT MUNICIPALITY- GEORGE)

SALARY : As per Government Gazette No: 42023 of November 2018.

Minimum Requirements of the post: • Bachelor's Degree in Finance/ Economics/ Accounting and a relevant post graduate qualification will be an added advantage; • Minimum of 5 years at senior and middle management levels in financial environment, • Proven track record of managing financial management services. • Good understanding of performance management system applicable to Local Government. • Extensive and practical knowledge of the Local Government environment. • Certificate in Municipal Finance Management or Certificate Program in Municipal Development (CPMD) in line with Minimum Regulation 493 of 15 June 2007 as published in Government Gazette 29967 of 15 June 2007. • Understanding of Municipal Legislative Framework including, Municipal Systems Act, MFMA, Municipal Structures Act, and other related legislation.

Competencies Required: Leading Competencies: Strategic direction and leadership; People management; Programme and Project management; Financial management; Change management; Governance leadership. Core Competencies: Moral Competence, Planning and Organising, Analysis and Innovation, Knowledge and Information Management, Communication and Result and Quality Focus

Key Performance Areas: • Provide strategic leadership for all functional areas in the Financial Department. • Ensure municipality complies with all legislation pertaining to financial management. • Advise the Accounting Officer on the exercise of powers and duties assigned to him/her in terms of the MFMA. • Perform duties such as budgeting, accounting, analysis, financial reporting, cash and debt management, and any other duties as may be delegated by the Accounting Officer in terms of the MFMA. • Develop and implement programmes and strategies to ensure effective and sustainable financial performance and municipal financial viability. • Monitor financial risks and implement an anti-fraud and anti-corruption strategy in support of the Risk Management Unit programmes. • Oversee the review and development of financial management related policies. • Give input towards preparation of the IDP and SDBIP. • Compile relevant reports as required by finance management legislation. • Responsible for ensuring compliance with corporate governance principles within the Financial Services Department. • Implementation of Council resolutions related to the department.

NOTE: Qualification and SA citizenship checks will be conducted on all short-listed candidates. Successful candidates will be subjected to screening and competency assessments. The successful candidate will be required to sign an employment contract before commencement of duty, a performance agreement and disclosure of financial interest. This advertisement is subject to Local Government: Regulation on the appointment and conditions of employment of senior managers 17 January 2014.

Note (s):

- Applicants should confirm their employment history by submitting the following supporting documentation:
- Qualifications (Degree/Diploma - Statement of results is not acceptable);
- Identity Document (SA);
- Confirmation of current / previous employment;
- Any other applicable documentation required.
- Candidates must be willing to be subjected to practical/proficiency testing.
- Candidates must be willing to be subjected to a criminal record check.
- Your application will also be subjected to references from your previous or current employers.
- **No late or faxed applications will be accepted.**

Application forms and further information:

Please email (Grdm.CFO@gardenroute.gov.za) or hand delivered a completed application form with a comprehensive Curriculum Vitae, accompanied by an original certified copy of your Identity Document and relevant qualifications to: Garden Route District Municipality, Registration Section, 54 York Street, PO Box 12, George, 6530 from 10 – 14 December 2018 and from 07 - 11 January 2019 as the offices will be closed during the festive period. The application forms are available at the offices of Garden Route District Municipality or visit our website at www.gardenroute.gov.za. For enquiries, contact Human Resources on 044 803 1389/ 1307. Only shortlisted candidates will be contacted. Should candidates not be contacted within two months after the closing date, they may accept their application as unsuccessful.

Candidates with disabilities are encouraged to apply.



The Garden Route District Municipality reserves the right not to make or confirm an appointment on posts.

Contact Person: Ms N Klaas on 044 803 1300

Closing date: 11 January 2019 on or before 16h30
Notice no:

**MG STRATU
MUNICIPAL MANAGER**



LONG LIST

CHIEF FINANCIAL OFFICER

CLOSING DATE: 11 JANUARY 2019



Garden Route District Municipality

LONG LIST

Applications for position – Chief Financial Officer

Name, Surname, ID, Race, Gender Languages & Driver's License	Address, Contact numbers & E-mail address	Prof Registration & Member- ship	Qualifications	Current Appointment	Experience	References	Comment
1 Rahimoonisha Abdool	0837868903 Mimi.abdool@hotmail.co.za	N/A	Bachelor of Commerce (1997) Postgraduate Diploma in Bus Man (2001) MBA (Strategic Management) (2003)	01 May 2017-present National Regulatory Compulsory Specifications (Schedule 3A)- Chief Financial Officer	01 Nov 2016-30 April 2017 NEMISA (Schedule 3A Public Entity)-Chief Financial Officer 01 April 2014-31 Oct 2016 Productivity SA (Schedule 3A Public Entity)-Corporate Services: Financial Manager/ Acting Executive 01 April 2011-31 March 2014 Phambili Dismed Hospital Group (Pty) Ltd-Group Financial Manager 14 Feb 2011-31 March 2011 ABI-Manufacturing-FMCG-Financial Accountant 07 June 2007 -31 Dec 2010 Shell South Africa (Pty) Ltd-Business-2-Business (B2B) Financial Director (JV) 06 Oct 2003-08 June 2007 Self Employed-Business Consultant-SMME's	Mr Azmat Ali Shell SA Senior Finance Manager +61450285400 Hazmat@hotmail.com Professor Walter Claasen NEMISA Chairperson of the Board +27828002578 Mr Marius van Niekerk Post and Telecommunications: DDG +27823227311 Carolyne Anoopall Productivity SA HR Manager +27823280006	-No ID, Race, Gender, Languages & Driver's License. -No Address

					<p>01 June 2000-30 Sept 2003 Netcare Group-Financial Manager (Richards Bay)</p> <p>01 Jan 1998-31 May 2001 Ithala Development Corporation/ Kwa-Zulu Training Trust (KTT)- Senior/Regional Accountant</p> <p>12 Feb 1996-31 Dec 1997 Natal Training Centre-Financial Manager (FM)</p> <p>18 Sep 1989-09 Feb 1997 Kuri-O-King Group of Companies- Group Accountant, HR/ 2-I-C to MD</p> <p>01 Feb 1986-15 Sept 1989 Sales House (Edgars Group)- Manager</p> <p>01 Feb 1980-31 Dec 1985 Die-Cut (Pty) Ltd- Bookkeeper/Personnel Officer</p>		
<p>2. Walter Welcome Mthethwa</p> <p>8002075344083</p> <p>Male</p> <p>English Zulu Swazi</p>	<p>3 Dwergarend Street Fish Eagle Bend Malelane</p> <p>0796689312 0733509753</p> <p>waltermthethwa@rocketmail.com</p>	<p>SAICA CA (SA) (2008)</p>	<p>B.Com (Accounting) (2000)</p> <p>B.Com (Hons) (Accounting) (2002)</p> <p>Training: GIBS Senior Management Training</p> <p>Professional Programme for Students (Advtech Group)</p>	<p>01 Oct 2016-Prsent RCL Foods (Tsb Sugar Holding Company)- Manager: Financial Services</p>	<p>01 Aug 2015-30 Sept 2016 RCL Foods (Tsb Sugar Holding Company)-Project Manager-Transformation Management Office</p> <p>01 April 2013-31 July 2015 Tsb Sugar-Senior Financial Manager (Projects)</p> <p>01 Jan 2013-31 March 2013 National Student Financial Aid Scheme-Senior Financial Manager: Account Receivables</p> <p>01 Sept 2011-30 June 2012</p>	<p>Msulwa Daka NFAS Chief Executive Officer 0217633200 0835761989</p> <p>Geraldine Monareng Pioneer Foods Executive: Africa Business & UK 0834693078 Kiwi_kibi@hotmail.com</p> <p>Aveshni Naicker Pioneer Foods Divisional Manager: HR: Africa Business</p>	<p>-Race and Driver's License not stimulated.</p>

