

**AD HOC COMMITTEE ESTABLISHED BY THE NORTH WEST PROVINCIAL LEGISLATURE TO
INQUIRE INTO THE ALLEGATIONS MADE BY THE MAYOR OF NALEDI LOCAL
MUNICIPALITY**

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**AD HOC COMMITTEE ESTABLISHED BY THE NORTH WEST PROVINCIAL LEGISLATURE TO
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MUNICIPALITY**

INDEX: MR KELOTLHOKO PLAATJIE'S AFFIDAVIT

WITNESS BUNDLE No.8: "WB8"

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**EXPLANATORY AFFIDAVIT IN RE:
AD HOC COMMITTEE INQUIRY INTO ALLEGATIONS OF IMPROPRIETY AGAINST THE
PREMIER OF THE NORTH-WEST**

I, the undersigned,

KELOTLHOKO PLAATJIE

do hereby make oath and state that:

1. I am an adult male employed by the Department of Cooperative Governance and Traditional Affairs ("**COGTA**"), North - West Provincial Government as an Assistant Director: Performance Management Systems ("**PMS**") since 01 October 2022, with its offices situated at **2ND FLOOR, WEST WING, UNIVERSITY DRIVE, GARONA BUILDING, MAHIKENG**. In my capacity as such, I am attached to the Directorate: Municipal Performance, Monitoring, Reporting Evaluation and Support.
2. Save where otherwise stated or where the context indicates to the contrary, the facts herein contained are within my personal knowledge and are to best of my knowledge and belief both true and correct. To the extent that some of the facts do not fall within my personal knowledge, I have in my control documents from whence I have extracted the information.
3. Where I make statements, which do not fall within my personal knowledge and or where I rely on facts from other people, which may constitute hearsay, I verily believe the information provided by such people as confirmed through their confirmation affidavits. as mentioned in the affidavit.

THE PURPOSE OF THIS AFFIDAVIT

4. This affidavit was prepared in response to the invitation received from M. E. Tlou Attorneys, the evidence leading team appointed by the Ad Hoc Committee (“**Ad Hoc Committee**”) of the North West Legislature, to conduct an Inquiry into allegations of impropriety against the Premier of the North West Province, Mr Lazarus Mokgosi, made by the Mayor of Naledi Local Municipality, Councillor Clifton Groep (“**Mr Groep**”).

5. I understand that the Inquiry was specifically necessitated by allegations that the recruitment, selection and appointment report (“**recruitment report**”) regarding the appointment of Mr Modisenyane Segapo (“**Mr Segapo**”) as the Municipal Manager for the Naledi Local Municipality on 10 March 2023, was tampered with. The recruitment report referred to, is one that would have been received by the Member of the Executive Council for COGHSTA (“**MEC**”) from Mr Groep as the Mayor of the Naledi Local Municipality after Mr Segapo’s appointment, based on the prescripts of sections 54A (7)(a) of the Local Government: Municipal Systems Act 32 of 2000 (“**Systems Act**”) and Regulation 17(3)(b) of the Local Government: Municipal Systems Act: Regulations on appointment and conditions of employment of senior managers (2014) (“**Recruitment Regulations**”), back in 2023.

6. Whilst I have no knowledge as to whether or not the report was in fact tampered with as alleged, nor have I been implicated in any manner herein, I have nevertheless been invited to assist the Ad Hoc Committee and provide information pertaining to the details of the specific value chain process followed within my Department in 2023 from the time the recruitment report was received, to the time that the report is received by the MEC: COGHSTA, including the designations of persons involved in the entire process from beginning to the end until any communication was transmitted back to the Mayor in

respect of such recruitment report. I provide such information in this affidavit to the extent that I was involved.

BACKGROUND AND INTRODUCTION

7. I am advised that on 24 October 2025, M.E. Tlou Attorneys transmitted correspondence to the Head of Department: COGHTA - Dr. Mokotedi Bole ("HoD"). In this correspondence, the HoD was advised of the appointment, purpose and scope of the Ad Hoc Committee's mandate and Inquiry as, *inter alia*, to investigate, inquire into, make findings, report and make recommendations to the North-West Legislature in respect of the following questions:

7.1. *Whether attempts were made directly or indirectly to tamper with the recruitment report that was prepared for and on behalf of Naledi Local Municipality which was to be submitted to the MEC for COGTA in respect of the process of recruitment and appointment of the Municipal Manager.*

7.2. *When and by whom were the attempts made to temper with the recruitment report directly or indirectly that was prepared for and on behalf of Naledi Local Municipality which was to be submitted to the MEC for COGTA in respect of the process of recruitment and appointment of the Municipal Manager.*

7.3. *Whether any member of the North-West Provincial Legislature colluded with and/or participated in the attempt to tamper with the recruitment report that was prepared for and on behalf of Naledi Local Municipality directly or indirectly which was to be submitted to the MEC for COGTA in respect of the process of recruitment and appointment of the Municipal Manager.*

- 7.4. *Whether the conduct of any member of the North-West Provincial Legislature in the alleged attempt directly or indirectly to tamper with the recruitment report in respect of the process of recruitment and appointment of the Municipal Manager of Naledi Local Municipality amounts to a serious misconduct or a serious violation of the Constitution or the law.*
- 7.5. *Provide a report to the Legislature with Findings and Recommendations on or before 30 November 2025.”*

8. I confirm further that I also engaged with M.E. Tlou attorneys through a virtual interview on 12 January 2026, the purpose of which was to obtain a statement from me regarding my professional involvement and role in the processing and/or evaluation of the recruitment report referred to above. It was nevertheless agreed that I would depose to this affidavit, wherein I deal with not only my role/involvement but also address certain key questions as I do so below.

RESPONSES TO KEY QUESTIONS

The key questions received from M.E. Tlou Attorneys are responded to as follows:

1. **Your position in terms of your current employment and capacity within such a position;**
- 1.1 I am currently employed as Assistant Director: Performance Management Systems (“PMS”) since 01 October 2022.
- 1.2 My responsibilities include providing support to municipalities in the North West Province to develop planning and performance documents and instruments such as

the Service Delivery and Budget Implementation Plan, Annual Performance Reports, and Performance Agreements for senior managers.

2. **The position which you occupied at the time of when the abovementioned allegations were being made and your capacity within such a position;**

2.1 At the time the allegations were made, I was employed as a Senior Administrative Officer at PMS.

3. **Your involvement in the allegations made, if any;**

3.1 I was not involved in the allegations. I nevertheless only became aware of these allegations when I was requested to attend virtual meeting with Tlou Attorneys on 12 January 2026

4. **The person who you were reporting to at the time, when you occupied such a position outlined in sub-paragraph 2.2 above, specifically relating to the Municipality report to MEC of COGTA (in respect of the Appointment of the Municipal Managers in terms of the Municipal Systems Act and Regulations thereof);**

4.1 I reported to the Deputy Director: Performance Management Systems. For the instruction to quality assure/confirm the contents of the recruitment report, the instruction came from Mrs Mmutle.

5. **The detailed process of submission of a Municipal Report in respect of an appointment of a Local Municipal Manager;**

5.1 In terms of the Systems Act, the recruitment report is submitted to the MEC. Internally, the report is processed through the Office of the MEC, the HoD, the Chief Director:

Local Governance, and thereafter to the Director: Municipal Administration, which oversees Chapter 7 of the Systems Act.

6. **Indicate the person/s who received the original Municipal Report (in respect of an Appointment of a Local Municipal Manager) at the MEC department and how did the report reach your officer**

6.1 I am unable to account for this and cannot speculate as I am stationed within the PMS Unit under the Directorate: Municipal Performance Reporting and Support since 01 October 2022.

7. **The mandatory procedure and/or preliminary assessment followed upon receipt of the Municipal Report (Appointment of a Local Municipal Manager);**

7.1 I cannot account for this process, as it falls outside the scope of the PMS Unit.

8. **Provide a detailed explanation as to when (date) and from whom did you receive the instructions to conduct the Quality Assurance assessment on the Municipal Report from Naledi Local Municipality dated 23 March 2023;**

8.1 I received instructions from Mrs Mmutle, the then Acting Chief Director: Local Governance on 31 March 2023 to conduct a quality assurance assessment on the Naledi Local Municipality appointment report dated 23 March 2023. Mrs Mmutle requested I assist in this regard to peruse the recruitment report against the Regulation 17 (4) checklist and she finalised the assessment report.

9. **What is required of you in respect of conducting the assessment referred to in sub-paragraph 2.8 above, and the report you must prepare, if any:[sic]**

9.1 I was requested to verify whether all documentation prescribed in Regulation 17(4) was included in the recruitment report.

10. **Kindly further attach the template used for the assessment outlined in sub-paragraph 2.8 above: [sic]**

10.1 The assessment template is attached as Annexure "A".

11. **Indicate all and/or any other officials and their official position/s and role when conducting the assessment referred to in sub-paragraph 2.8 above;**

11.1 Mrs Matsheke, Senior Administrative Officer: Organisational Development, and was also requested by Mrs Mmutle to consider the recruitment report against the Regulation 17 (4) checklist, as was I. The final assessment report was nevertheless finalised and signed off by Mrs Mmutle.

12. **Further indicate whether your recommendations were favourable or unfavourable upon conclusion of your assessment referred to in sub-paragraph 2.8 above;**

12.1 More specifically, during the quality assurance exercise with Mrs Mmutle and Mrs Matsheke, we established that the appointment was non-compliant with Regulation 17(4) in the following respects:

12.1.1 the second page of the shortlisting minutes were not found therefore non-compliance;

12.1.2 the interview minutes was non-compliant in that top three candidates and those recommended to undergo competency assessment were not included;

12.1.3 The screening report contemplated in Regulation 14 was found but the letter or request to COGTA National Office regarding screening for previous misconduct or pending cases report was not included, therefore non-compliant.

13. Kindly attach the written report in respect of your findings when conducting the assessment referred to in sub-paragraph 2.8 above;

13.1 No written report was prepared, as the instruction was limited to verification of document completeness. Feedback was provided verbally to the Acting Chief Director: Local Governance.

14. Indicate what transpired with the written report referred to in sub-paragraph 2.14 above; [sic]

14.1 I was not involved in the drafting or handling of any report.

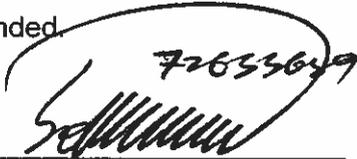
15. Attach any other documents which may be relevant to the issues required to be addressed in your affidavit.

15.1 There are no additional documents other than the recruitment report the contents of which I was requested to verify.



KELOTLHOKO PLAATJIE

I certify that this Affidavit was signed and sworn to before me at MMABATHO.
on this the 02 day of February 2026, by the Deponent after he declared that he knew and understood the contents of this declaration, that he had no objection to taking the prescribed oath and has taken the prescribed oath which he considered binding on his conscience, having complied with the regulations contained in Government Notice R1258 of 21 July 1972, as amended.



COMMISSIONER OF OATHS

Full names: SIXOLISE DHAQEN

Designation: CONSTABLE

Address: 105 Bethaping Street.





cogta

Department:
Cooperative Governance and
Traditional Affairs
North West Provincial Government
REPUBLIC OF SOUTH AFRICA



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R17(4): Prescribed documents (Checklist)

Reg	Activity
17(4)(a)	Details of advertisement including date of issue and the name of newspaper in which the advert was published.
17(4)(b)	A list of all applicants.
17(4)(c)	Screening report.
17(4)(d)	Council resolution i.r.o: <ul style="list-style-type: none"> • Approval of selection panel • Approval of shortlisted candidates
17(4)(e)	Competency assessment results.
17(4)(f)	Minutes of the short listing meeting.
17(4)(g)	Minutes of the interviews including scoring.
17(4)(h)	Recommendations of selection panel to Council.
17(4)(k)	Municipal council resolution approving the appointment of the successful candidate.
17(4)(l)	Attach application form, CV and qualifications of successful candidate
17(4)(m)	Written confirmation by the successful candidate that she does not hold political office.
17(4)(n)	A letter of appointment, outlining the term of contract, remuneration and conditions of employment.
17(4)(o)	Any other information relevant to the appointment.

Annexure B (Checklist)

Prescribed qualifications and experience	Actual qualifications and experience of	Evaluation Outcomes
Prescribed Qualifications as per advertisement.	Actual Qualifications	
Prescribed Experience	Actual Experience	
Competency		
<u>Summary of assessment outcome per Annexure B to the Regulations</u> <ul style="list-style-type: none"> • Qualifications: • Years of Experience: • Competency: 		

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INDEX: MRS ELIZABETH MMALOAGO MMUTLE'S AFFIDAVIT

WITNESS BUNDLE No.9: "WB.9"

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**EXPLANATORY AFFIDAVIT IN RESPONSE TO QUESTIONS IN RE: AD HOC
COMMITTEE INQUIRY INTO ALLEGATIONS OF IMPROPRIETY AGAINST THE
PREMIER OF THE NORTH-WEST**

I, the undersigned,

ELIZABETH MMALOAGO MMUTLE

1. I am an adult female employed by the Department of Cooperative Governance and Traditional Affairs ("**COGTA**"), North-West Provincial Government as the Director: Municipal Finance, with its offices situated at **2ND FLOOR, WEST WING, UNIVERSITY DRIVE, GARONA BUILDING, MAHIKENG.**
2. Save where otherwise stated or where the context indicates to the contrary, the facts herein contained are within my personal knowledge and are to best of my knowledge and belief both true and correct. To the extent that some of the facts do not fall within my personal knowledge, I have in my control documents from whence I have extracted the information.
3. Where I make statements, which do not fall within my personal knowledge and or where I rely on facts from other people, which may constitute hearsay, I verily believe the information provided by such people as confirmed through their confirmation affidavits. as mentioned in the affidavit to the extent relevant.

