

Department of Water Affairs and Forestry

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Masibambane Coordinating Committee Meeting (MCC)

Update report for Skills Audit/Competency Profiling project

1. Purpose

The purpose of this report is to provide the MCC with the progress with regards to the skills audit/competency profiling project that is driven by the dplg, with DWAF's involvement.

2. Background

The dplg is currently running the skills audit/competency profiling project, which is a Cabinet decision to investigate the capabilities of the organs of state to deliver on policies. The Directorate: Water Services Sector Development and Talent Management have been involved with the dplg on the project, which is there to establish the minimum qualifications for municipal employees.

3. Status quo

During the previous MCC that was held on 22 August 2007, the Directorate: WSSD committed itself in providing update on the project progress.

The dplg has already appointed the PSPs to conduct the audit.

- The skills audit will be conducted in all 283 municipalities.
- All levels of municipal employees are targeted

The skills audit will, amongst others, address the following;

- Guidelines on the number of employees required per occupation to provide an acceptable level of service
- A schedule that will define the scope of each municipal function linked to professions and their legislative registration requirements
- An outline of sector competence for each LG occupation that would also be based on job and competence requirements
- The establishment of local government sector qualifications

The project is currently ongoing, and is being implemented in phases.

DWAF has provided the dplg with information on the competency profiles for water sector positions, based on the information that can be obtained from the study conducted by the Water Research Commission on the Assessment of Training Programmes and Capacity Needs for the Water Sector; report no TT 306/07

4. Recommendation

It is therefore recommended that the DWAF provide an ongoing support to the dplg, to ensure that the water sector competencies will address the needs for the sector

Further details on the project can be obtained from:

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