			<p>Plain Business Writing Skills Programme (BizComm Group) Advanced Certificate in Auditing (Accounting Professional Training Course.</p> <p>Caseware Intermediate Refresher Training Course</p> <p>Computer Based Training Course (CQS)-Word, Excel and Power Point (Ernst & Young)</p>		<p>Pioneer Foods Ltd-Divisional Manager Finance: Africa Business & UK</p> <p>01 Aug 2009-31 Aug 2011 TSB Sugar-Manager: Internal Audit</p> <p>01 Feb 2006-31 March 2007 SABC-Financial Analyst-Content Hub Finance</p> <p>01 Jan 2003-31 Jan 2006 Ernst & Young-Trainee Accountant-Audit (Training Contract)</p>	<p>Aveshni.Naicker@rclfoods.com</p> <p>Bongani Dube Standard Bank Corporate Credit Manager 0116312482 0823459326</p>	
<p>3. Avitha Krishna Sunker</p> <p>7605160005087</p> <p>Indian Female</p> <p>English Afrikaans</p> <p>EB</p>	<p>31 Oyster Walk 50 Main Road Knysna 6570</p> <p>0828283038 0768127682</p> <p>suntek@vodamail.co.za</p>	N/A	<p>Bcom Degree (Accounting) (2007)</p> <p>Book Keeping (1997)</p> <p>Various MMC Courses (University of Cape Town)</p>	N/A	<p>Jan 2014-Oct 2017 Knysna Municipality-Manager: BTO</p> <p>Oct 2011-Nov 2013 Total Workforce Solution-Chief Financial Officer</p> <p>April 2009-Sept 2011 MDS NDT Consultants (Pty) Ltd Financial Director</p> <p>Dec 2006-April 2009 Primeserv ABC Recruitment-Management Accountant</p> <p>July 2005-Oct 2006 Sanitech-Senior Financial Accountant</p> <p>Nov 2004- April 2005 Softline (Sage Enterprise Solutions)-Financial Manager</p>	<p>Ricky van Aswegen Knysna Municipality Chairman of Finance & Deputy Mayor 084311187</p> <p>Peter Meyers Knysna Municipality DA Councilor (Ex-Deputy Mayor) 083413608</p> <p>Michael Rhode Director: Technical Services 0742143866 michaeljrhode@yahoo.com</p> <p>Elvis Phillips MDS NDT Consultants 0837665977 Elvis.phillips@mds-skills.co.za</p>	

					May 2002-31 March 2004 Tongaat-Hulett Sugar-Payroll Manager 26 Sept 1996-30 Sept 1998 Weigh-Less-Book-Keeper Nov 1994- May 1996 Peerless Trading-Accounts Clerk		
4. Mathume Joseph Phaahla 6412145287083 Black Male English Sotho C10	2350 Westbrook Estate Protea Roads Noordwyk 0833907129 0834436896 Manomjp649@gmail.com	Association of Black Securities and Investment Professionals (ABSIP) Association of Corporate Treasurers of Southern Africa (ACTSA) Black Management Forum (BMF)	Bachelor of Commerce (1988) Master or Development Finance (2007) Senior Management Development Programme (SMDP) (2013) Masters of Business Administration (MBA) (2002) Financial Modelling Course (2013) Policy Development and Management Course (1999) Certificate in Financial Markets and Investment (1998)	N/A	Sept 2015-Dec 2018 Lukhona Projects-Managing Director April 2004-June 2015 Road Accident Fund- Senior Manager: Treasury Dec 2002-March 2004 South African Post Office-Senior Manager: Treasury and Cash Flow Management. Oct 1999-March 2000 Independent Broadcasting Authority-Financial Analyst Nov 1996-Sept 1999 South African Reserve Bank-Analyst (Banks) April 1996-Oct 1996 Standard Bank of SA Ltd-Trainee Manager Credit Jan 1994-March 1996 Standard Bank of SA Ltd-Credit Analyst Oct 1991-Dec 1993 Standard Bank of SA Ltd-Manager's Clerk/Officer in Charge	Tshidi Mahlangu Roads Accident Fund Senior Manager 0126211816 Lucas Kubushi Road Accident Fund Specialist 0126211847 Walter Charakupa Road Accident Fund Senior Manager 0126211812 0734538150	

					Jan 1989-Sept 19991 Standard Bank of SA Ltd- Accelerated Training Programme		
5. Percy P Pefile Male	0763545962 Percy.pefile@mweb.co.za Percy.pefile@icloud.com	N/A	Bsc Accounting (1990) Certificate in Management Automotive Retail (2010)	Mbona Investments-Director	1998-2010 Issachar Investment Holdings-Director 2008-2011 Audi Centre Bruma, Barons Bruma-General Manager 2007-2008 Nissan SA, Midrand-Regional Sales Performance Manager 2005-2006 FleetAfrica, Sandton-Consultant 2004-2005 FleetAfrica, Sandton-Marketing Manager 2003-2004 FleetAfrica, Sandton-Senior Contracts Manager 1998-2002 BMW SA, Midrand-Regional Business Manager 1994-1998 Associated Automotive Distributors, Germiston-Financial Manager 1991-1994 KPMG, Mbabane-Accountant 1989-1990 Ernst & Young, Mbabane, SD- Auditor		-No ID Number -No Race -No languages -No Driver's License -No Address -No reference, state: available upon request