THE PURPOSE OF THIS AFFIDAVIT

4. This affidavit was prepared in response to the invitation received from M. E. Tlou Attorneys, the evidence leading team appointed by the Ad Hoc Committee ("**Ad Hoc Committee**") of the North West Legislature, to conduct an Inquiry into allegations of impropriety against the Premier of the North West Province, Mr Lazarus Mokgosi, made by the Mayor of Naledi Local Municipality, Councillor Clifton Groep ("**Mr Groep**").
5. I understand that the Inquiry was specifically necessitated by allegations that the recruitment, selection and appointment report ("**recruitment report**") regarding the appointment of Mr Modisenyane Segapo ("**Mr Segapo**") as the Municipal Manager for the Naledi Local Municipality on 10 March 2023, was tampered with. The recruitment report referred to, is one that would have been received by the Member of the Executive Council for COGHSTA ("**MEC**") from Mr Groep as the Mayor of the Naledi Local Municipality after Mr Segapo's appointment, based on the prescripts of sections 54A (7)(a) of the Local Government: Municipal Systems Act 32 of 2000 ("**Systems Act**") and Regulation 17(3)(b) of the Local Government: Municipal Systems Act: Regulations on appointment and conditions of employment of senior managers (2014) ("**Recruitment Regulations**"), back in 2023.
6. Whilst I have neither knowledge as to whether or not the recruitment Report was in fact tampered with as alleged, nor have I been implicated in any manner herein, I have nevertheless been invited to assist the Ad Hoc Committee and provide information pertaining to the details of the specific value chain process followed within my Department in 2023, from the time the Recruitment report was received by the MEC: COGHTA, including the designations of persons involved in the entire process from

beginning to the end until communication is transmitted back to the Mayor in respect of such recruitment report. I provide such information in this affidavit.

BACKGROUND AND INTRODUCTION

7. I am advised that on 24 October 2025, M.E. Tlou Attorneys transmitted correspondence to the Head of Department: COGHTA - Dr. Mokotedi Bole ("HoD"). In this correspondence, the HoD was advised of the appointment, purpose and scope of the Ad Hoc Committee's mandate and Inquiry as, *inter alia*, to investigate, inquire into, make findings, report and make recommendations to the North-West Legislature in respect of the following questions:

7.1. *Whether attempts were made directly or indirectly to tamper with the recruitment report that was prepared for and on behalf of Naledi Local Municipality which was to be submitted to the MEC for COGTA in respect of the process of recruitment and appointment of the Municipal Manager.*

7.2. *When and by whom were the attempts made to temper with the recruitment report directly or indirectly that was prepared for and on behalf of Naledi Local Municipality which was to be submitted to the MEC for COGTA in respect of the process of recruitment and appointment of the Municipal Manager.*

7.3. *Whether any member of the North-West Provincial Legislature colluded with and/or participated in the attempt to tamper with the recruitment report that was prepared for and on behalf of Naledi Local Municipality directly or indirectly which was to be submitted to the MEC for COGTA in respect of the process of recruitment and appointment of the Municipal Manager.*

- 7.4. *Whether the conduct of any member of the North-West Provincial Legislature in the alleged attempt directly or indirectly to tamper with the recruitment report in respect of the process of recruitment and appointment of the Municipal Manager of Naledi Local Municipality amounts to a serious misconduct or a serious violation of the Constitution or the law.*
- 7.5. *Provide a report to the Legislature with Findings and Recommendations on or before 30 November 2025."*
8. I confirm further that I also engaged with M.E. Tlou attorneys through a virtual interview on **18 December 2025**, the purpose of which was to obtain a statement from me regarding my professional involvement and role in the processing and/or evaluation of the recruitment report referred to above. It was nevertheless agreed that I would depose to this affidavit, wherein I deal with not only my role/involvement but also address certain key questions, as I do so below.

RESPONSES TO KEY QUESTIONS

The key questions received from M.E. Tlou Attorneys are responded to as follows:

1. **Your position in terms of your current employment and capacity within such a position:**
 - 1.1 I am currently employed as the Director: Municipal Finance within the COGTA. In this capacity my roles and responsibilities include the following:
 - 1.1.1 Support and promote sound financial planning processes within municipalities, which includes revenue management and enhancement

initiatives, expenditure management and creditors management in compliance with applicable financial management frameworks and processes;

1.1.2 Support and promote effective financial governance in municipalities to improve audit outcomes and ensure compliance with legislative prescripts; and

1.1.3 Monitoring and supporting municipalities with the implementation of the Municipal Property Rates Act, 6 of 2004.

2. **The position I occupied during the period of the allegations and your capacity within such a position:**

2.1 During the reporting period of March 2023, I was appointed to act as Chief Director: Local Governance. In my capacity as the Acting Chief Director: Local Governance, my responsibilities included:

2.1.1 Building municipal capacity to enhance compliance with financial governance and statutory requirements, **(Directorate Municipal Finance):**

2.1.2 Oversee the promotion of good governance and sound municipal administration, **(Directorate Municipal Administration):**

2.1.3 Oversee municipal performance monitoring, reporting and evaluation systems **(Directorate Municipal Performance, Reporting, Monitoring, Evaluation and Support.**

3. **Your involvement in the allegations made, if any:**

3.1 I first became aware of Mr Groep's allegations against the Premier of the North-West Province when he appeared before the National Portfolio Committee on Local Government in or around September 2025.

3.2 Nevertheless, I was not involved in any aspect related to Mr Groep's allegations.

4. **The person/s who were accounting to you at the time when you occupied such a position outlined in 2 above:**

4.1 During the period in which I was Acting Chief Director: Local Governance, the following officials with regard to this matter reported to me:

4.1.1 Director: Municipal Administration, currently called Municipal Governance and Administration - Mr Pule Moipolai;

4.1.2 Deputy Director: Capacity Building & Organisational Development - Mr Dithole Moate ("Mr Moate");

4.1.3 Senior Administrative Officer Organisational Development - Mrs Mabotshere Matseke ("Ms Matseke"); and

4.1.4 Senior Administrative Officer Performance Management Systems - Mr Kelotlhoko Plaatjie ("Mr Plaatjie").

5. **The detailed process of submission of a Municipal Report in respect of an appointment of a Local Municipal Manager:**

5.1 Upon conclusion of the recruitment process for a Municipal Manager by the Local Municipality, it is the responsibility of the Mayor of the Municipality to submit a

recruitment report to the office of the MEC. The submission should include a report on the appointment process, accompanied by all required annexures, to enable the MEC to satisfy him/herself that due process was followed.

- 5.2 Once the office of the MEC receives the recruitment report, that office ought to register such report in its *"incoming"* register and acknowledge receipt of the report accordingly. The report would usually thereafter be delivered to the office of the HOD, who would thereafter have it delivered to the office of the Chief Director Local Governance for the assessment and quality assurance in respect of the recruitment and selection process. The first person to commence the assessment process is the Director: Municipal Administration, who reports to the Chief Director: Local Governance, and must produce an assessment report accompanied by a response letter to the relevant local municipality for the Chief Director's further quality assurance. The assessment report is compiled against the directorate's own compliance checklist.
- 5.3 The Chief Director: Local Governance thereafter check the assessment report against the recruitment report from the municipality to satisfy him/herself that the appointment process was in line with the Recruitment Regulations and Systems Act. The Chief Director: Local Governance signs off the quality assured assessment report and submit to the office of the HoD to satisfy him/herself that the appointment process was in accordance with the Recruitment Regulations and Systems Act. The HoD shall thereafter submit the report to the MEC for approval or disapproval.
- 5.4 For purposes of this affidavit, I was appointed to act as the Chief Director: Local Governance for the reporting period of March 2023. The substantive Chief

Director was seconded to be the Acting Municipal Manager of the Madibeng Local Municipality during this period.

- 5.5 The recruitment report was hand delivered to me on 23 March 2023 at 15H56. I submitted the recruitment report to the Municipal Administration Directorate on the 24th March 2023, but they were not in the office, and the report was finally submitted to the Directorate on the 27th March 2023.

See attached Outgoing register marked **Annexure "A"**

- 5.6 The Municipal Administration Directorate submitted its assessment report and its recommendations to my office as Acting Chief Director on 31 March 2023 for further assessment and quality assurance, before submission to the office of the HoD.
- 5.7 Due to the urgency of the assessment process, the assessment report was perused, and I initially concurred with the recommendations that the appointment process was compliant. The report was subsequently submitted to the office of the HOD.
- 5.8 The office of the HOD returned the report and instructed me to conduct a thorough quality assurance.
- 5.9 I requested Mr Plaatjie and Ms Matseke to assist me in perusing the recruitment report to establish compliance with Regulation 17(4) of the Recruitment Regulations. It was during the quality assurance exercise that we discovered that the appointment was non-compliant with Regulation 17(4) in the following respects:

- 5.9.1 Screening report- the screening report attached was incomplete in that there was no letter from National CoGTA or evidence from the municipality that the request for screening was sent to National CoGTA;
- 5.9.2 The MIE screening results are dated 1st July 2021, which is prior to the vacancy date of 31st October 2022;
- 5.9.3 Minutes of the shortlisting meeting were attached, but not complete (second page was missing which should contain shortlisted candidates and the signature of the selection panel chairperson).
- 5.9.4 Minutes of the interview were attached but not compliant in that they did not mention the top three candidates and those recommended for competency assessment;
- 5.9.5 There was no written confirmation by the successful candidate that he does not hold political office, which is non-compliant.
- 5.10 I cannot speculate on the processes followed after my signed assessment report and letter were submitted to the office of the HoD on 31 March 2023.

6. **Indicate the person/s who received the original Municipal Report (in respect of an appointment of a Local Municipal Manager):**

- 6.1 The recruitment report was received by the Office of the MEC. I cannot speculate as to the details of the persons who received it. However, the recruitment report was hand delivered to my office by Mr Masitenyana Seheri on 23 March 2023. This original recruitment report was subsequently shared with the Municipal Administration Directorate, who after conducting the initial assessment, handed the report back to me for my consideration.

7. **The mandatory procedure and/ or preliminary assessment followed prior to the Municipal Report reaching you:**

7.1 COGTA did not have a mandatory procedure or policy in place to guide how recruitment reports must be dealt with or handled, including what the chain of assessment must be.

7.2 While not mandatory, it was an established practice that the process outlined in paragraph 5.1 – 5.10 above is applicable.

7.3 To be more specific however, I confirm that the recruitment report was delivered to the Municipal Administration Directorate on 27 March 2023. It was returned to me on the 31 March 2023. Mr Moate conducted the preliminary assessment and compiled a preliminary report which was thereafter given to me for consideration on 31 March 2023.

8. **Indicate the reasons and or procedure which you followed that lead to you having signed the cover letter twice, on 23 March 2023 and on 19 May 2023:**

8.1 The recruitment report was hand delivered to me on 23 March 2023 as per my signature on the cover page, towards the end of the business day. Reports of this nature are time sensitive, and it has been established practice to process them promptly to avoid delays.

8.2 The Recruitment Regulations require the MEC to assess same and take appropriate steps to support/ not support the recruitment of the incumbent within 14 days.

8.3 I therefore can only confirm having signed the cover page of the original report on 23 March 2023 to keep a record. There is no evidence that I signed the cover on 19 May 2023. The note that reads "*back from Mme Mmutle's office*" does not contain my signature on the 19th May 2023.

8.4 I only discovered at a later stage that the person who wrote "*back from Mme Mmutle's office*" is Ms Brenda Nee Lecholo, who was the secretary to the Director: Municipal Administration at the time.

9. **What is required of you in respect of assessing the submitted Municipal Report, and the report you must prepare and or approve, if any?**

9.1 My responsibility was to quality assure the assessment report prepared by the Municipal Administration Directorate. I was also required to satisfy myself and ensure the recruitment report complied with the Regulation 17 (4) prescripts.

9.2 Once my final quality assurance exercise was finalised, I made my conclusions on that basis, sign it off for submission to the HoD.

10. **Kindly further attach the template used for the assessment outlined above**

10.1 The template used for the assessment is attached hereto and marked **Annexure "B"**

11. **Further attach the report which was drafted to the MEC**

11.1 The report drafted for submission to the MEC is attached hereto and marked **Annexure "C"**

12. **Provide a detailed explanation as to when (date) and from whom did you receive the instructions to conduct the quality assurance assessment on the Municipal Report:**

12.1 The HoD returned the assessment report back to my office for further quality assurance on 31 March 2023.

13. **All persons involved in assisting you in conducting the assessment referred to in paragraph 11 above [sic]?**

13.1 The assessment was conducted with the assistance of officials within the Department, namely; Ms Matseke- Senior Administrative Officer Organisational Development and Mr Plaatjie- Senior Admin Officer Performance Management System, who helped to go through the recruitment report to confirm compliance with Regulation 17 (4).

14. **The process followed in conducting the assessment referred to in 11 above?**

14.1 The assessment was conducted in accordance with **Regulation 17(4)** of the Recruitment Regulations. The assessment report, together with Regulation 17 (4), is attached hereto and marked **Annexure "C"**.

15. **Further indicate whether your recommendations were favorable or unfavorable upon conclusion of your assessment referred to in sub paragraph 11:[sic]**

15.1 The recommendations arising from the assessment were **unfavourable**. This was due to noncompliance with Regulation 17(4) as outlined in paragraph 5.9.1 – 5.9.5 above.

16. **Indicate whether you are/ were aware of the final decision taken?**

16.1 I confirm that I was aware of the final decision taken in respect of the matter, The letter to the municipality was sent on the 2nd May 2023.

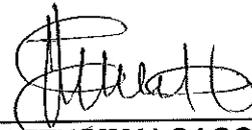
17. **Clarify the discrepancies of the date on the assessment report from the MEC to the municipality?**

17.1 My view is that the MEC signed the report on 26 April 2023 based on Annexure "C".

17.2 I cannot speculate why his correspondence to the Municipality is dated otherwise.

18. **Attach any other documents which be relevant to the issues required to be addressed in your affidavit:**

18.1 All documents relevant to the issues addressed in this affidavit are attached hereto and marked accordingly.



ELIZABETH MMALOAGO MMUTLE

I hereby certify that the deponent acknowledges that the deponent knows and understands the contents of this affidavit, which was signed and sworn to before me, Commissioner of Oaths, at ...Mabatho on this the 03 day of February 2026 the regulations contained in Government Notice No R1258 of 21 July 1972, as amended, and Government Notice No R1648 of 19 August 1977, as amended, having been complied with.

Molema w/o
1994388

COMMISSIONER OF OATHS

FULL NAMES:

LOBATO JUNYS MOLEMA.

ADDRESS:

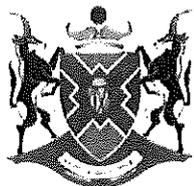
705 BATHADING STREET, MMBATHO

EX OFFICIO:

WARRANT OFFICER



"ANNEXURE B"



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Department:
Cooperative Governance and
Traditional Affairs
North West Provincial Government
REPUBLIC OF SOUTH AFRICA



MUNICIPAL ADMINISTRATION

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Garona Building
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House No. 1 Lowe Complex, Old Parliament, Mmabatho, 2735
Chief Directorate: Traditional Affairs, Private Bag X2005
Mmabatho, 2735
Tel: +27 (0) 18 388 4494 Fax: +27 (0) 86 651 7885

R17(4): Prescribed documents (Checklist)

Reg	Activity
17(4)(a)	Details of advertisement including date of issue and the name of newspaper in which the advert was published.
17(4)(b)	A list of all applicants.
17(4)(c)	Screening report.
17(4)(d)	Council resolution i.r.o: <ul style="list-style-type: none"> • Approval of selection panel • Approval of shortlisted candidates
17(4)(e)	Competency assessment results.
17(4)(f)	Minutes of the short listing meeting.
17(4)(g)	Minutes of the interviews including scoring.
17(4)(h)	Recommendations of selection panel to Council.
17(4)(k)	Municipal council resolution approving the appointment of the successful candidate.
17(4)(l)	Attach application form, CV and qualifications of successful candidate
17(4)(m)	Written confirmation by the successful candidate that she does not hold political office.
17(4)(n)	A letter of appointment, outlining the term of contract, remuneration and conditions of employment.
17(4)(o)	Any other information relevant to the appointment.

Annexure B (Checklist)

Prescribed qualifications and experience	Actual qualifications and experience of	Evaluation Outcomes
Prescribed Qualifications as per advertisement.	Actual Qualifications	
Prescribed Experience	Actual Experience	
Competency		
<u>Summary of assessment outcome per Annexure B to the Regulations</u> <ul style="list-style-type: none"> • Qualifications: • Years of Experience: • Competency: 		



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Department:
Cooperative Governance and
Traditional Affairs
North West Provincial Government
REPUBLIC OF SOUTH AFRICA

"ANNEXURE C"

N2

018



18

MUNICIPAL ADMINISTRATION

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Garona Building
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Mmabatho, 2735
Tel: +27 (0) 18 388 4494 Fax: +27 (0) 86 651 7886

Enquiry DH Moolo
Tel: 018 388 36444
Ref: 2/4/1

TO : THE MEC FOR COOPERATIVE GOVERNANCE, HUMAN
SETTLEMENT AND TRADITIONAL AFFAIRS

THROUGH : HEAD OF DEPARTMENT

FROM : DIRECTOR MUNICIPAL ADMINISTRATION

DATE : 31 MARCH 2023

SUBJECT : REPORT ON THE PROCESS OF APPOINTING THE POSITION
OF THE MUNICIPAL MANAGER AT NALEDI LOCAL
MUNICIPALITY.

1. PURPOSE

- To notify the MEC of the Municipal Manager's appointment report by Municipal Council of Naledi LM and
- To present evaluation outcome and advise the MEC accordingly.

2. BACKGROUND/ DISCUSSION

Origin - Dates of receipt – The appointment report is dated 23 March 2023, the date the appointment report received by the MEC's office is 23 /03/2023 and after due delegation protocol it was finally received by the Directorate Municipal Administration on 27/ 03/2023 and processed on the 31 March 2023.

Significance – The appointment of senior managers is the exclusive function of Municipal Councils. The role of MEC in terms of Municipal Systems Act including its valid regulations and guidelines as amended is to exercise oversight and in the event of non-compliance by the Municipal Councils, to enforce remedies. Furthermore the MEC relies on

APPOINTMENT REPORT OF THE MUNICIPAL MANAGER-NALEDI LOCAL MUNICIPALITY
 Regulations on appointment and Conditions of Employment for senior manager in
 particular Regulation 17

3. PRESCRIBED PROCESS

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).

3.1 Evaluation of process matters

3.1.1 Timelines

Reg.	Activity	Actual	Comments
10(1)	Advertisement placed on the newspaper (city press)	23/10/2022	Compliant(National News Paper)
10(3)(k)	Closing date of advert (min 14 and max 30 days)	07/11/2022	Compliant(14 Days)
13(2)	Shortlist within 30 days	09/11/2022	Complaint (4 Days)
14(1)	Screening within 21 days of shortlisting	18/11/2022	Compliant (7 Days)
15(1)	Conduct interviews with 21days of screening	25/01/2023	Non-compliant (44 days)

3.2 Evaluation of Substantive matters

3.2.1 Prescribed documents ,

Reg	Activity	Actual	Comments
17(4)(a)	Details of advertisement including date of issue and the name of newspaper in which the advert was published	Attached,	Compliant

APPOINTMENT REPORT OF THE MUNICIPAL MANAGER-NALEDI LOCAL MUNICIPALITY

Reg	Activity	Actual	Comments
17(4)(b)	A list of all applicants.	Attached.	Compliant
17(4)(c)	Screening report.	<p>- Attached but incomplete, No letter from National Cogta or evidence from the municipality that the request for screening was sent to national cogta</p> <p>- MIE screening result is dated 1st July 2021 which is prior the vacancy date (31 October 2022).</p>	Non-Compliant
17(4)(d)	Council resolution i.r.o: <ul style="list-style-type: none"> • Approval of selection panel • Approval of shortlisted candidates 	Attached	Compliant

APPOINTMENT REPORT OF THE MUNICIPAL MANAGER-NALEDI LOCAL MUNICIPALITY

Reg	Activity	Actual	Comments
17(4)(f)	Minutes of the shortlisting meeting.	Attached,	Non-Compliant, those attached not mentioning the shortlisted candidates. The minutes only speaks to re-advertisement.
17(4)(g)	Minutes of the interviews including scoring.	Attached ,	Non-Compliant, not mentioning the top three candidates and those recommended for competency assessment.
17(4)(h)	Recommendations of selection panel to Council.	Not Attached	Non-Compliant, only the Executive committee report attached.
17(4)(k)	Municipal council resolution approving the appointment of the successful candidate.	Attached	Compliant
17(4)(l)	Attach application form, CV and qualifications of successful candidate	Attached	Compliant
17(4)(m)	Written confirmation by the successful candidate that he does not hold political office.	Not Attached	Non- Compliant

APPOINTMENT REPORT OF THE MUNICIPAL MANAGER-NALEDI LOCAL MUNICIPALITY

Reg	Activity	Actual	Comments
17(4)(n)	A letter of appointment, outlining the term of contract, remuneration and conditions of employment of senior managers.	Attached	The term of contract as reflected on the letter is non-compliant as it exceeds the term of Council by 4 months.
17(4)(o)	Any other information relevant to the appointment.	None	None

3.2.2 Summary of Outcome.

The appointment report partially complies with the prescribed content requirements. The issues of non-compliance are the following:

- Interviews were conducted 44 days after screening process, which is more by 23 days of screening process and that is in contravention to Reg. 15(1) on appointment and conditions of employment of Senior Managers.
- The screening report is attached but incomplete, there is no letter from National Cogta or evidence from the municipality that the request for screening was sent to National Cogta.
- MIE screening result is dated 1st July 2021 which is prior the vacancy date (31 October 2022).
- Minutes of shortlisting non-Compliant, those attached not mentioning the shortlisted candidates. The minutes only speaks to re-advertisement.
- Minutes of the interviews non-Compliant, not mentioning the top three candidates and those recommended for competency assessment.

APPOINTMENT REPORT OF THE MUNICIPAL MANAGER-NALEDI LOCAL MUNICIPALITY

- No written confirmation attached by the successful candidate that he does not hold political office.
- The term of contract as reflected on the letter of appointment is non-compliant as it exceeds the term of Council by 4 months

In overall the recruitment process partially complies with the prescribed requirements.

3.3 Panel composition

The composition of the selection panel complies with the regulation 12(3).

3.4 Qualifications, experience and competencies

Comparable competency profile and the incumbent 's qualifications for the post of the Municipal Manager is hereby evaluated.

Prescribed qualifications and experience as per Annexure B	Mr MT Segapo	Comments
Qualifications Bachelor Degree in Public Administration/Management Sciences/Social Sciences/Law or equivalent.	Qualifications <ul style="list-style-type: none"> • Biuris Degree • Municipal Financial Development Programme 	Compliant, qualifications are consistent with Annexure B to the regulations.

APPOINTMENT REPORT OF THE MUNICIPAL MANAGER-NALEDI LOCAL MUNICIPALITY

Experience	Experience	Comments
5 years' experience at senior management level.	<p>More than 5 Year Senior Management Experience,</p> <ul style="list-style-type: none"> • 5 Years, Municipal Manager, Naledi LM (2011-2016) • 1 Yr, 2Months as a Municipal Manager, Naledi LM. • The rest of the experience is not regarded as senior management experience and therefore it is not counted. 	Compliant
Competency	Competent	Complies
<p><u>Assessment outcome of Annexure B to the Regulations</u></p> <ul style="list-style-type: none"> • Qualifications – In line with Annexure B • Years of Experience – Compliant • Competency – Competent 		<ul style="list-style-type: none"> • Compliant • Compliant • Compliant

3.5 Outcomes

- **Qualifications.** The qualifications are compliant, the incumbent holds Relevant Bachelor's Degree.
- **Experience.** The experience is compliant, the incumbent holds more than the prescribed experience.
- **Competency assessment.** The results for the incumbent are Compliant, in that, the incumbent has been declared competent after the competency assessment process.

APPOINTMENT REPORT OF THE MUNICIPAL MANAGER-NALEDI LOCAL MUNICIPALITY**4. IMPLICATIONS****4.1 Financial Implications**

There is no financial implications for the department.

4.2 Personnel Implications

There is no personnel implications for the department because recruitment process is the responsibility of municipality.

4.3 Communication Implications

Communication has been done by MEC circular giving guidance on this matter.

4.4 Political Implications

Positive public image will be derived by MEC by promptly processing this application to support the municipality to comply. Furthermore, the MEC will be discharging her political duty in ensuring management competence for service delivery in affected municipalities in line with the abovementioned regulations.

5. OPTIONS

There are only two options namely support the appointment process and outcome or not-supporting the appointment process and outcome by advising municipality to enforce remedies.

Option 1: Support – This option is applicable where compliance is 100% or otherwise substantive. If minor non-compliance issues are immaterial, support should be given.

APPOINTMENT REPORT OF THE MUNICIPAL MANAGER-NALEDI LOCAL MUNICIPALITY
Option 2: Non-support – If there is substantive non-compliance with regulations and annexure B, the municipality should be advised to enforce remedies.

6. CONSULTATION

Internal – Not applicable in this instance

External – Not applicable in this instance

7. CONCLUSION

In overall the **recruitment process** partially complies with the prescribed requirements of the Regulations on appointment and conditions of employment of Senior Managers, therefore it is not supported.

8. RECOMENDATIONS

It is recommended that the MEC:

- Notes the report;
- Not support the appointment made by municipal council.
- Signs the attached report and feedback letter to the Municipal Council



MRS ELIZABETH MMUTLE

ACTING CHIEF DIRECTOR LOCAL GOVERNANCE

81/03/2003
DATE

APPOINTMENT REPORT OF THE MUNICIPAL MANAGER-NALEDI LOCAL MUNICIPALITY
RECOMMENDED / NOT RECOMMENDED

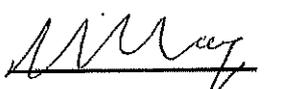
The attention of the MEC is drawn on Section 3.2.2
"Summary of the outcome" in the report which raises serious
issues of irregularities. Therefore I recommend that the MEC should not
approve this report.



DR M.S. BOLE
HEAD OF DEPARTMENT COGTA

03/04/2023
DATE

APPROVED / NOT APPROVED


HON. P.D.N. MALOYI
MEC COGSHTA

26/04/23
DATE

**AD HOC COMMITTEE ESTABLISHED BY THE NORTH WEST PROVINCIAL LEGISLATURE TO
INQUIRE INTO THE ALLEGATIONS MADE BY THE MAYOR OF NALEDI LOCAL
MUNICIPALITY**

INDEX: MS MABOTSHERE MATSEKE'S AFFIDAVIT

WITNESS BUNDLE No.10: "WB10"

NO.	DESCRIPTION	PAGES
1	Affidavit of Ms Mabotshere Matseke	1 - 11
1.1	Annexure "A": Assessment template [Regulation 17(4): Prescribed documents (Checklist)]	12 - 13
1.2	Annexure "B": Report and response letter drafted to the MEC	14 - 25
1.3	Annexure "C": Template – Regulation 17(4): Prescribed documents (Checklist)	26 - 27
1.4	Annexure "D": Finalised written reports dated 11 April 2023	28 – 31
1.5	Annexure "D": Finalised written reports dated 31 March 2023	32 - 41

**EXPLANATORY AFFIDAVIT IN RESPONSE TO QUESTIONS IN RE: AD HOC COMMITTEE
INQUIRY INTO ALLEGATIONS OF IMPROPRIETY AGAINST THE PREMIER OF THE
NORTH-WEST**

I, the undersigned,

MABOTSHERE MATSEKE

1. I am an adult female employed by the Department of Cooperative Governance and Traditional Affairs ("**COGTA**"), North-West Provincial Government as a **Senior Administrative Officer**, with its offices situated at **2ND FLOOR, WEST WING, UNIVERSITY DRIVE, GARONA BUILDING, MAHIKENG**.
2. Save where otherwise stated or where the context indicates to the contrary, the facts herein contained are within my personal knowledge and are to best of my knowledge and belief both true and correct. To the extent that some of the facts do not fall within my personal knowledge, I have in my control documents from whence I have extracted the information.
3. Where I make statements, which do not fall within my personal knowledge and or where I rely on facts from other people, which may constitute hearsay, I verily believe the information provided by such people as confirmed through their confirmation affidavits. as mentioned in the affidavit to the extent relevant.