6. Zakhele Ntandoyenkosi Mhlongo 7906235377083 Black Male English Xhosa Zulu C10	57 Sherwood Road Napierville Pietermaritzburg 3201 0826986640 0354733312 ntandozak@gmail.com	CIGFARO-1087	National Diploma-Cost & Management Accounting (2000) Bcom-Accounting (2001) MBA (2014) CPMP/MFMP (NQF Level 6) GRAP Implementation (NQF Level 8) Development and Management of Local Government Course Bid Committees-NSG	01 Feb 2013-Present Umlazi Local Municipality-Chief Financial Officer	July 2010-Jan 2013 Tourism KZN-Projects & Management Accountant Sept 2009-June 2010 Umgeni Water- Management Accountant April 2006-August 2009 KZN Wildlife-Management Accountant May 2004-March 2006 Ezemvelo-KZN Wildlife, Didima Camp/Resort Nov 2002-April 2004 Sappi Kraft-Tugela Mill-Cost Analyst/Paymaster March 2001-Oct 2002 Kynoch Feeds (Pty) Ltd-Stock Controller (Clerk) May 1999-Feb 2001 Makukhanye Literacy Project-Numeracy Level 2 Facilitator	Mr Simon Mashabane Umlazi Municipality-Accounting Officer 0354743337 0837078953 mm@umlalazi.org.za Mr Darius Chitate Ezemvelo KZN Wildlife-Chief Financial Officer 0338451999 0824529418 chitated@kznwildlife.com Darius Chutate KZN Wildlife 0824529418	
7. Koielan Narainsamy Govender (Neville) 7509295208089 Male English Afrikaans	P.O Box 5174 Meyerdal 1447 0823788441 KNG2909@gmail.com Neville.Govender@ekurhuleni.gov.za		Certificate Courses: Managing Economic Development: NQF-7 Programme in Project	April 2003-Present Ekurhuleni Metropolitan Municipality-Project Manager	Nov 1999-March 2003 Alberton Town Council Town Engineers Department –Senior Technical Assistant June 1997-Oct 1999 Struwig Mendes and Associates-Civil Engineering Technician Jan 1995-Dec 1995	Zanele Shabalala Ekurhuleni Metro Divisional Head: Projects 0614142473 Karuna Mohan Ekurhuleni HOD Economic Development 0825653048	-No race indicated

C8			Management: NQF-8 Managing integrated Development for Service Delivery-NQF7 Project Management Communication and Facilitation-GTZ and INVENT Advanced Leadership Skills-Academy of Advanced Leadership Economics and Development Economics, A Theoretical and Practical Intro		Nov 1996-June 1997 Kwa-Dukuza Municipality-Trainee Technician		
8. Jacobus Johannes Swarts 7610025116087 Male Coloured Afrikaans English B	6 Bass Street Kuils River 7580 0787196927 0182943301 Jacobussw5408@gmail.com	CA (SA) SAICA 04932261	National Diploma: Internal Auditing (1998) Degree of Baccalaureus Technologiae (2000) Bachelor of Commerce Honours: Accounting (2003) Certificate in the Theory of Accountancy (2003)	01 Jan 2016 Auditor General of South Africa-North West –Senior Audit Manager	May 2015-Dec 2015 South African Revenue Services (SARS)-Enforcement Audit Manager March u2013-April 2015 Department of The Premier-Internal Audit Manager April 2006-Dec 2014 Cape Peninsula University of Technology-Part time Lecture April 2008- Feb 2013 Auditor General South Africa (Western Cape Province)-Audit Manager Jan 2005-March 2008	Lorraine Van Der Grijp AGSA Deputy Business Executive 0833575811 Vusumzi Zingitwa Old Mutual Regional General Manager 0823370896 Rose Mulondo Chifadza CPUT Senior Lecture (Retired) 0822006958 Burton Van Staaden VSB Chartered Accountants Partner	

			Honours Bachelor of Accounting Science (2012) Part II Auditing Specialist Course (2014)		Gobodo Incorporated-Supervising Senior Auditor Jan 2002-Dec 2004 Old Mutual Group Internal Audit (Financial Services)-Internal Auditor July 2000-Dec 2001 BDO Spencer Steward Incorporated-Trainee Accountant Nov 1999-June 2000 Raatz Precision Services (Engineering)-Accounts Officer		
9. Cufton Clark Changfoot 6111265097088 Chinese Male English Afrikaans EB	314 Freeborn Street Wilgers Pretoria 0184 0824490098 cliftonc@mweb.co.za changfoot.clifton@gmail.com	ACCA (UK)-Fellowship Member SAIPA	Bachelor of Accounting Science (B.Compt) (1986) Honours Bachelor of Accounting Science (1991)	1 April 2018-Present Self Employed-Consultant	March 2015-March 2018 Council for the Built Environment- Chief Financial Officer June 2004-Nov 2014 Agricultural Research Council- Divisional Financial Manager June 2003-May 2004 National Treasury, Office of the Accountant-General	Prof K Michaels CBE Finance Committee Chair 0216503444 0825665566 Dr M. Maila ARC Research Manager 0123102500 0647508399 Dr S Venter ARC Research Manager 0128419611 0825663872	
10. Yimile Ngqele 6011225932087 Black Male Xhosa English Afrikaans	70 Dogwood Street Wavecrest Jeffreys Bay 6330 0791860261 0725148012 Yimilezote56@gmail.com	IMFO (CIGFARO) COMENSA	Bachelor of Accounting Science (B. Compt) (1993) Executive Development Programme (2005)	April 2017-Present Coaching and Financial Consulting-Partner	Aug 2014-March 2017 Department of Roads and Public Works (Eastern Cape)-Chief Financial Officer April 2013-July 2014 Chris Hani District Municipality- Chief Financial Officer May 2008- March 2013	Ms Asanda Myataza PWC Gauteng Provincial Director 0825694368 Asanda.myataza@pwc.com Mr Quiton Mageza EPWP Public Works Chief Director 0406024698	

EB			<p>Certificate-Municipal Financial Management (LGSETA) (2014)</p> <p>Certificate in Business Leadership (2000)</p>		<p>Amathole District Municipality- Chief Financial Officer</p> <p>Jan 2002-April 2008 Department of Roads and Public Works (Eastern Cape)-Chief Financial Officer</p> <p>June 2000-Dec 2001 Eastern Cape Development Corporation-Development Manager-Alfred Nzo Region</p> <p>Sept 1997-May 2000 Imvelo GIS (Pty) Ltd Managing Director</p> <p>Feb 1994-Jan 1995 Douglas and Velcich (CA) SA Articles Clerk</p>	<p>gimageza@ecdpcw.gov.za</p> <p>Mr Qonda Kalimashe EC Treasury Provincial Accountant General Qonda.Kalimashe@ectreasury.gov.za</p>	
<p>11. Felix Martin Lotter</p> <p>6407275123082</p> <p>White Male</p> <p>English Afrikaans</p> <p>EB</p>	<p>No. 3 Wigget Street Oudtshoorn 6625</p> <p>0828597420 0442033003</p> <p>flotter@oudtmun.gov.za</p>	CIGFARO	<p>BCom (1991)</p> <p>Certificate Programme in Management Development for Municipal Finance (CPMD MF) (2016)</p>	<p>1 Sept 2016-Present Oudtshoorn Municipality-Chief Financial Officer</p>	<p>March 2012-Aug 2012 Beviaans Local Municipality Strategic Manager Finance</p> <p>Nov 2007-Dec 2011 Cederberg Local Municipality-Chief Financial Officer</p> <p>March 2001-June 2002 LGC Consultants Senior Consultant</p> <p>March 1995-Feb 2001 Eastern Gauteng Services Council Chief Accountant</p> <p>Jan 1991- Feb 1995 Local Government Affairs Council Accountant Financial Planning</p> <p>Dec 1982-Dec 1990 South African Police Service</p>	<p>Mr A.A Paulse Oudtshoorn Local Municipality Municipal Manager 0442033004</p> <p>Clr. M Booysen Garden Route District Municipality Executive Mayor 0832943951</p> <p>Mr GF Matthyse Theewaterskloof Municipality Municipal Manager 0282143363</p>	