THE PURPOSE OF THIS AFFIDAVIT

4. This affidavit was prepared in response to the invitation received from M. E. Tlou Attorneys, the evidence leading team appointed by the Ad Hoc Committee ("**Ad Hoc Committee**") of the North West Legislature, to conduct an Inquiry into allegations of impropriety against the Premier of the North West Province, Mr Lazarus Mokgosi, made by the Mayor of Naledi Local Municipality, Councillor Clifton Groep ("**Mr Groep**").

5. I understand that the Inquiry was specifically necessitated by allegations that the recruitment, selection and appointment report ("**recruitment report**") regarding the appointment of Mr Modisenyane Segapo ("**Mr Segapo**") as the Municipal Manager for the Naledi Local Municipality on 10 March 2023, was tampered with. The recruitment report referred to, is one that would have been received by the Member of the Executive Council for COGHSTA ("**MEC**") from Mr Groep as the Mayor of the Naledi Local Municipality after Mr Segapo's appointment, based on the prescripts of sections 54A (7)(a) of the Local Government: Municipal Systems Act 32 of 2000 ("**Systems Act**") and Regulation 17(3)(b) of the Local Government: Municipal Systems Act: Regulations on appointment and conditions of employment of senior managers (2014) ("**Recruitment Regulations**"), back in 2023.

6. Whilst I have neither knowledge as to whether or not the recruitment Report was in fact tampered with as alleged, nor have I been implicated in any manner herein, I have nevertheless been invited to assist the Ad Hoc Committee and provide information pertaining to the details of the specific value chain process followed within my Department in 2023, from the time the Recruitment report was received by the MEC: COGHSTA,

including the designations of persons involved in the entire process from beginning to the end until communication is transmitted back to the Mayor in respect of such recruitment report. I provide such information in this affidavit.

BACKGROUND AND INTRODUCTION

7. I am advised that on 24 October 2025, M.E. Tlou Attorneys transmitted correspondence to the Head of Department: COGHTA - Dr. Mokotedi Bole ("**HoD**"). In this correspondence, the HoD was advised of the appointment, purpose and scope of the Ad Hoc Committee's mandate and Inquiry as, *inter alia*, to investigate, inquire into, make findings, report and make recommendations to the North-West Legislature in respect of the following questions:

7.1. *Whether attempts were made directly or indirectly to tamper with the recruitment report that was prepared for and on behalf of Naledi Local Municipality which was to be submitted to the MEC for COGTA in respect of the process of recruitment and appointment of the Municipal Manager.*

7.2. *When and by whom were the attempts made to temper with the recruitment report directly or indirectly that was prepared for and on behalf of Naledi Local Municipality which was to be submitted to the MEC for COGTA in respect of the process of recruitment and appointment of the Municipal Manager.*

7.3. *Whether any member of the North-West Provincial Legislature colluded with and/or participated in the attempt to tamper with the recruitment report that was prepared for and on behalf of Naledi Local Municipality directly or indirectly which was to be*

submitted to the MEC for COGTA in respect of the process of recruitment and appointment of the Municipal Manager.

7.4. *Whether the conduct of any member of the North-West Provincial Legislature in the alleged attempt directly or indirectly to tamper with the recruitment report in respect of the process of recruitment and appointment of the Municipal Manager of Naledi Local Municipality amounts to a serious misconduct or a serious violation of the Constitution or the law.*

7.5. *Provide a report to the Legislature with Findings and Recommendations on or before 30 November 2025."*

8. I confirm further that I also engaged with M.E. Tlou attorneys through a virtual interview on **12 January 2026**, the purpose of which was to obtain a statement from me regarding my professional involvement and role in the processing and/or evaluation of the recruitment report referred to above. It was nevertheless agreed that I would depose to this affidavit, wherein I deal with not only my role/involvement but also address certain key questions, as I do so below.

RESPONSES TO KEY QUESTIONS

The key questions received from M.E. Tlou Attorneys are responded to as follows:

2.1 **Your position in terms of your current employment and capacity within such a position:**

2.1.1 Senior Administrative Officer.

2.2 **The position which I occupied during the time when the assessment of the above mentioned file**

2.2.1 Senior Administrative Officer.

2.3 **Your involvement in the allegations made, if any;**

2.3.1 I was not involved in the allegations made.

2.4 **The person who you were reporting to at the time, when you occupied such a position outlined in sub-paragraph 2.2 above, specifically relating to the Municipality report to MEC of COGTA (in respect of the Appointment of the Municipal Managers in terms of the Municipal Systems Act and Regulations thereof);[sic]**

2.4.1 I was reporting to Mr DH Moate (Deputy Director - Capacity Building) ("Mr Moate")

2.5 **The detailed process of submission of a Municipal Report in respect of an appointment of a Local Municipal Manager;**

2.5.1 The recruitment report was submitted to the office of the acting Chief Director – Local Governance on 23 March 2023. It was submitted to the office of the Director: Municipal

Administration on 27 March 2023, which was then submitted to me on 27 March 2023 and finally submitted to Mr Moate on 31 March 2023.

2.6 **Indicate the person/s who received the original Municipal Report (in respect of an Appointment of a Local Municipal Manager) at the MEC department and how did the report reach your office:**

2.6.1 I cannot speculate who received the report at the MEC 's office. It was then submitted to the office of the acting Chief Director – Ms ME Mmutle. It was then submitted to the office of the Municipal Administration Director on 27 March 2023 which was submitted to me on 27 March 2023.

2.7 **The mandatory procedure and/or preliminary assessment followed prior to the Municipal Report (Appointment of a Local Municipal Manager) reaching you;**

2.7.1 The Directorate did not have a mandatory procedure. However, based on practice, the recruitment report does not go through any assessment prior to reaching me. The assessment process commences when it is delivered to me and Mr Moate.

2.8 **What is required of you in respect of assessing the submitted Municipal Report (Appointment of a Local Municipal Manager), and the report you must prepare;**

2.8.1 The requirements for assessment of a recruitment report are:

- 2.8.1.1 Paginate the file (number the folios of the file received from the municipality);
 - 2.8.1.2 Assess the file and check whether the documents submitted are in line with what is required in Regulation 17(4) of the Recruitment Regulations;
 - 2.8.1.3 Draft the assessment report and response letter indicating all compliances and non-compliances.
- 2.9 **Kindly further attach the template used for the assessment outlined in sub-paragraph 2.8 above;**
- 2.9.1 Template attached as **Annexure “A”**
- 2.10 **Further attach the report which was drafted to the MEC in respect of the assessment referred to in sub-paragraph 2.8 above as well all correspondence which indicated that the MEC did not support the appointment of the current Municipal Manager of Naledi Local Municipality: [sic]**
- 2.10.1 The report and response letter drafted to the MEC attached as **Annexure “B”**.
- 2.11 **During the interview, you indicated that a further assessments was conducted from the report, which was a quality assurance assessment, kindly provide a detailed explanation as to when (date) and from whom did you receive the instructions to conduct the Quality Assurance assessment on the Municipal Report from Naledi Local Municipality dated 23 March 2023;**

2.11.1 The date of quality assurance was 31 March 2023, and I received the instructions from the acting Chief Director – Local Governance Ms EM Mmutle to further assess the file that was returned from the HOD's office.

2.12 **What is required of you in respect of conducting the assessment referred to in sub-paragraph above, and the report you must prepare, if any;**

2.12.1 The requirements for assessment of municipal report is:

2.12.2 Paginate the file (number the folios of the file received from the municipality);

2.12.3 Assess the file in compliance with the prescriptions of Section 17(4) of the Recruitment Regulations;

2.12.4 Check whether the documents submitted are in line with what is required in Regulation 17(4);

2.12.5 Draft a report and response letter to the Mayor indicating all compliances and non-compliances.

2.13 **Kindly further attach the template used for the assessment outlined in sub-paragraph 2.11 above;**

2.13.1 Template attached as **Annexure “C”**

2.14 **2.14 Indicate all and/or any other officials and their official position/s and role when conducting the assessment referred to in sub-paragraph 2.11 above;**

- 2.14.1 The officials who conducted quality assurance are Ms Mmutle (acting Chief Director - Local Governance), Mr K Plaatjie (Senior Administrative Officer) and myself as Senior Administrative Officer.
- 2.14.2 Mr Plaatjie and I were requested to assist the Acting Chief Director by going through the recruitment report thoroughly and verbally giving her all the non-compliances through the reliance of the Regulation 17(4) checklist, while the Acting Chief Director compiled the final assessment report on her laptop.

2.15 **Your findings in respect of assessment referred to in sub-paragraph 2.11 above;**

- 2.15.1 The findings are the following non-compliances:
- 2.15.1.1 Interviews were conducted 44 days after screening process, which is in contravention to Regulation 15(1) of the Recruitment Regulations;
 - 2.15.1.2 The screening report was attached but incomplete; there is no letter from National Cogta or evidence from the municipality that the request for screening was sent to National Cogta.
 - 2.15.1.3 MIE screening results are dated 1 July 2021 which is prior the vacancy date (31 October 2022);
 - 2.15.1.4 Minutes of shortlisting are attached but do not contain details of the shortlisted candidates. The minutes only speaks to re- advertisement;
 - 2.15.1.5 Minutes of the interviews non-compliant in that they do not contain details of the top three candidates or those recommended for competency assessment;

- 2.15.1.6 No written confirmation attached by the successful candidate that he does not hold political office; and
- 2.15.1.7 The term of contract as reflected on the letter of appointment is non-compliant as it exceeds the term of Council by 4 months.
- 2.16 **Further indicate whether your recommendations were favourable or unfavourable upon conclusion of your assessment referred to in sub-paragraph 2.11 above;**
- 2.16.1 The recommendations were not favourable upon the conclusion of our assessment because of the non-compliances indicated in 15.1.1 – 15.1.8. above.
- 2.17 **Kindly attach the written report in respect of your findings when conducting the assessment referred to in sub-paragraph 2.11 above;**
- 2.17.1 The written report that was finalized on 31 March 2023 attached as **Annexure “D”**.
- 2.18 **Indicate what transpired with the written report referred to in sub-paragraph 2.17 above;**
- 2.18.1 On 31 March 2023, the acting Chief Director called me and requested that I assess the recruitment report which was returned from the HOD's office for quality assurance;
- 2.18.2 Mr Plaatjie and I assisted the Acting Chief Director by verbally giving her all the non-compliances against the Directorate's own Regulation 17(4) checklist, while she captured all the details herself;
- 2.18.3 The Acting Chief Director finalised the assessment report and the response letter for the attention of the HoD and the MEC listing all the non-compliances determined.

2.19 Attach any other documents which may be relevant to the issues required to be addressed in your affidavit.

No other documents


MABOTSHERE MATSEKE

I hereby certify that the deponent acknowledges that the deponent knows and understands the contents of this affidavit, which was signed and sworn to before me, Commissioner of Oaths, at MMABATHO on this the 03rd day of February 2026 the regulations contained in Government Notice No R1258 of 21 July 1972, as amended, and Government Notice No R1648 of 19 August 1977, as amended, having been complied with.


2850167-7 087
19 February 2026

COMMISSIONER OF OATHS

FULL NAMES: LIVHUVHANI GODFREY MUDZANANI

ADDRESS: MMABATHO SAPS.

EX OFFICIO: CONSTABLE





cogta

Department:
Cooperative Governance and
Traditional Affairs
North West Provincial Government
REPUBLIC OF SOUTH AFRICA

ANNEXURE



12

12

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Prescribed Experience	Actual Experience	
Competency		
<u>Summary of assessment outcome per Annexure B to the Regulations</u> <ul style="list-style-type: none"> • Qualifications: • Years of Experience: • Competency: 		



cogta

Department:
Cooperative Governance and
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REPUBLIC OF SOUTH AFRICA

ANNEXURE B

14



14

MUNICIPAL ADMINISTRATION

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Enquiry DH Moate

Tel: 018 388 35444

Ref: 2/4/1

**TO : THE MEC FOR COOPERATIVE GOVERNANCE, HUMAN
SETTLEMENT AND TRADITIONAL AFFAIRS**

THROUGH : HEAD OF DEPARTMENT

FROM : DIRECTOR MUNICIPAL ADMINISTRATION

DATE : 31 MARCH 2023

**SUBJECT : REPORT ON THE PROCESS OF APPOINTING THE POSITION
OF THE MUNICIPAL MANAGER AT NALEDI LOCAL
MUNICIPALITY.**

PURPOSE

- To notify the MEC of the Municipal Manager appointment report by Municipal Council of Naledi LM and
- To present evaluation outcome and advise the MEC accordingly.

1. BACKGROUND/ DISCUSSION

Origin - Dates of receipt – The appointment report is dated 23 March 2023, the date the appointment report received by the MEC's office is 23 /03/2023 and after due delegation protocol it was finally received by the Directorate Municipal Administration on 27/ 03/2023 and processed on the 31 March 2023

EVALUATION OF APPOINTMENT REPORT FOR THE MUNICIPAL MANAGER (NALEDI LM)

Significance – The appointment of senior managers is the exclusive function of Municipal Councils. The role of MEC in terms of Municipal Systems Act including its valid regulations and guidelines as amended is to exercise oversight and in the event of non-compliance by the Municipal Councils, to enforce remedies. Furthermore the MEC relies on Regulations on appointment and Conditions of Employment for senior manager in particular Regulation 17

2. PRESCRIBED PROCESS

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).