					Warrant Officer (Financial Administration)		
12. Gerald Patrick De Jager 6704285437084 Coloured Male Afrikaans English EB	21 Swartberg Road Van Coller Park Queenstown 5319 0823366315 0478782011 0825730711 Gerald.dejagerr@gmail.com DejagerG@emalahlenilm.gov.za	CIGFARO ILGM	BCom (2007) Higher Diploma in Education (Commerce-Secondary) (1991) B.ed (Management; Law and Systems) (2000) Certificate Programme in Management And Development (CPMD) (2014) <u>On the Job Training/Short courses:</u> -Legislative Framework in Local Government with specific reference to: Local Government: Municipal Structures Act No. 117 of 1998 and Regulation; Municipal Systems Act No. 117 of 1998 and Regulations.	May 2012-Present Emalahleni LM (EC 136)-Chief Financial Officer	Oct 2012-April 2013 Emalahleni LM (EC 136) Acting Municipal Manager May 2007-April 2012 Tsolwana Municipality Chief Financial Officer Jan 2004-April 2007 Ukhahlamba/Joe Qabi District Municipality Chief Audit Executive Jan 1996-Dec 2003 Bishop Demont S.S.S Teacher 1994-1995 (TLC Period) Lady Grey Municipality Mayor 2004-2012 Senqu Municipality Audit Committee Member 2006 Maletswai Municipality Audit Committee Member 2000-2003 Maletswai Municipality Portfolio Head Finance	Dr Eddie Rankwana Dr Beyers Naude Municipality Municipal Manager 0498075900 0760723211 eddierankwana@gmail.com Ms Joyce Ntshinga Province of the Eastern Cape Provincial Treasury and Planning Director-Finance and Governance 0451010035 0824177605 Joyce.Ntshinga@ectreasury.gov.za	

			<p>-Local Government: Municipal Finance Management Act No.56 of 1998 and Regulations.</p> <p>-Performance Management Framework within municipal environment.</p> <p>-Regulations of Gatherings Act (No. 205 of 1993).</p> <p>-Department of Industry incentives schemes.</p> <p>-Provincial and National Treasury.</p> <p>-Accounting Standards Board (ASB): Provincial and National Treasury</p>				
<p>13. Itumeleng Josephh Tswaile</p> <p>7209065674087</p> <p>Black Male</p> <p>English Xhosa Tswana</p> <p>B</p>	<p>7503 Unit 15 Mmabatho 2735</p> <p>0728181695 0824305739</p> <p>tumaholegararo@gmail.com</p>	SAICA	<p>Master of Business Administration (Financial Management) (2017)</p> <p>Bcom (Accounting & Auditing) (2001)</p> <p>Teacher's Diploma (Mathematics and Physical Science) (1996)</p> <p>Post Graduate Diploma in Risk Management</p>		<p>Dec 2013-Oct 2018 Mahikeng Local Municipality Head: Financial Planning and Reporting</p> <p>Jan 2018- Sept 2018 Mahikeng Local Municipality Acting Chief Financial Officer</p> <p>Dec 2011-June 2011 NW Department of Finance Assistant Director: Municipal Accounting Support</p> <p>Feb 2010-Nov 2011 Gobodo Incorporated Accountant</p>	<p>Mr T Mathe CA (SA) Mahikeng Local Municipality Acting Chief Financial Officer 0183890268 0833994015</p> <p>Mr L Gopane Department of Finance 0183884221 0835514021</p> <p>Mr M Seate North West Department of Finance Deputy Director-Municipal Support Unit 0183883505</p>	

			<p>Certificate: Municipal Financial Management LG Seta, NQF 6 (2017)</p> <p>Train the Trainer (2004)</p> <p>Basic Employment Equity (2006)</p> <p>Negotiation Skills (2006)</p> <p>Outcome Based Assessor (2010)</p>		<p>Feb 2007-Jan 2010 Gobodo Incorporated Accountant Article Clerk</p> <p>July 2008-March 2011 Botshelo Water Board Audit and Risk Committee Chairperson</p> <p>Jan 2002-Jan 2007 North West University-Mafikeng Campus Junior Lecturer</p> <p>June 2002-April 2003 AMZ Corporate Advisor Assistant Manager</p> <p>June 2004-Dec 2004 PriceWaterHouseCooper-Mafikeng Contracted Facilitator</p> <p>June 2003-Dec 2003 Technikon North West Part Time Lecturer</p> <p>Jan 1998-Dec 2001 North West Department of Education School Educator</p> <p>Jan 2004-Dec 2006 North West University Staff Association Treasury</p>	0845006368	
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14. Jan-Willem Van Huyssteen De Jager 7910165166086 White Male English Afrikaans EB	8 Grysbok Street Denver Park George 6539 0725041169 0448031332 0769619572 jwdejager@gmail.com	SAICA: CA (SA) IIA: CIA	Bachelor's Degree in Accounting (1998) Honours Degree in Accounting (2001) Diploma in Auditing (2003) Operis Project Finance Consulting (2010) Municipal Minimum Competency (2018) Performance Management (2017) Data Analytics (2018) GRAP Training/Researcher (2018)	Aug 2015-Present Garden Route District Municipality-Chief Audit Executive	March 2002-Dec 2004 PricewaterhouseCoopersInc (Paarl) Articles-Manufacturing and Agriculture Jan 2005-March 2005 PricewaterhouseCoopersNV (Amsterdam,Netherlands) Articles Audit Senior-Secondment April 2005-March 2006 KPMG (Dublin, Ireland) Audit Senior-Banking and Finance division March 2006-May 2008 Goldkman Sachs International (London, UK) Senior Associate-Fixed Income Product Control (ESSG) June 2008-April 2011 Community Health Partnerships Ltd (London, UK) Chief Financial Officer July 2011-July 2015 Moore Stephens Mo Senior Manager	Andriette Badenharst Moore Stephens Director 0448020000 Johan Stander Garden Route District Municipality Deputy Finance Manager 0448031300 Dr Sue O'Coannell CHP CEO +442079728006	
15. Xolani Erastus Nkuzo 7705175600086 Xhosa English Black Male	26 Gemini Road Phoenix Milnerton Cape Town 0724612193 0833846976 nkuzox@gmail.com	N/A	BTech (Internal Auditing) (2010) National Diploma (Internal Auditing) (2005) Certificate in Forensic Examination Courses:	Assisting Senior Financial Manager (Temporary position)	Nov 2016-Dec 2017 Imperial Ford Diep River and Imperial Fiat and Mitsubishi Kuilsriver Dealership Financial Manager Jan 2014-Nov 2016 Hyundai Automotive SA (Pty) Ltd Dealership Accountant	Peter Scott Hyundai Automotive SA(Pty)ltd Dealership Principle 0825225108 Herman Du Plessis Barloworld Motor Retail (Pty) Ltd Financial Manager	