2.1 Evaluation of process matters**2.1.1 Timelines**

Reg	Activity	Actual	Comments
10(1)	Advertisement placed on the newspaper (city press)	23/10/2022	Compliant(National News Paper)
10(3)(k)	Closing date of advert (min 14 and max 30 days)	07/11/2022	Compliant(14 Days)
13(2)	Shortlist within 30 days	09/11/2022	Complaint (4 Days)
14(1)	Screening within 21 days of shortlisting	11/11/2022	Compliant (2Days)
15(1)	Conduct interviews with 21days of screening	22/11/2022	Compliant(11 Days)

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EVALUATION OF APPOINTMENT REPORT FOR THE MUNICIPAL MANAGER (NALEDI LM)

2.2 Evaluation of Substantive matters**2.2.1 Prescribed documents ,**

Reg	Activity	Actual	Comments
17(4)(a)	Details of advertisement including date of issue and the name of newspaper in which the advert was published	Attached,	Compliant
17(4)(b)	A list of all applicants.	Attached.	Compliant
17(4)(c)	Screening report.	Attached,	Compliant
17(4)(d)	Council resolution i.r.o: <ul style="list-style-type: none"> • Approval of selection panel • Approval of shortlisted candidates 	Attached	Compliant
17(4)(e)	Competency assessment results.	Attached	Compliant
17(4)(f)	Minutes of the shortlisting meeting.	Attached,	Compliant
17(4)(g)	Minutes of the interviews including scoring.	Attached ,	Compliant
17(4)(h)	Recommendations of selection panel to Council.	Attached	Compliant
17(4)(k)	Municipal council resolution approving the appointment of the successful candidate.	Attached	Compliant

EVALUATION OF APPOINTMENT REPORT FOR THE MUNICIPAL MANAGER (NALEDI LM)

Reg	Activity	Actual	Comments
17(4)(l)	Attach application form, CV and qualifications of successful candidate	Attached	Compliant
17(4)(m)	Written confirmation by the successful candidate that he does not hold political office.	Attached	Compliant
17(4)(n)	A letter of appointment, outlining the term of contract, remuneration and conditions of employment of senior managers.	Attached	Compliant
17(4)(o)	Any other information relevant to the appointment.	None	None

2.2.2 Summary of compliance regarding process.

The process followed substantively compliance with the prescribed process as detailed above.

2.3 Panel composition

The composition of the selection panel complies with the regulation 12(3).

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EVALUATION OF APPOINTMENT REPORT FOR THE MUNICIPAL MANAGER (NALEDI LM)

2.4 Qualifications, experience and competencies

Comparable competency profile and the incumbent 's qualifications for the post of the Municipal Manager is hereby evaluated.

Prescribed qualifications and experience as per Annexure B	Mr MT Segapo	Comments
Qualifications Bachelor Degree in Public Administration/Political Sciences/Social Sciences/Law or equivalent.	Qualifications <ul style="list-style-type: none"> • Biuris Degree • Municipal Financial Development Programme 	Compliant, qualifications are consistent with Annexure B to the regulations.
Experience 5 years' experience at senior management level.	Experience More than 5 Year Senior Management Experience, <ul style="list-style-type: none"> • 5 Years, Municipal Manager, NalediLM (2011-2016) • 1 Yr, 2Months as a Municipal Manager, Naledi LM. • The rest of the experience is not regarded as senior management experience and therefore it is not counted. 	Comments Compliant
Competency	Competent	Complies

EVALUATION OF APPOINTMENT REPORT FOR THE MUNICIPAL MANAGER (NALEDI LM)

<p><u>Assessment outcome of Annexure B to the Regulations</u></p> <ul style="list-style-type: none"> • Qualifications – In line with Annexure B • Years of Experience – Compliant • Competency – Competent 	<ul style="list-style-type: none"> • Compliant • Compliant • Compliant
--	--

2.5 Outcomes

- **Qualifications.** The qualifications are compliant, the incumbent holds Relevant Bachelor's Degree.
- **Experience.** The experience is compliant, the incumbent holds more than the prescribed experience.
- **Competency assessment.** The results for the incumbent are Compliant, in that, the incumbent has been declared competent after the competency assessment process.
- **Overall evaluation outcomes.** The appointment is substantively compliant with the prescribed requirements.

EVALUATION OF APPOINTMENT REPORT FOR THE MUNICIPAL MANAGER (NALEDI LM)

3. IMPLICATIONS

3.1 Financial Implications

There is no financial implications for the department.

3.2 Personnel Implications

There is no personnel implications for the department because recruitment process is the responsibility of municipality.

3.3 Communication Implications

Communication has been done by MEC circular giving guidance on this matter.

3.4 Political Implications

Positive public image will be derived by MEC by promptly processing this application to support the municipality to comply. Furthermore, the MEC will be discharging her political duty in ensuring management competence for service delivery in affected municipalities in line with the abovementioned regulations.

4. OPTIONS

There are only two options namely support the appointment process and outcome or not-supporting the appointment process and outcome by advising municipality to enforce remedies.

Option 1: Support – This option is applicable where compliance is 100% or otherwise substantive. If minor non-compliance issues are immaterial, support should be given.

EVALUATION OF APPOINTMENT REPORT FOR THE MUNICIPAL MANAGER (NALEDI LM)

Option 2: Non-support – If there is substantive non-compliance with regulations and annexure B, the municipality should be advised to enforce remedies.

5 CONSULTATION

Internal – Not applicable in this instance

External – Not applicable in this instance

6 CONCLUSION

The recruitment process is generally compliant based on the information at our disposal.

7 RECOMENDATIONS

It is recommended that the MEC:

- Notes the report;
- Support the appointment made by municipal council.
- Signs the attached report and feedback letter to the Municipal Council

PULE MOIPOLAI

DATE

**DIRECTOR MUNICIPAL ADMINISTRATION
SUPPORTED / NOT SUPPORTED**

MRS ELIZABETH MMUTLE

DATE

ACTING CHIEF DIRECTOR LOCAL GOVERNANCE

22

EVALUATION OF APPOINTMENT REPORT FOR THE MUNICIPAL MANAGER (NALEDI LM)

RECOMMENDED / NOT RECOMMENDED

 DR MOKOTEDI BEN BOLE
 HEAD OF DEPARTMENTCOGTA

DATE

APPROVED/NOT APPROVED

 HON. PDN MALOYI
 MEC COGSHTA

DATE

**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 2146
Mmabatho
2735

Enquiries: DH Moate

Tel: 018 388 4377

**THE MAYOR
NALEDI LM
P.O.BOX 35
VRYBURG
8600**

31 March 2023

ATTENTION: CLLR CJ GROEP

**SUBJECT: REPORT ON THE PROCESS OF APPOINTING THE MUNICIPAL
MANAGER AT NALEDI LOCAL MUNICIPALITY.**

1. Your report dated 23 March 2023 refers,
2. The appointment report as submitted has been evaluated against the requirements of the Local Government Municipal Senior management Regulations as follows,

2.1 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).

Response letter for the appointment of Municipal Manager –Naledi LM

Reg	Activity	Actual	Comments
10(1)	Advertisement placed on the newspaper (city press)	23/10/2022	Compliant(National News Paper)
10(3)(k)	Closing date of advert (min 14 and max 30 days)	07/11/2022	Compliant(14 Days)
13(2)	Shortlist within 30 days	09/11/2022	Complaint (4 Days)
14(1)	Screening within 21 days of shortlisting	11/11/2022	Compliant (2Days)
15(1)	Conduct interviews with 21days of screening	22/11/2022	Compliant(11 Days)

2.2 QUALIFICATIONS, EXPERIENCE AND COMPETENCIES

Comparable competency profile and the incumbent `s qualifications for the post of the Municipal Manager is hereby evaluated.

Comparable competency profile and the incumbent `s qualifications for the post of the municipal manager.

Prescribed qualifications and experience as per Annexure B	Mr MT Segapo.3	Comments
Qualifications Bachelor Degree in Public Administration Political Sciences/Social Sciences/Law or equivalent.	Qualifications <ul style="list-style-type: none"> • Biuris Degree • Municipal Financial Development Programme 	Compliant, qualifications are consistent with Annexure B to the regulations.
Experience	Experience	Comments

Response letter for the appointment of Municipal Manager –Naledi LM

5 years' experience at senior management level.	More than 5 Year Senior Management Experience,	Compliant
Competency	Competent	Complies
<p><u>Assessment outcome of Annexure B to the Regulations</u></p> <ul style="list-style-type: none"> • Qualifications – In line with Annexure B • Years of Experience – Compliant • Competency – Competent 		<ul style="list-style-type: none"> • Compliant • Compliant • Compliant

Response. According to the information at my disposal the appointment is substantively compliant with the prescribed requirements, therefore , I hereby support the council decisions to appoint the municipal manager **Mr. MT Segapo.**

Regards

HON. PDN MALOYI
MEC COGSHA

DATE



cogta

Department:
Cooperative Governance and
Traditional Affairs
North West Provincial Government
REPUBLIC OF SOUTH AFRICA

ANNEXURE C

2026



MUNICIPAL ADMINISTRATION

2nd Floor West Wing, University Drive
Garona Building
Private Bag X 2145, Mmabatho, 2735
Tel: +27 (0) 18 388 2892

House No. 1 Lowe Complex, Old Parliament, Mmabatho, 2735
Chief Directorate: Traditional Affairs, Private Bag X2005
Mmabatho, 2735
Tel: +27 (0) 18 388 4494 Fax: +27 (0) 86 651 7885

R17(4): Prescribed documents (Checklist)

Reg	Activity
17(4)(a)	Details of advertisement including date of issue and the name of newspaper in which the advert was published.
17(4)(b)	A list of all applicants.
17(4)(c)	Screening report.
17(4)(d)	Council resolution i.r.o: <ul style="list-style-type: none"> • Approval of selection panel • Approval of shortlisted candidates
17(4)(e)	Competency assessment results.
17(4)(f)	Minutes of the short listing meeting.
17(4)(g)	Minutes of the interviews including scoring.
17(4)(h)	Recommendations of selection panel to Council.
17(4)(k)	Municipal council resolution approving the appointment of the successful candidate.
17(4)(l)	Attach application form, CV and qualifications of successful candidate
17(4)(m)	Written confirmation by the successful candidate that she does not hold political office.
17(4)(n)	A letter of appointment, outlining the term of contract, remuneration and conditions of employment.
17(4)(o)	Any other information relevant to the appointment.

Annexure B (Checklist)

Prescribed qualifications and experience	Actual qualifications and experience of	Evaluation Outcomes
Prescribed Qualifications as per advertisement.	Actual Qualifications	
Prescribed Experience	Actual Experience	
Competency		
<u>Summary of assessment outcome per Annexure B to the Regulations</u> <ul style="list-style-type: none">• Qualifications:• Years of Experience:• Competency:		



cogta

Department:
Cooperative Governance and
Traditional Affairs
North West Provincial Government
REPUBLIC OF SOUTH AFRICA

ANNEXURE B8



MUNICIPAL ADMINISTRATION

2nd Floor West Wing, University Drive
Garona Building
Private Bag X 2145, Mmabatho, 2735
Tel: +27 (0) 18 388 2882

House No. 1, Lowe Complex, Old Parliament, Mmabatho, 2735
Chief Directorate: Traditional Affairs, Private Bag X2005
Mmabatho, 2735
Tel: +27 (0) 18 388 4494 Fax: +27 (0) 86 654 7885

Enquiries: DH Moate
Tel: 018 388 4377

11 APRIL 2023

**THE MAYOR
NALEDI LOCAL MUNICIPALITY
P.O.BOX 35
VRYBURG
8600**

ATTENTION: CLLR CJ GROEP

**SUBJECT: REPORT ON THE PROCESS OF APPOINTING THE MUNICIPAL
MANAGER AT NALEDI LOCAL MUNICIPALITY.**

1. Your report dated 23 March 2023 refers,
2. The appointment report as submitted has been evaluated against the requirements of the Local Government Municipal Senior management Regulations as follows,

2.1 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).

Evaluation of process matters- Timelines

Reg.	Activity	Actual	Comments
10(1)	Advertisement placed on the newspaper (city press)	23/10/2022	Compliant(National News Paper)

RESPONSE LETTER TO NALEDI LM – APPOINTMENT REPORT OF THE MUNICIPAL MANAGER

10(3)(k)	Closing date of advert (min 14 and max 30 days)	07/11/2022	Compliant(14 Days)
13(2)	Shortlist within 30 days	09/11/2022	Complaint (4 Days)
14(1)	Screening within 21 days of shortlisting	18/11/2022	Compliant (7 Days)
15(1)	Conduct interviews with 21days of screening	25/01/2023	Non-compliant (44 days)

Summary of Outcome

The appointment report partially complies with the prescribed content requirements. The issues of non-compliance are the following:

- Interviews were conducted 44 days after screening process, which is more by 23 days of screening process and that is in contravention to Reg. 15(1) on appointment and conditions of employment of Senior Managers.
- The screening report is attached but incomplete, there is no letter from National Cogta or evidence from the municipality that the request for screening was sent to National Cogta.
- MIE screening result is dated 1st July 2021 which is prior the vacancy date (31 October 2022).
- Minutes of shortlisting non-Compliant, those attached not mentioning the shortlisted candidates. The minutes only speaks to re-advertisement.
- Minutes of the interviews non-Compliant, not mentioning the top three candidates and those recommended for competency assessment.
- No written confirmation attached by the successful candidate that he does not hold political office.
- The term of contract as reflected on the letter of appointment is non-compliant as it exceeds the term of Council by 4 months

In overall the recruitment process partially complies with the prescribed requirements.

RESPONSE LETTER TO NALEDI LM – APPOINTMENT REPORT OF THE MUNICIPAL MANAGER

2.2 QUALIFICATIONS, EXPERIENCE AND COMPETENCIES

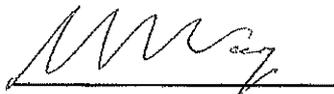
Comparable competency profile and the incumbent `s qualifications for the post of the municipal manager.

Prescribed qualifications and experience as per Annexure B	Mr MT Segapo	Comments
Qualifications Bachelor Degree in Public Administration/Management Sciences/Social Sciences/Law or equivalent.	Qualifications <ul style="list-style-type: none"> • Biuris Degree • Municipal Financial Development Programme 	Compliant, qualifications are consistent with Annexure B to the regulations.
Experience 5 years' experience at senior management level.	Experience More than 5 Year Senior Management Experience,	Comments Compliant
Competency	Competent	Complies
<u>Assessment outcome of Annexure B to the Regulations</u> <ul style="list-style-type: none"> • Qualifications – In line with Annexure B • Years of Experience – Compliant • Competency – Competent 		<ul style="list-style-type: none"> • Compliant • Compliant • Compliant

Response. According to the information at my disposal the **recruitment process** partially complies with the prescribed requirements of the Regulations on appointment and conditions of employment of Senior Managers, therefore it is not supported.

RESPONSE LETTER TO NALEDI LM – APPOINTMENT REPORT OF THE MUNICIPAL MANAGER

Regards



HON. P.D.N. MALOYI

MEC COGSHTA

26/04/23

DATE



cogta

Department:
Cooperative Governance and
Traditional Affairs
North West Provincial Government
REPUBLIC OF SOUTH AFRICA

N2

ANNEXURE B32

08



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MUNICIPAL ADMINISTRATION

2nd Floor West Wing, University Drive
Garona Building
Private Bag X 2148, Mmabatho, 2736
Tel: +27 (0) 10 000 2892

House No. 1 Lowe Complex, Old Parliament, Mmabatho, 2736
Chief Directorate: Traditional Affairs, Private Bag X2006
Mmabatho, 2736
Tel: +27 (0) 18 308 4494 Fax: +27 (0) 06 051 7886

Enquiry: DH Mose
Tel: 018 386 35444
Ref: 24/1

TO : THE MEC FOR COOPERATIVE GOVERNANCE, HUMAN SETTLEMENT AND TRADITIONAL AFFAIRS

THROUGH : HEAD OF DEPARTMENT

FROM : DIRECTOR MUNICIPAL ADMINISTRATION

DATE : 31 MARCH 2023

SUBJECT : REPORT ON THE PROCESS OF APPOINTING THE POSITION OF THE MUNICIPAL MANAGER AT NALEDI LOCAL MUNICIPALITY.

1. PURPOSE

- To notify the MEC of the Municipal Manager's appointment report by Municipal Council of Naledi LM and
- To present evaluation outcome and advise the MEC accordingly.

2. BACKGROUND/ DISCUSSION

Origin - Dates of receipt – The appointment report is dated 23 March 2023, the date the appointment report received by the MEC's office is 23 /03/2023 and after due delegation protocol it was finally received by the Directorate Municipal Administration on 27/ 03/2023 and processed on the 31 March 2023.

Significance – The appointment of senior managers is the exclusive function of Municipal Councils. The role of MEC in terms of Municipal Systems Act including its valid regulations and guidelines as amended is to exercise oversight and in the event of non-compliance by the Municipal Councils, to enforce remedies. Furthermore the MEC relies on

APPOINTMENT REPORT OF THE MUNICIPAL MANAGER-NALEDI LOCAL MUNICIPALITY
Regulations on appointment and Conditions of Employment for senior manager in particular Regulation 17

3. PRESCRIBED PROCESS

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).

3.1 Evaluation of process matters

3.1.1 Timelines

Reg.	Activity	Actual	Comments
10(1)	Advertisement placed on the newspaper (city press)	23/10/2022	Compliant(National News Paper)
10(3)(k)	Closing date of advert (min 14 and max 30 days)	07/11/2022	Compliant(14 Days)
13(2)	Shortlist within 30 days	09/11/2022	Complaint (4 Days)
14(1)	Screening within 21 days of shortlisting	18/11/2022	Compliant (7 Days)
15(1)	Conduct interviews with 21days of screening	25/01/2023	Non-compliant (44 days)

3.2 Evaluation of Substantive matters

3.2.1 Prescribed documents ,

Reg	Activity	Actual	Comments
17(4)(a)	Details of advertisement including date of issue and the name of newspaper in which the advert was published	Attached,	Compliant

APPOINTMENT REPORT OF THE MUNICIPAL MANAGER-NALEDI LOCAL MUNICIPALITY

Reg	Activity	Actual	Comments
17(4)(b)	A list of all applicants.	Attached.	Compliant
17(4)(c)	Screening report.	<p>- Attached but incomplete, No letter from National Cogta or evidence from the municipality that the request for screening was sent to national cogta</p> <p>- MIE screening result is dated 1st July 2021 which is prior the vacancy date (31 October 2022).</p>	Non-Compliant
17(4)(d)	Council resolution i.r.o: <ul style="list-style-type: none"> • Approval of selection panel • Approval of shortlisted candidates 	Attached	Compliant

APPOINTMENT REPORT OF THE MUNICIPAL MANAGER-NALEDI LOCAL MUNICIPALITY

Reg	Activity	Actual	Comments
17(4)(f)	Minutes of the shortlisting meeting.	Attached,	Non-Compliant, those attached not mentioning the shortlisted candidates. The minutes only speaks to re-advertisement.
17(4)(g)	Minutes of the interviews including scoring.	Attached ,	Non-Compliant, not mentioning the top three candidates and those recommended for competency assessment.
17(4)(h)	Recommendations of selection panel to Council.	Not Attached	Non-Compliant, only the Executive committee report attached.
17(4)(k)	Municipal council resolution approving the appointment of the successful candidate.	Attached	Compliant
17(4)(l)	Attach application form, CV and qualifications of successful candidate	Attached	Compliant
17(4)(m)	Written confirmation by the successful candidate that he does not hold political office.	Not Attached	Non- Compliant

APPOINTMENT REPORT OF THE MUNICIPAL MANAGER-NALEDI LOCAL MUNICIPALITY

Reg	Activity	Actual	Comments
17(4)(n)	A letter of appointment, outlining the term of contract, remuneration and conditions of employment of senior managers.	Attached	The term of contract as reflected on the letter is non-compliant as it exceeds the term of Council by 4 months.
17(4)(o)	Any other information relevant to the appointment.	None	None

3.2.2 Summary of Outcome.

The appointment report partially complies with the prescribed content requirements. The issues of non-compliance are the following:

- Interviews were conducted 44 days after screening process, which is more by 23 days of screening process and that is in contravention to Reg. 15(1) on appointment and conditions of employment of Senior Managers.
- The screening report is attached but incomplete, there is no letter from National Cogta or evidence from the municipality that the request for screening was sent to National Cogta.
- MIE screening result is dated 1st July 2021 which is prior the vacancy date (31 October 2022).
- Minutes of shortlisting non-Compliant, those attached not mentioning the shortlisted candidates. The minutes only speaks to re-advertisement.
- Minutes of the interviews non-Compliant, not mentioning the top three candidates and those recommended for competency assessment.

APPOINTMENT REPORT OF THE MUNICIPAL MANAGER-NALEDI LOCAL MUNICIPALITY

- No written confirmation attached by the successful candidate that he does not hold political office.
- The term of contract as reflected on the letter of appointment is non-compliant as it exceeds the term of Council by 4 months

In overall the recruitment process partially complies with the prescribed requirements.

3.3 Panel composition

The composition of the selection panel complies with the regulation 12(3).

3.4 Qualifications, experience and competencies

Comparable competency profile and the incumbent 's qualifications for the post of the Municipal Manager is hereby evaluated.

Prescribed qualifications and experience as per Annexure B	Mr MT Segapo	Comments
Qualifications Bachelor Degree in Public Administration/Management Sciences/Social Sciences/Law or equivalent.	Qualifications <ul style="list-style-type: none"> • Biuris Degree • Municipal Financial Development Programme 	Compliant, qualifications are consistent with Annexure B to the regulations.

APPOINTMENT REPORT OF THE MUNICIPAL MANAGER-NALEDI LOCAL MUNICIPALITY

Experience	Experience	Comments
5 years' experience at senior management level.	More than 5 Year Senior Management Experience, <ul style="list-style-type: none"> • 5 Years, Municipal Manager, Naledi LM (2011-2016) • 1 Yr, 2Months as a Municipal Manager, Naledi LM. • The rest of the experience is not regarded as senior management experience and therefore it is not counted. 	Compliant
Competency	Competent	Complies
<u>Assessment outcome of Annexure B to the Regulations</u>		<ul style="list-style-type: none"> • Compliant • Compliant • Compliant
<ul style="list-style-type: none"> • Qualifications – In line with Annexure B • Years of Experience – Compliant • Competency – Competent 		

3.5 Outcomes

- **Qualifications.** The qualifications are compliant, the incumbent holds Relevant Bachelor's Degree.
- **Experience.** The experience is compliant, the incumbent holds more than the prescribed experience.
- **Competency assessment.** The results for the incumbent are Compliant, in that, the incumbent has been declared competent after the competency assessment process.

APPOINTMENT REPORT OF THE MUNICIPAL MANAGER-NALEDI LOCAL MUNICIPALITY**4. IMPLICATIONS****4.1 Financial Implications**

There is no financial implications for the department.

4.2 Personnel Implications

There is no personnel implications for the department because recruitment process is the responsibility of municipality.

4.3 Communication Implications

Communication has been done by MEC circular giving guidance on this matter.

4.4 Political Implications

Positive public image will be derived by MEC by promptly processing this application to support the municipality to comply. Furthermore, the MEC will be discharging her political duty in ensuring management competence for service delivery in affected municipalities in line with the abovementioned regulations.

5. OPTIONS

There are only two options namely support the appointment process and outcome or not-supporting the appointment process and outcome by advising municipality to enforce remedies.

Option 1: Support – This option is applicable where compliance is 100% or otherwise substantive. If minor non-compliance issues are immaterial, support should be given.

APPOINTMENT REPORT OF THE MUNICIPAL MANAGER-NALEDI LOCAL MUNICIPALITY
Option 2: Non-support – If there is substantive non-compliance with regulations and annexure B, the municipality should be advised to enforce remedies.

6. CONSULTATION

Internal – Not applicable in this instance

External – Not applicable in this instance

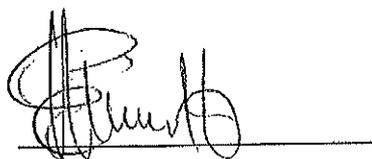
7. CONCLUSION

In overall the **recruitment process** partially complies with the prescribed requirements of the Regulations on appointment and conditions of employment of Senior Managers, therefore it is not supported.

8. RECOMENDATIONS

It is recommended that the MEC:

- Notes the report;
- Not support the appointment made by municipal council.
- Signs the attached report and feedback letter to the Municipal Council



MRS ELIZABETH MMUTLE

ACTING CHIEF DIRECTOR LOCAL GOVERNANCE

81/03/2003
DATE

APPOINTMENT REPORT OF THE MUNICIPAL MANAGER-NALEDI LOCAL MUNICIPALITY
RECOMMENDED / NOT RECOMMENDED

The attention of the MEC is drawn on Section 3.2.2
"Summary of the outcome" in the report which raises serious
issues of irregularities. Therefore I recommend that the MEC should not
approve this report.



DR M.S. BOLE
HEAD OF DEPARTMENT COGTA

03/04/2023
DATE

APPROVED / NOT APPROVED


HON. PDN MALOYI
MEC COGSHTA

26/04/23
DATE

**AD HOC COMMITTEE ESTABLISHED BY THE NORTH WEST PROVINCIAL LEGISLATURE TO
INQUIRE INTO THE ALLEGATIONS MADE BY THE MAYOR OF NALEDI LOCAL
MUNICIPALITY**

INDEX: MR MODISENYANE THOMPSON SEGAPO'S AFFIDAVIT

WITNESS BUNDLE No.11: "WB11"

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1	Affidavit of Mr Modisenyane Thompson Segapo	1 – 16
1.1	Annexure "A": WhatsApp messages between Mr Modisenyane Thompson Segapo and Mr Mothusi Monthwedi dated 29 April 2024	17
1.2	Annexure "B": WhatsApp messages between Mr Modisenyane Thompson Segapo and Mr Mothusi Monthwedi dated 30 June 2020	18
1.3	Annexure "C": WhatsApp messages between Mr Modisenyane Thompson Segapo and Mr Thabo Appolus dated 4 April 2025	19
1.4	Annexure "D": Mr A.G Groep's Letter of appointment as a swimming pool attendant dated 5 February 2008	20 - 22
1.5	Annexure "E": Naledi Local Municipality's Memorandum dated 3 August 2022 (Re: Performance of duties above the job descriptions)	23 - 24

**AFFIDAVIT IN RESPECT OF AD HOC COMMITTEE ENQUIRY INTO
ALLEGATIONS OF IMPROPER CONDUCT ON THE PART OF NW
PREMIER MR KAGISO LAZI MOKGOSI**

I the undersigned

MODISENYANE THOMPSON SEGAPO

declare under oath as follows:

1. I am a major male person currently residing at 7 Taute Street, Vryburg.
2. I confirm that I am duly authorized to depose to this affidavit.
3. The facts contained herein are within my own personal knowledge unless otherwise stated or the context clearly indicates the contrary and is to the best of my belief both true and correct.
4. **MR THABO APOLUS VOLUNTARILY SHARES WHATSAPP TO EXPOSE
PREMIER MPKGOSI POLITICAL INTERFERENCE**
 - a. I confirm that on 02 April 2025 Mr. Apolus called me from an unknown cell phone number, sounding upbeat and excited and immediately asked me to “Bula WhatsApp” Setswana for “Open your WhatsApp”.
 - b. I immediately unblocked his number so I could see what he meant when he said to me over the phone that he had **“launched bombs against Premier Mokgosi”** regarding his interference with MEC: COGHSTA Nono Maloyi’s letter to the Mayor regarding my appointment as Municipal Manager of Naledi Local Municipality.
 - c. The first WhatsApp that came through was “Bula WhatsApp” followed shortly by the second message that starts with “Fast forward to...” and then the third that is a combination of a location to Mr. Apolus’ place of residence and a message which starts with “Today is the 2nd April 2025...”

- d. For brevity, I shall not quote the whole messages as the Ad Committee is already in possession of same and the messages will be dealt with in great detail hereunder.