			Conflict Management Business Formulation Autoline and Cognos Systems HPPI (High Performance People 1) Business Excellence All Departments Dealership Management Microsoft Office-Advance Level Kerridge/Autoline/Automate/Auto Drive Vehicle Stock Controlling, Parts Department Management Imperial Ford Training.		March 2008-Nov 2013 Barloworld Motor Retail (Pty) Ltd Accountant Oct 2005-Dec 2008 Parmalat SA (Pty) Ltd Accountant June 2005-Sept 2005 Pick n Pay Limited Assistant to Financial Accountant	0842330757 Maruis Bruwer Parmalat SA (Pty) Ltd National Logistics Manager 0218091400	
16. Candice Nodine Kelton 8804300107080 Coloured Female English Afrikaans	10 York Manor 25 York Street George 6529 0828396940 0448745022 0849521587 Candice.kelton@gmail.com	SAICA IRBA	Bcompt (Accounting CTA) (2008) BCompt Honours (2009) Accounting Professional Training (APT) (2011) Broad-Based Black Economic	2016 Mazars- Senior Audit Manager	Jan 2009-Jan 2012 Mazars (George) Audit Clerk 2012-2015 Mazors (George) Audit Manager	Mr Moll York High School Principal 0448734233 Mr PH Wicht NMMU Senior Lecture 0826003146	

Code 10			Empowerment Management Development Programme (2013)			Mr AT Jeffrey Marzars Partner 044875022	
17. Davy Louw 7003255263086 Coloured Male Afrikaans English Code B	11 John Goussard Street Onrus 7201 0781696423 0282143300 davylouw@gmail.com	SAICOP CIGFARO	B.Com (1992) Post Graduate Diploma in Accounting Sciences (2008) Hons.Bcompt (CTA endorsement) (2009)	Sept 2012-Present Theewaterskloof Municipality Chief Financial Officer	May 2011-Aug 2012 Beaufort West Municipality Chief Financial Officer Jan 2011-April 2011 PricewaterhouseCoopers Trainee Accountant July 2005-Dec 2010 Beaufort West Municipality Chief Financial Officer Jan 2002-June 2005 Blue Crane Route Municipality Chief Financial Officer July 2000-Dec 2001 Touws River TLC Town Treasurer Aug 1995-June 2000 Touws River TLC Accountant March 1994-July 1995 Touws River Pharmacy Bookkeeper	Mr H.S.D Wallace Theewaterskloof Municipality Municipal Manager 0825581746 Dugwa51@outlook.com Mr J Booysen Beaufort West Municipality Municipal Manager 0620649164 bjaffie@gmail.com Mr D Claasen Blue Crane Route Municipality 0789047024 darren@docpbs.co.za	
18. Moegamat Ridwaan Abdullah 6903285250089 Coloured Male	6 Nero Street Gelvan Park Port Elizabeth 6020 0828948857 0414524186 Ridwaanab786@gmail.com	Compliance Institute of SA Institute of Risk Management Institute of Municipal	Bcom (Business Management Auditing) (1998) Bcom Honours (Business Management: Finance) (2000)	Self-employed, Consultant	2015-2017 Department of Transport Chairperson: Risk Committee April 2012-April 2016 East Cape Midlands College Senior Resources Manager Dec 2008-June 2009 Kouga Municipality	Mr JJ Mbana East Cape Midlands College 0827725605 Dr E Rankwana Kouga Municipality Former Municipal Manager 0760723211 Mr N.K Singanto	

English Afrikaans EB		Finance Offices.	<p>Internal Audit Technical (2018)</p> <p>ETDP; SETA (Assessor: Moderator) (2017)</p> <p>Monitoring and Evaluating (2014)</p> <p>Principles of Risk Management (2009)</p> <p>CPMD (2009)</p>		<p>Acting Chief Financial Officer</p> <p>July 2009-June 2012 Kouga Municipality Chief Financial Officer</p> <p>March –June 2009 Kouga Municipality Risk & Compliance and Revenue Manager</p> <p>Aug 2004-March 2005 Sundays River Valley Municipality Acting Municipal Manager</p> <p>March 2002-July 2002 Sundays River Valley Municipality Director: Finance and Administration</p> <p>July 2002- Feb 2008 Sundays River Valley Municipality- Chief Financial Officer July 2002-Feb 2008</p> <p>June 1997-Jan 1999 Western District Council Senior Clerk: Rates and other Income</p> <p>Feb 1999-Dec 2001 Western District Council Senior Clerk: Internal Audit</p> <p>June 1989-Aug 1994 Midland Chamber of Industries Internal Auditor</p> <p>Sept 1994-May 1997 Surgical Clinic Hospital Manager/Administrator</p>	<p>Sundays River Valley Municipality Former Municipal Manager 0832839010 0710313472</p>	
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19. Kenneth Carl Cooper 5903285080081 White Afrikaans English EB	15A Wassenaarweg Seemeeupark Hartenbos 6520 0828237538	IMFO	Bcom (1992) Minimum Competency (MFMA) Financial Management Training (2001) LG SETA: Certificate; Municipal Financial Management (2014)	N/A	May 1977-Feb 1990 South African Defence Force Corporal April 1980-Dec 1985 Volkas Bank Deputy Accountant Jan 1986- July 1990 Mosel Bay Municipality Contract Administrator May 1992-December 1993 Senekal Municipality City Treasurer Jan 1994-March 2016 Swartland Municipality Director Financial Services Aug 2017-May 2018 Dr Leon van wyk tandarts Financial Administration Manager June 2018-Nov 2018 Kannaland Municipality Acting Director Financial Services	Herman Botha Former CFO Mosel Bay Municipality 0829243362 Wesley Holland Former Auditor General 0824553757 Former Municipal Manager Swartland Municipality 0828237542	-Did not indicate Gender
20. Nastasshia Juzaan Miggel 8112060126088 Coloured Male English Afrikaans Code B	3 Hackney Street Malmesbury 7300 0732010111 0224821143 njmiggel@gmail.com	SAIPA	Bcom (Management Accounting) (2003) Supply Chain Management Project Management	Oct 2014 Department of Higher Education and Training Finance Manager	Dec 2008-Sept 2014 Pioneerfoods (Pty) Ltd Divisional Accountant Aug 2008-Nov 2008 Pioneerfoods (Pty) Ltd Divisional Accountant July 2006-July 2008 West Coast District Municipality Chief: Internal Audit Feb 2006-July 2006 Department of Economic Development and Tourism State Accountant	Mr G Paris CET College Western Cape (Former CFO) 0839517187 Gerarf@amilliard.co.za Mr W Abrahams University of Stellenbosch Deputy Director 0218084519 0738170622 wabrahams@sun.ac.za Ms R Hendricks City of Cape Town Executive Committee Officer 0727305233	