5. AD HOC COMMITTEE

- a. I reconfirm that I shared these messages with the Mayor and the Speaker on the eve of our appearance before the joint sitting of the NWPL and NA committees, which messages the Speaker of Naledi Local Municipality, Cllr. Pico Gulane, shared during our appearance on instruction of the Chairperson Hon. Mkhize, MP.
- b. On the occasion of his appearance before this Ad Hoc Committee, Mr. Apolus **casuistically** denied the authenticity of these messages
- c. In reality, these WhatsApp messages are screenshots he shared with me via WhatsApp, which contain his confrontational conversation with Hon. Mokgosi.
- d. They included my reaction thereto and that is the only difference. His denial of them is disingenuous and intended to mislead the Ad Hoc Committee.
- e. I shared these WhatsApp messages with the Mayor, Adv. Groep, Speaker Gulane and the then Acting Director Corporate Services, Mr. Gabriel Butjie on the eve of our appearance before the joint sitting of NA and NWPL portfolio committees.
- f. . These WhatsApp messages became relevant in the context of how MEC: COGHSTA Hon Molapisi responded to the question earlier the same day as to why my appointment was a subject matter of a court challenge. The MEC responded by saying the process followed in my appointment was flawed.
- g. Hon. Mkhize put the question on hold and stated his intention to canvass it with us as we were scheduled to appear the following day.
- h. Accordingly, we prepared how to approach the question and inform the joint sitting about the interference and tampering with this appointment as per Mr. Apolus' confession in the WhatsApp messages he voluntarily shared with me.
- i. I must hasten to add that my conversations with Mr Apolus were not limited to only these shared WhatsApp messages, there are others which are relevant for this enquiry and they will be duly shared.



- j. In addition, there are statements that Mr. Apolus uttered during the cellular phone calls from him to me which have a bearing on the work of this Ad Hoc Committee. These will also be shared with the Ad Hoc Committee.

6. THABO APOLUS CONFESSES AND IMPLICATES PREMIER MOKGOSI BY SHARING SECRET WHATSAPP MESSAGES & CELLPHONE CONVERSATIONS

- a. In addition to the WhatsApp messages Mr. Apolus told me during our numerous cellular phone calls that:
- (i) Hon Premier asked to visit him shortly after his urgent application to challenge my appointment was dismissed for lack of urgency.
 - (ii) The Premier accompanied by the three other ANC leaders.
 - (iii) The Hon. Premier brought with him a few documents which included my CV, copies of my qualifications, a checklist used by COGHSTA to check compliance and a copy of legal opinion which approved my appointment.
 - (iv) The Hon. Premier swore him to secrecy informed him that the MEC: COGHSTA was not aware that he, Premier Mokgosi, was in unauthorised possession of these confidential documents
 - (v) Hon Premier pleaded the documents must not leak as they would all be compromised
 - (vi) Premier Mokgosi asked him to use the checklist and double check the problematic legal advice which approved my appointment and find fault with it.
 - (vii) Premier Mokgosi asked Mr. Apolus to work as fast as possible so that Premier Mokgosi could return the documents back from whence they came.
 - (viii) Premier Mokgosi told Mr Apolus that once he was done working on the instruction alluded to at point (vi) above, the MEC: COGHSTA would be given a recommendation to disapprove my appointment
 - (ix) Premier Mogosi said Adv. Muzi said this (MEC disagreeing with appointment) would change the facts and trigger an urgent application following the Mafikeng High Court dismissing previous urgent application for want of urgency.

- (x) The aforementioned conversations are largely consistent with the WhatsApp messages Mr. Apolus had sent to me earlier, with just a little more clarity and context.

7. THREE-WAY CELLULAR PHONE CALLS BY HON. MONTWEDI and ADV. MUZA CONFIRM MONTWEDI ACTED AT THE BEHEST OF PREMIER

- a. The main reason for Mr. Apolus' outburst which resulted in him spilling the beans about their clandestine meeting was that he became aware of the three-way conference call initiated by Hon. Montwedi, which involved Adv. Muza, Mr. Apolus' lawyer.
- b. Hon. Montwedi said to me that he was calling me at the behest of Hon. Premier Mokgosi and lamented how our relationship had gone sour and how nobody he had spoken to could tell him what went wrong since we had always enjoyed comradely relationship with Hon. Premier Mokgosi.
- c. He said he had been asked by Hon. Premier Mokgosi to mend the relationship between Hon. Premier Mokgosi on the one hand and Naledi LM ANC Caucus and myself as Municipal Manager on the other hand.
- d. Hon. Montwedi then disclosed to me that Adv. Muza was actually his guy and not really Mr. Apolus' or Hon. Mokgosi's guy. He said he had introduced Adv. Muza to Hon. Mokgosi when the latter indicated he wanted to assist Mr Apolus in his case against my appointment.
- e. He then suggested to me on the same call that in order to mend our relationship I must actually withdraw my appeal, allow the recruitment process to start afresh and, in return, he undertook to secure the support of three EFF Councilors at Naledi Local Municipality.
- f. Hon. Montwedi also said, to secure majority support for my re-appointment, he would engage Hon. Premier Mokgosi to secure the support of ANC PEC and Naledi LM ANC Caucus.
- g. This he said was important for Premier Mokgosi's campaign to become the ANC Provincial Chairperson – that his sub-region of Naledi should back his campaign. Montwedi claimed to part of this campaign.



- h. To pressure me into a concession, Hon Montwedi made a veiled threat that Adv. Muza was going to end my future prospects of being appointed as Municipal Manager by making an application to the SCA for a “clarificatory order whether BUIRIS was a Bachelors Degree”. This, he argued agitatedly and desperately, would harm my career irreparably.
- i. I felt pressurised, bullied and denied of my right to access the SCA by a politician who was admittedly working in cahoots with the Hon. Premier Mokgosi in this interference.
- j. Then he made the strangest most desperate move yet by asking me to hold while he added Adv. Muza to the three-way call, without waiting for my approval. Not sure how to react, Adv. Muza was joined on the call and we greeted and exchanged pleasantries.
- k. Then Hon. Montwedi repeated his boastful statements about how Adv. Muza was his guy and how none between Mr. Apolus and Hon. Mokgosi could lay a claim of him being their guy, to which Adv. Muza just giggled uncomfortably at Hon. Montwedi’s boastful claims.
- l. Hon. Montwedi asked Muza about their intended application for a confirmatory order whether BURIS Degree was a Bachelor’s Degree and Adv. Muza then joined in and confirmed that such a move was in the works and it would end my career if they won on this aspect in the SCA.
- m. To me this was unethical on the part of both Hon. Montwedi and I understood why Mr. Apolus was upset upon learning about this call as he says clearly in the WhatsApp to Hon. Premier Mokgosi.
- n. Indeed Hon. Montwedi’s agenda was to lure me and the ANC Caucus that supported my appointment to side with Hon. Premier in his ambition to ascend to the position of Provincial Chairperson of the ANC NW.
- o. I hasten to add that Adv. Muza was embarrassed by the conduct of Hon. Montwedi. I falsely claimed that I was battling with connectivity and saved Adv. Muza and myself the abuse Hon. Montwedi subjected us to.
- p. I must hasten to add that Hon. Montwedi risked with the career of Adv. Muza as it was borderline misconduct to be in a three-way call with your opponents without involving their lawyers and your clients, especially instructing attorneys.



- q. I was very impressed that Adv. Muza was not too keen on this call and it was clear that he was not forewarned about the issues Hon Montwedi wanted to raise.
- r. It seemed clear that Hon. Montwedi wanted Adv. Muza to be paid and he had expectation to be paid facilitation or marketing fees.
- s. All the while as Hon Montwedi went into details about amounts to be paid to Adv. Muza, the latter listened in quietly, clearly uncomfortable about the level of desperation showed by Hon Montwedi.

8. HON. MONTWEDI IS AN HABITUAL, PERPETUAL MEDDLER

- a. The Ad Hoc Committee Chairperson, Hon. Nathan Oliphant, MPL, asked Hon. Montwedi a pertinent question as to why he was so invested in the affairs of Naledi Local Municipality and why he seemed to always dispense with protocol and called Mayor, CJ Groep directly and instead of first speaking to the Ward Councilor in a Ward he is ordinarily resident.
- b. In his response, Hon. Montwedi perjured himself as he deliberately and dishonestly misled the Ad Hoc Committee by saying he was interfering only because he is a ratepayer and a concerned resident of Vryburg.
- c. The truth is that Hon. Montwedi is a money-monger, an influence peddler and an habitual meddler who uses his proximity to leadership and his direct access to further nefarious, corrupt activities for self-enrichment.
- d. I attach to this affidavit proof that his interest in the appointment of the accounting officer at Naledi LM which is basically his WhatsApp sent to me asking me to appoint a specific service provider for a specific advertised tender which was going through the SCM process. This attempt failed because I refused to entertain his attempt to influence me wrongfully. (**Annexure A**)
- e. This should put paid to his false claims that his merely an oversight role as an Hon. MP whose primary concern is lower litigation fees and prevent wasteful and fruitless expenditure.
- f. In respect of trying to canvass for a tender to be awarded to his preferred service provider, I leave it in the hands of the Ad Hoc Committee as to what processes will be initiated to have the National Assembly look into this conduct in the context of his oath of office.



9. HON. MONTWEDI IS A REPEAT OFFENDER IN MEEDLING IN THE APPOINTMENT OF NALEDI LM MUNICIPAL MANAGER

- a. On July 30 2020, Hon. Montwedi called while I was in Christiana visting family and suggested that. In order to unlock my appointment, I needed to meet up with an EFF regional leader whose name I withhold as he is not the subject matter I intend to bring to the attention of the Ad Hoc Committee.
- b. Hon. Montwedi assured me that he had spoken to the aforementioned leader and I should just do as he directs me. In return, all EFF Councilors would support my appointment.
- c. I travelled from Christiana back to Vryburg via Schweizer Reneke where the said leader had constituency work if memory serves. What transpired at this meeting shocked me to a point where I went public of my Facebook Page. I attach this post here for the Ad Hoc Committee's ease of reference (**Annexure B**)
- d. In retrospect, Hon. Montwedi set his colleague or comrade up to do the dirty work he himself was shy to do. I regret that I did not fully understand all the dynamics involved and vented my frustration against a victim instead of th one that set us up.
- e. The National Assembly must look into its Code of Conduct and put systems in place to restrain Hon. Montwedi to stop meddling and focus on his oversight role.

10. EYEWITNESS MR THABO "BOY-BOY" SEJAKE IMPLICATES PREMIER MOKGOSI IN TAMPERING WITH APPOINTMENT PROCESS AND CORROBORATES CLAIMS IN MR APOLUS'WHATSAPP

- a. In the aftermath of Mayor Groep's presentation before the joint sitting of Parliamentary Committees going viral on social media, Mr. Thabo "Boy-Boy"Sejake called me and expressed his willingness voluntarily to come forward and confirm that the confrontational WhatsApp messages from Mr. Apolus to Hon. Premier Mokgosi were indeed a true reflection of what transpired during their visit to Mr Apolus in Ganyesa;



- b. I asked Mr. Sejake to meet me at my office first in the morning. I informed him that I would invite the Mayor, Speaker, Chief Whip (ANC TROIKA).
- c. Indeed Mr. Sejake pitched and found us waiting. I had taken liberty to invite the Legal Advisor Mr. Gabriel Butjie, Manager: Legal Services and Acting Director: Corporate Services. The ANC Chief Whip did not show up.
- d. Mr. Sejake said that the Hon. Premier Mokgosi asked Mr. Apolus to work fast to find fault with my appointment because Hon. Premier said he needed to return the documents he gave to Apolus back from whence they came.
- e. During this meeting. Sejake said Mr. Apolus called Mr. Desmond Makobo and asked him about the validity of my qualification, whether the university I graduated at was accredited or fake. Mr. Sejake said to us that Mr. Desmond Makobo asked not to be dragged into our fight,
- f. Mr. Sejake also mentioned that Hon. Premier was constantly on the talking on his cell phone, coordinating with Mr. Apolus' attorneys with the view to re-enrolling the matter that was struck off the roll for lack of urgency in the aftermath of refusal by MEC to grant "concurrence".

11. APOLUS SNITCHES ON WHISTLEBLOWERS AND VENGEFULLY AND FALSELY OUTS SEJAKE FAMILY AS A WHISTLEBLOWERS

- a. Mr. Apolus has on the occasion of his appearance before this Ad Hoc Committee accused Mr. Sejake and his wife of leaking information to him. This is a vengeful and petty political gimmick, to say the least.
- b. Where such incidents of leaking information happened, Mr. Apolus exposed his sources to me and warned me to be careful about certain people that I trusted. I share with the Ad Hoc Committee the WhatsApp communication where Apolus exposes whistle-blowers and sent copies of the documents they leaked (**Annexure C**)
- c. The Ad Hoc Committee must therefore treat this allegation against Mr. Sejake as victimization of a whistle-blower until such time Mr. Apolus produces evidence of such as documentary evidence he shared with me, compromising his sources in the process.



- d. This victimization of Mr. Sejake and wife by Mr. Apolus also shows its ugly head where Mr. Apolus attempts to create a fictitious 'whistle-blower's letter and place it in the hands of Mr. Sejake as a last-ditch, desperate attempt to clear the Hon. Premier of any wrongdoing and let Mr. Sejake cause handball or a penalty, to use football analogy;
- e. The Ad Hoc Committee will be well-advised to pay careful attention to this trickery. It is nothing but an attempt to undo the damage he caused Hon Premoer Mokgosi. It is an afterthought to undo this harm. It is a classic "lefoko ga le boe go boa monwana" loosely translated "one cannot take back an insult". So this futile exercise by Mr Apolus must be just that, a futile exercise.

12. LAYING OF CRIMINAL CHARGES AGAINST PREMIER

- a. The Mayor Groep and I laid criminal complaint against Hon. Premier Mokgosi at Ganyesa Police Station as directed by the joint siting of parliamentary committees.
- b. Due to lack of capacity, Captain Thage suggested that the matter would be referred to the HAWKS or other SAPS units that have the capacity and wherewithal to conduct an investigation of this kind. Indeed, the matter was referred to the HAWKS in Mahikeng for investigation.