					Feb 2003-Jan 2006 Kirkman Lanfear Incorporated Article Clerk	Rhendricks463@gmail.com	
21. Zettie Ntombekhongo Ngcumbe 8312250914083 Black Female English Xhosa Afrikaans C1	5 Frontier Street Deville Park George 6529 061882562 044870028 0448019006 zettiengcumbe@gmail.com zngcumbe@george.gov.za	CIPS	Bachelor of Commerce (Finance) (2011) Diploma of Supply Chain and Procurement	April 2018 George Municipality- Cashier/ Client Services and Cashiering	June 2017-March 2018 George Municipality Financial Management Intern May 2016-April 2017 Commerce-Edge South Africa (Pty) Ltd Professional Development Consultant March 2013-Dec 2014 Absa Bank Ltd Transactional Banker Feb 2009-28 Feb 2013 Absa Bank Ltd Public Sector Relationship Executive Feb 2006-Jan 2009 Absa Bank Ltd Sales Consultant Nov 2005-Jan 2006 Absa Bank Ltd Temporarily Administrative Clerk/Bulk Teller Feb 2003-Oct 2005 University of the Western Cape Library Assistant	Mr Brett Birkholtz Absa Bank Southern Cape Area Manager 0446018000 0824994265 Skumbuzo Alan Mabuto George Municipality Chief SCM PR actioner 0448019522 Norman Jansen George Municipality Supervisor: cashier 0448019014	
22. Ursula Magdalena Baartman 7310090156080 White Female Afrikaans	43 Danie Theron street, Beaufort West 6970 Cell: 0832847597 Work: 023 449 1000/1049 umb2112@gmail.com	The South African Institute of chartered accountants CA(SA)	Chartered accountant Public Practice Examination (PPE) B com. Honours (Accounting)	15 February 2017 – present Central Karoo District Municipality-Senior Manager: Financial Services (CFO)	3 August 2016 – 14 February 2017 Dr Beyers Naude Local Municipality – Financial Manager 30 September 2015 – 3 August 2016 Baviaans Municipality	Executive Mayor Dr A Rabie Central Karoo District Municipality Tel 083 457 8711 Email anlo@kingsley.co.za Councillor E Look	

English Code EB	cfo@skdm.co.za		<p>(2002)</p> <p>ND: Education (2001)</p> <p>Credit Diploma (1996)</p> <p>B Com. (1994)</p> <p>LGSETA Unit Standards as listed (21 Modules) Prescribed by the MFMA Regulations on Minimum Competency</p> <p>G12 (matric)</p>		<p>Financial Manager – Acting CFO</p> <p>1 November 2013 – 30 September 2015 Baviaans Municipality Financial Manager</p> <p>1 July 2012 – 10 October 2013 Matzikama Municipality Chief Financial Officer</p> <p>14 April 2009 – 30 June 2012 Camdeboo Municipality Chief Financial Officer</p> <p>1 March 2008 – 13 April 2009 Gerber, Botha & Gowar Audit Manager</p> <p>26 March 2007 – 29 February 2008 Kudu Motors Financial Manager</p> <p>10 August 2006 – 15 March 2007 Vodacom Senior Specialist: Internal Auditing</p> <p>1 November 2004 – 31 July 2006 Office of the Auditor General International Audit Manager and Manager</p> <p>1 April 2000 – 31 March 2000 Office of the Auditor General Assistant Manager</p> <p>1 June 1998 – 31 March 2000 Muir College – Uitenhage Teacher</p>	<p>Dr Beyers Naude Local Municipality Tel: 082 570 3778</p> <p>Mr Stefanus Jooste Municipal Manager Central Karoo District Municipality Tel 084 581 6362</p>	
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					1 April 1997 – 30 June 1998 Bethelsdorp technical college Lecturer (temp position) 16 September 1996 – 31 March 1997 Bankserv (Pty) Ltd Bookkeeper 1 January 1995 – 15 September 1996 Executive trainee/Competitor analyst		
23. Sandra Gomm 7002070219083 White male Afrikaans English Code EB	Plot 153, Zwavepoort Pretoria 0036 0722298789 sandra@powerscreen.co.za	N/A	ND: Government Finance Bachelor of commerce (honours) in cost management Post graduate certificate – GRAP implementation in the Public Sector	Unemployed	January 2017 – 15 December 2017 Department of Women – Director Finance 16 May 2016 – 30 September 2016 – Exactech – Senior Forensic Auditor / Accountant February 2002 – 15 June 2011 Department of Justice and constitutional Development Chief Director – Office of the CFO March 2007 – August 2007 Department of Justice and constitutional Development Acting DD: Corporate Services January 1988 - January 2002 Auditor General Audit Clerk / Assist / Auditor	Ms Jenny Schreiner, Former DG 082 909 0355 Mr Alan Mackenzie former, CFO 082 3734947 Ms Shirley Machaba PWC Partner 012 429 0123	
24. Sivuyile Bukula 8008065795085 African male	15 Yoyo Street Zwide Port Elizabeth Eastern Cape 6201	ANC membership	ND: Information Technology (2002)	June 2009 – Present Personal Capacity Representation (Bloem/Gauteng/Port Elizabeth) – Law	Sept 2018 – November 2018 SACAP SA Panel member	Adv. Toto Fiduli (acting registrar Tel: 011 479 5000 Email: Toto.Fiduli@sacapsa	

English IsiXhosa Code 10	076 208 3323 bukulas@yahoo.com & Bukulas@gmail.com		<p>Oracle 9i advanced PL/SQL (2003)</p> <p>Computer Based training (2003)</p> <p>Bachelor of Business administration (2009 – currently)</p> <p>Course in strategic Management 2013 – currently</p> <p>Course basic of total Quality Management 2014 – current</p> <p>ANC membership</p>	<p>Admin/ Representative/ Manager</p> <p>July 2016 – Present ANC (Port Elizabeth) Political member</p> <p>July 2012 – current Internet café Self Owned</p>	<p>April 2009 – September 2010 WC Department of Education Analyst Information Manager (Director level)</p> <p>April 2008 – March 2009 NMMU Motherwell City (PE) e-Gov Manager</p> <p>March 2013- Dec 2014 Bran Systems at Volkswagen Software/Web Developer & Support Engineer</p> <p>July 2007 – Sept 2007 Data Migration Analyst Fujitsu by Bidevco</p> <p>March 2007 – May 2007 Software Developer Modular Communication</p> <p>July 2003 – Sept 2005 Department of Health Systems Analyst/Senior network Controller</p> <p>May 2003 – June 2003 Call Centre Agent SARS</p> <p>May 2003 – June 2003 Department of Minerals and Energy Helpdesk Administrator</p>	<p>Mr Jacobs Abraham (Managing Member) Tel. 041 409 8019 Email: Jacob.Abraham@bransystems Cell: 073 833 3102</p> <p>Ms Sindy Mafanga Kibi Tel 021 467 2051 Cell: 073 833 3102 Email smafanga@pgwc.gov.za</p>	
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25. Christian Boshoff 680412 5145085 White Male Afrikaans English Code EC1	6 Foxglove Paarl 7646 Cell: 082 326 2531 Tel: 021 807 4876 Chrboshoff@gmail.com	Institute of Municipal Finance Officers Senior Associate member	Certificate: MFM MBA (PU for CHE) B.comm (PU for CHE) NQF 4 Municipal Finance administration NQF 5 Public Finance administration NQF 6 Municipal Financial Management Conduct Outcome-based assessment Design and Develop Outcomes-Based Assessment	1 May 2017 – Present- Drakenstein Municipality – Acting Manager: Strategic Financial Planning	January 1991 – June 1995 Auditor General Senior Auditor July 1995 – July 1996 Ernest & Young Internal Auditor August 1996 – June 1999 Auditor General Senior Auditor July 1999 – Feb 2002 Ventersdorp Municipality Head Financial Officer March 2002 – Feb 2007 – Intellect direct Management consulting Director March 2007 – Aug 2013 – ABSA – Financial Advisor September 2013 – March 2017 – Acting CFO – COGTA (North – Wes)	Johan Leibbrandt Town Manager Drakenstein 0828590465 Jacques Cartens CFO Drakenstein 082 824 8806 Jerry Rickert Deputy Director COGTA NW 083 251 3699	
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26. Henry Titus Jacobs Mitchell 6207025172085 Coloured Male Afrikaans English Code EB	10 volkswyn Street Levallia, George Tel: 044 8019031 Cell: 084 830 5882 htmitchell@george.gov.za	N/A	B Comm 1998 HDE 1989 Computer Practice N4 1992 B.ED 1995 MMC Dec 2017	01 September 2018 – Present- George Municipality – Deputy Manager: Revenue	1 November 2010 – 31 August 2010 – George Municipality – Income Manager 1 July 2005 – 31 October 2005 – George municipality Credit control Manager (Acting as Income Manager as from 1 August 2007) 1 January 2005 – 31 June 2005 – George Municipality - Assistant Accountant 01 April 2002 – 31 December 2004 – Kannaland municipality – Assistant Treasurer (Acting as treasurer 1 May 2004 – Nov 2004) 01 July 2000- 31 March 2002- Calitzdorp High School Accounting Subject Officer 01 Jan 1991 – 31 June 2000 – Ladismith High School – Accounting Subject Officer 01 January 1990 – 31 Dec 1990 – Towerkop Primer Assistant Teacher	Leon Wallace George Municipality Deputy Director 044 801 9036 Charles Lubbe George municipality Director Planning 044 801 9198 Isaacs joseph Anglican church Priest 044 8732239	
27. Ilouse Koen 8211120063081 Female English Afrikaans Code 8	28 Golf Park 8 Pine Road Heather Park George 6530 0835710872	SAICA SAIPA	Bcom (Specialisation in Informatics) (2003) Bridging Course Bcompt (Accounting) (2006)	1 Nov 2017-Present Cape Nature Finance and Administration Manager	Aug 2010-Oct 2017 Cape Nature Senior Finance and Administrative Jan 2009-31 July 2010 Mazars Moores Rowland Audit Supervisor 31 Dec 2003-31 Dec 2008 Standard Bank Auditor	Ms Jacqui Tubb Cape Nature Ex Finance and Admin Manager 0849515246 Mr Ivan Donian Cape Nature Regional Manager 0448025300	-No race indicated

28. Chuma Skenjana 7909175479083 Code 10	Unit 100 Zambezi Estate 21 Aldrin Road Montana Pretoria 0184 0828561252		B.com (Accounting) (1999) Postgraduate Diploma (Accounting) (2001) Bcompt Honours (Accounting Science (CTA) (2007)	1 Dec 2013-Present National Department of Health (Pretoria) Director; Conditional Grants Management	Jan 2008-Nov 2013 Department of Health (Bloem) Managerial Accountant April 2004-Dec 2007 Department of Justice (Grahamstown) Assistant Director-Finance Jan 2001-Dec 2003 Office of the Auditor General (Johannesburg) Auditor Jan-Dec 2000 Nkonki Sizwe Ntsaluba Inc Accountant	Dr Sipho Kabane Limpopo Department of Health Former Director General 0834413910 Dr D. Motau Free State Department of Health Head of Department 0714633828 Rev M Musapelo Universitas Teriary Hospital CEO 0735044463	-No race indicated -No Gender -No language
29. Rahimoonisha (Mimi) Abdool	0837868903 Mimi.abdool@hotmail.co.za	Institute of Directors SA	Bcom (1997) Postgraduate Diploma in Bus Man (2001) MBA (Strategic Management) (2003)	1 May-Present National Regulatory Compulsory Specifications (Schedule 3A) Chief Financial Officer	1 Nov 2016-30 April 2017 NEMISA (Schedule 3A Public Entity) Chief Financial Officer April 2014-Oct 2016 Productivity SA (Schedule 3A Public Entity) Corporate Services: Financial Manager/Acting Executive April 2011-March 2014 Phambili Dismed Hospital Group (Pty) Ltd Group Financial Manager Feb 2011-March 2011 ABI-Manufacturing-FMCG Financial Accountant June 2007-December 2010 Shell South Africa (Pty) Ltd Business-2-Business (B2B) Finance Manager Oct 2003-June 2007 Business Consultant-SMMES June 2001-Sept 2003	Mr Azmat Ali Shell SA Senior Finance Manager +61450258400 Carolyne Anoopall Productivity SA HR Manager +27823280006 Professor Walter Claasen NEMISA Chairperson of the Board +27828002578	-No ID No Languages -No race -No gender -No Driver's License -No Address

					Netcare Group-Amanzimtoti Hospital Financial Manager Jan 1998-Dec 2001 Ithala Development Corporation Senior/Regional Accountant Feb 1996-Dec 1997 Natal Training Centre Financial Manager Sep 1989-Feb 1996 Kuri-O-King Group Group Accountant Feb 1986-Sept 1989 Sales House (Edgars group) Manager Feb 1980-Dec 1985 Die-Cut (Pty) Ltd Bookkeeper/Personnel Officer		
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SHORT LIST

CHIEF FINANCIAL OFFICER



Garden Route District Municipality

SHORT LIST Applications for position – Chief Financial Officer

Name, Surname, ID, Race, Gender Languages & Driver's License	Address, Contact numbers & E-mail address	Prof Registration & Membership	Qualifications	Current Appointment	Experience	References	Comment
6. Zakhele Ntandoyenkosi Mhlongo 790623 5377 083 Black, Male English, Xhosa & Zulu C10	57 Sherwood Road Napierville Pietermaritzburg 3201 082 698 6640 035 473 3312 ntandozak@gmail.com	CIGFARO-1087	2000 ND Cost & Mgmt Acc 2001 B.Com Acc 2014 MBA CPMP/MFMP (NQF Level 6) GRAP Implementation (NQF Level 8) Development and Management of Local Government Course Bid Committees-NSG	01 Feb 2013-Present CFO, Umlazi LM	July 2010-Jan 2013 Tourism KZN-Projects & Management Accountant Sept 2009-June 2010 Umgeni Water-Management Accountant April 2006-August 2009 KZN Wildlife-Management Accountant May 2004-March 2006 Ezemvelo-KZN Wildlife, Didima Camp/Resort Nov 2002-April 2004 Sappi Kraft-Tugela Mill-Cost Analyst/Paymaster March 2001-Oct 2002 Kynoch Feeds (Pty) Ltd-Stock Controller (Clerk) May 1999-Feb 2001 Makukhanye Literacy Project- Numeracy Level 2 Facilitator	Mr Simon Mashabane Acc Off, Umlazi Mun 035 474 3337 083 707 8953 mm@umlalazi.org.za Mr Darius Chitate CFO, Ezemvelo KZN Wildlife 033 845 1999 082 452 9418 chitated@kznwildlife.com Darius Chutate KZN Wildlife 082 452 9418	
11. Felix Martin Lotter 640727 5123 082 White, Male English & Afrikaans	No. 3 Wigget Street Oudtshoorn 6625 082 859 7420 044 203 3003 flotter@oudtmun.gov.za	CIGFARO	1991 BCom 2016 CPMD	1 Sept 2016-Present CFO, Oudtshoorn Mun	March 2012-Aug 2012 Beviaans Local Municipality Strategic Manager Finance Nov 2007-Dec 2011 CFO, Cederberg Local Mun March 2001-June 2002 Snr Cons, LGC Consultants March 1995-Feb 2001	Mr A.A Palse MM, Oudtshoorn Local Mun 044 203 3004 Clr. M Booysen Garden Route DM Executive Mayor 083 294 3951	

EB					Ch Acc, Eastern Gauteng Services Council Jan 1991- Feb 1995 Local Government Affairs Council Accountant Financial Planning Dec 1982-Dec 1990 South African Police Service Warrant Officer (Financial Administration)	Mr GF Matthyse MM, Theewaterskloof Mun 028 214 3363	
12. Gerald Patrick De Jager 670428 5437 084 Coloured, Male Afrikaans & English EB	21 Swartberg Road Van Coller Park Queenstown 5319 082 336 6315 047 878 2011 082 573 0711 Gerald.dejagerr@gmail.com DejagerG@emalahlenilm.gov.za	CIGFAR O ILGM	2007 BCom 1991 HDE 2000 B.Ed 2014 CPMD On the Job Training/Short courses: Legislative Framework in LG with specific reference to: LG: Mun Structures Act No. 117 of 1998 and Regulation; Municipal Systems Act No. 117 of 1998 and Regulations. LG: MFMA No.56 of 1998 & Regulations Performance Management Framework within mun env Regs Gatherings Act (No. 205 of 1993). Dept Industry incentives schemes. Prov & National Treasury. Acc Standards Board (ASB): Prov & Nat Treasury	May 2012-Present CFO, Emalahleni LM	Oct 2012-April 2013 Act MM, Emalahleni LM May 2007-April 2012 CFO, Tsolwana Mun Jan 2004-April 2007 Ch Aud Exec, Ukhahlamba/Joe Qabi DM Jan 1996-Dec 2003 Teacher, Bishop Demont SSS Teacher 1994-1995 (TLC Period) Mayor, Lady Grey Mun 2004-2012 Senqu Municipality Audit Committee Member 2006 Maletswai Municipality Audit Committee Member 2000-2003 Maletswai Municipality Portfolio Head Finance	Dr Eddie Rankwana MM, Dr Beyers Naude Mun 049 807 5900 076 072 3211 eddierankwana@gmail.com Ms Joyce Ntshinga Dir: Fin & Gov, Province of the Eastern Cape Provincial Treasury and Planning 045 101 0035 082 417 7605 Joyce.Ntshinga@ectreasury.gov.za	

<p>14. Jan-Willem Van Huyssteen De Jager</p> <p>791016 5166 086</p> <p>White, Male</p> <p>English & Afrikaans</p> <p>EB</p>	<p>8 Grysbok Street Denver Park George 6539</p> <p>072 504 1169 044 803 1332 076 961 9572 jwdejager@gmail.com</p>	<p>SAICA: CA (SA)</p> <p>IIA: CIA</p>	<p>1998 B.Acc 2001 B.Acc Hons 2003 Dip Acc 2018 CPMD Operis Project Finance Consulting (2010)</p> <p>Performance Management (2017)</p> <p>Data Analytics (2018)</p> <p>GRAP Training/ Researcher (2018)</p>	<p>Aug 2015- Present Garden Route District Municipality-Chief Audit Executive</p>	<p>March 2002-Dec 2004 PwC (Paarl) Articles-Manufacturing and Agriculture</p> <p>Jan 2005-March 2005 PwC NV (Amsterdam,Netherlands) Articles Audit Senior-Secondment</p> <p>April 2005-March 2006 KPMG (Dublin, Ireland) Audit Senior-Banking and Finance division</p> <p>March 2006-May 2008 Goldkman Sachs International (London, UK) Senior Associate-Fixed Income Product Control (ESSG)</p> <p>June 2008-April 2011 Community Health Partnerships Ltd (London, UK) Chief Financial Officer</p> <p>July 2011-July 2015 Moore Stephens Mo Senior Manager</p>	<p>Andriette Badenharst Dir, Moore Stephens 044 802 0000</p> <p>Johan Stander Garden Route DM Deputy Finance Manager 044 803 1300</p> <p>Dr Sue O'Coannell CEO, CHP +442079728006</p>	
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REPORT ON SCREENING OF SHORTLISTED CANDIDATES

CHIEF FINANCIAL OFFICER

JANUARY 2019



SCREENING OF SHORTLISTED CANDIDATES

A person appointed as a senior manager in terms of the Regulations in Government Notice 21 of 17 January 2014 must be screened and reported on as set out in Regulations 14, 16 and 17.

Screening of the shortlisted candidates must take place within 21 days of the finalisation of the shortlisting by –

- (a) conducting the necessary reference checks;
- (b) contacting a candidate's current or previous employer;
- (c) determining the validity of a candidate's qualifications; and
- (d) verifying whether a candidate has been dismissed previously for misconduct or poor performance by another employer.

A written report on the outcome of the screening process must be compiled by the municipal manager, in the case of the manager directly accountable to the municipal manager, before the interviews take place.

This report also contain information on any Criminal Background, Criminal History, previous convictions/and or any relevant information including Credit and License Details as well as the holding of political office as contemplated in Section 56A of the Act.

Candidate	Criminal Record	Financial Record	Qualifications	References	Current & Previous Employers	Dismissed/ suspended/ retrenched for Misconduct	Holding Political Office
ZN Mhlongo	Awaiting feedback from Agency	Awaiting feedback from Agency	MBA, MANCOSA 2014 Original certificate verified	Positive	Positive	No	No
GP de Jager	No	No Judgements No Defaults	B.Com Mun Acc, UNISA 2007 Verified & Valid	Positive	Positive	No	No
JvH de Jager	Awaiting feedback from Agency	Awaiting feedback from Agency	B.Acc Hons, US 2001 Original certificate verified	Positive	Positive	No	No
FM Lötter	Withdrawn						

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**MGSTRAU
MUNICIPAL
MANAGER**