13. ATTEMPTED DERAILING OF CRIMINAL CHARGES & INVALID NOLLE PROSEQUI

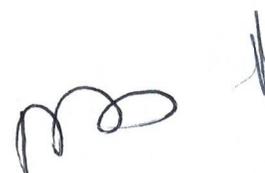
- a. While expecting that SAPS officials would contact us during the course of investigation, I got a tip off when it was surprisingly and inexplicably referred back to Ganyesa Police Station. I smelled a rat.
- b. I immediately wrote to the SAPS Head Quarters to object to this move and made it clear that this was an attempt to clear Hon. Premier Mokgosi ahead of his Ad Hoc Committee appearance.
- c. True to my premonition, the matter was referred to a junior prosecutor who had no authority who in any way attempted to issue a *nolle prosequi* without either or the Mayor being interviewed.

14. REINSTITUTION OF CRIMINAL CHARGES AND ESCALLATION OF MATTER TO NATIONAL SAPS

- a. We instructed Du Plessis Viviers Inc. to write a letter of demand, asking for reasons for this unusual move and explanation about how the matter was quickly dismissed, with the view to using such reasons or excuses to review and set aside the attempted nolle prosequi;
- b. We got a tip off that Hon Mokgosi's homeboy from Pampierstad (Northern Cape), a certain Mr. Warren, attempted to act beyond his authority by suspiciously quickly deciding on prospects for successful prosecution;
- c. The criminal matter has been assigned to relevant, senior SAPS units to investigate and the Mayor, Mr. Sejake and I have already been interviewed and made sworn statements.
- d. The Speaker Cllr Gulane will be interviewed this week.

15. SAPS CONNIVE WITH HON PREMIER MOKGOSI AND MS MARIRI TO MAKE THEM IMMUNE FROM PROSECUTION

- a. I acted assertively and proactively when I got tip offs about referral of the matter back to Ganyesa and when attempts were made to scupper these charges because on the fateful night of 02 April 2023 when the co-conspirators returned from Mr. Apolus' place of residence in Ganyesa, a GBV case against Hon Mokgosi was derailed and covered up by SAPS.
- b. I received live updates from an eye witness, a municipal employee whose name will only be shared confidentially, that Hon. Premier had assaulted both his wife and mistress, Ms. Mariri.
- c. The source wanted me to scandalise and publicly humiliate Hon. Premier because of his known interference with my appointment but my good conscience told me not to be involved as I had confidence the police would protect Hon. Premier's wife.
- d. This event, happening as it did fatefully on the same night Mr. Apolus the very same night of 02 April 2023.
- e. I leave this matter here out of respect for two innocent spouses and also in order not to divert the attention of the Ad Hoc Committee away from its mandate. As much I do not want to trivialise GVB, I also do not want to weaponize it.



16. BRIEF RESPONSE TO AFFIDAVIT BY MR MOATE OF COGHSTA IN RE RECOMMENDATIONS TO THE MEC ON MY APPOINTMENT

- a. In replying to the Ad Hoc Committee's question as to why there were discrepancies in dates of the MEC's letter to Mayor Groep, COGGHSTA's Deputy Director Capacity Building, Mr. Dithole Hendrick Moate, who evaluated Mayor's report, states under oath (at paragraph 16.1) that:

“Mrs Mmutle received his evaluation report, assessed it and made modifications and additions to the draft report as necessary for the attention of the HOD”.

- b. Crucially, there is a glaring omission in terms of the specific omissions, additions and modifications effected by Mrs. Mmutle. It would assist the work of the Ad Hoc Committee if both the draft report and final recommendation were compared to determine if the net effect of these changes amounted to tampering.
- c. To this end, both Mrs. Mmutle and Mr. Moate should perhaps highlight the differences between evaluation report pre- and post-modification and/or additions.
- d. Interestingly, the 26-days delay (between 31 March 2023 and 26 April 2023) coincides with the fateful, unlawful activities that took place on 02 April 2023 as per WhatsApp messages wherein Mr. Apolus confronted Hon. Premier Mokgosi about “you brought me a letter that spoke about Modisenyane Segapo”.
- e. It is within this 26 days delay between the evaluation report being submitted to the MEC with a draft letter where Mr. Apolus confronts Hon. Premier Mokgosi and reminding him that “the letter must never leak because even the then MEC of COGTA (sic) Cde. Nono Maloyi does not know about it”.
- f. To confirm Mr. Moate's sworn statement that Mrs. Mmutle indeed made additions and modifications to his evaluation report might have been tampered with Mr Apolus assures Hon. Premier in the confrontational WhatsApp messages “Yes, as per your instruction, I worked on that letter”.
- g. Fatally, the letter for the signature of the MEC was delayed by 26 days, rendering the MEC's reply to the Mayor's appointment report on my appointment fell outside the legal timeline set in stone in S 54A of the Municipal

Systems Act, with ghastly consequences for the Minister of COGTA who was supposed to have been furnished with the report.

- h. Mr Moate's evaluation report reached Mrs Mmutle's office well in time to beat the 14 day timeline set in stone in S54A of the Municipal Systems Act, clearing Mr. Moate of any wrongdoing because it took him one (1) working day to assess the report and advice accordingly.
- i. Unavoidably, Mrs Mmutle must assist the Ad Hoc Committee why the MEC was set up to contravene clearly set set deadlines in S54A despite the report reaching her desk and being signed for as received by her office with six (6) days to spare before the deadline was missed by the MEC.
- j. To deal with these circumstances where both Mrs. Mmutle and Dr. Bole failed to process the timely evaluation report by Mr. Moate for the MEC to comply with timelines, S54A(10) of the Municipal Systems Act provides:

If the MEC for local government fails to respond to the appointment process and outcome within the timeframes, as contemplated in subsections (8) or the Minister fails to respond as contemplated in subsection (9), the appointment of the Municipal Manager will be deemed to be in compliance with this Act: Provided the municipal council submitted all relevant documents as prescribed.

- k. As per the Mayor's affidavit, all relevant documentations were submitted within the timelines in the prescribed format, in line with the regulations. the lateness of the MEC to respond as a result of the clumsiness of both Mrs. Mmutle and Dr. Bole effectively rendered my appointment to be deemed to be compliant with S54A of the Municipal Systems Act.

17. LITIGATION & ABUSE OF COURT PROCESSES

- a. As things stand, I have approached the Constitutional Court to seek leave to appeal and direct access challenging the SCA decision as a matter of principle and to ensure judicial integrity.
- b. Now therefore I shall not drag the Ad Hoc Committee into the nitty-gritty of this appeal and application for direct access as the decision is pending and our opponents have opposed our application despite Mr. Apolus' grandstanding before this Ad Hoc Committee, daring us to take the matter to the ConCourt.
- c. It will be remiss of me if I do not inform this Ad Hoc Committee about the corrupt role the Mafikeng High Court in this matter which manifested as follows:

i. Section 18(3) Enforcement Order

- (i) Once Mr. Apolus had successfully set aside my appointment and I had in return successfully applied for leave to appeal to the SCA, Apolus applied for an enforcement order to basically to render unemployed while waiting for the appeal. Mr. Apolus based this on two grounds only (1) that I had paid from the municipal coffers for municipal workers to participate in the annual municipal games held in Durban, and (2) that I had overpaid a contractor in the roads project.
- (ii) We replied to these lies that (1) the sports committee had applied for a sponsorship from the private sector and secured it and (2) the R600 000 paid to the roads contractor was in fact for site establishment in a R9m tender to build three roads. The appointment letter was attached and the proof of payment obtained from the sports committee showing it was sponsored privately and not from municipal treasury.
- (iii) The Mafikeng High Court ruled in favour of Mr. Apolus despite clear evidence of him lying to court under oath. This judgment was corrupt, politically motivated and serves as proof that there is judicial corruption that has crept into the Mafikeng High Court. Though this matter is incidental to the terms of reference of the Ad Hoc Committee, it is presented because it has had an impact on the ongoing litigation which has delayed the resolution of this dispute.
- (iv) This blatantly wrong and clearly corrupt judicial conduct was compounded by the fact that I, as a litigant, was granted leave to appeal this enforcement but the Judge President of the Mafikeng High Court refused to set up a meeting between the parties and set the date for the enforcement to be heard as per the law and decided case law. Following the SCA decision, I am faced with personal cost order when I had been granted leave to appeal but denied the opportunity to do so by the Judge President.
- (v) At the SCA, my legal representatives informed me that while they were consulting in the office of Judge President of the SCA, he made the remark that Judge President of Mafikeng High Court had, at the time of his tenure as Acting Judge in the SCA, taken liberty to ask him to expedite this matter of my appeal to the SCA. In these circumstances, this was unethical and smacks of undue influence on the level of which Judge President Hlophe was impeached for his attempt to influence Judge Bess Nkabinde.



- (vi) As a matter of principle, I do not believe that the courts are holy cows as much as I believe we have a duty to protect the integrity of the courts. Exposing wrongdoing in the judiciary or judicial corruption is exactly that – to defend the integrity of time courts.
- (vii) A Judge President whose division of the High Court’s decision is being challenged, including his failure or refusal to set up a hearing date for the appeal of a corruptly-obtained Section 18 (4) enforcement order, cannot and should not use his proximity to fellow judge of the SCA where he is acting as a judge to lobby for the mess of his High Court to be cleaned up quickly. This is not only unethical, it borders of judicial corruption and smacks of prejudice as far as the SCA order goes.
- (viii) I must hasten to add that the judicial corruption at Mafikeng High Court is stuff of legend even amongst the vast majority of advocates I have spoken to. With that said, I must qualify this general statement with an exception that there are Judges in this division who have acted with integrity namely Judges Djadje, Judge Reddy, Judge who have variously ruled for and against me with absolute integrity!

18. ABUSE OF COURT PROCESS BY APOLUS

- a. Mr. Apolus lied under oath in court and before the Ad Hoc Committee that I appointed Mayor Groep’s brothers at Naledi LM.
- b. In fact, Greaky Groep was appointed long before I became Municipal Manager at this municipality.
- c. He was appointed long before Mayor Groep was elected as such.
- d. He was appointed by the late Eric Phukwana. **(Annexure D)**
- e. On his promotion, it was Mr. Apolus, acting on the advice of the then HR Manager Ms. Anna-Marie Dubber, who cautioned me and advised that Mr. Greaky Groep was being paid lower than colleagues who were doing the same work and that if he declared a grievance we would have to pay him retrospectively. It would therefore be prudent to effect pay parity for him and two others who were also underpaid. I attach Mr Apolus’ advice to me in this regard. **(Annexure E)**
- f. Crucially, the SCA avoided dealing with irregularities and falsehoods in the letter of the MEC: COGHSTA on which Mafikeng High Court decision was based, and chose instead to base their decision on legality – that the Mayor felt

indebted to me because I appointed two brothers I did not appoint and that I promoted another when it was Mr. Apolus' advice as Director Corporate Services.

- g. Mr. Apolus then abused the court process by accusing me of doing something he himself had motivated for on good grounds and persuaded me as the correct and prudent step to follow.

19. CONTEMPT OF COURT

- a. While awaiting a date to be set Judge President of Mafikeng High Court to set down the matter of appeal against the S18(3) enforcement order, Apolus applied for me to be held in contempt of court for not vacating office as Municipal Manager. Strangely, a different judge was allocated the matter as we had gotten used to Judge Reid being the exclusive Naledi LM Judge. Judge Reddy dismissed the matter for urgency and Judge Djadje eventually dismissed it on merits.

20. WRIT OF EXECUTION

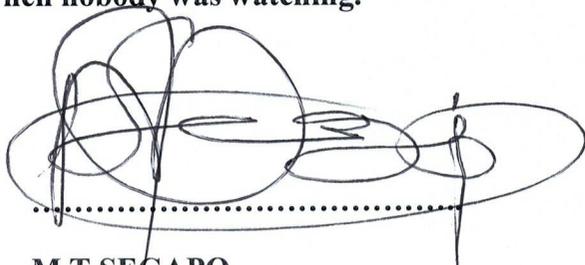
- a. While the Contempt of Court matter was in the pipeline, Apolus got impatient and went straight to the Registrar of Mafikeng High Court to apply for a writ of execution, a process normally followed to repossess financed houses, vehicles or furniture when the owner fails to pay and judgment has been obtained.
- b. Somehow, Mafikeng High Court issued the Sherriff in Vryburg with an order to remove me from the office in circumstances where we were awaiting the outcome of the contempt of court matter.
- c. Needless to say, I appealed this unprecedented decision and returned to work.

CONCLUSION

It goes without saying, therefore, that there was political interference in the appointment process with specific goals to derail it and that Premier Mokgosi is located in the crime scene by the evidence of Mr. Sejake and even the tweaked and falsified evidence of Mr. Apolus.

Hon. Premier Mokgosi has compromised himself and the whole NWPG through his conduct, whether in his capacity as "Deployment Committee" or member of the NWPL. His duty is first and foremost to the NWPL and the electorate and his oath of office.

If the Ad Hoc Committee is with me on this score, not only must he lose his position as Premier of NW but his membership of the NWPL. Were it not for his fallout with Mr. Apolus and the latter snitching on him, we would never have known for sure about the kind of shenanigans he has been up to. He has lost all integrity and moral authority to remain as an honourable member in the true sense of this adjective that describes how he ought to have acted in these circumstances and even when nobody was watching.



M T SEGAPO

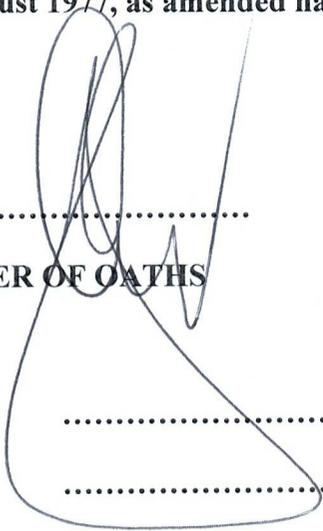
I hereby certify that the deponent has acknowledge that he knows and understands the contents of this affidavit, which was signed and sworn to before me at on the ... day of February 2022, the regulations contained in Government Notice No R1268 of 21 July 1072, as amended, and Government Notice No R1648 of 19 August 1977, as amended having been complied with.

.....
COMMISSIONER OF OATHS

FULL NAME

ADDRES

CAPACITY



JOHANNES DAVID VAN ZYL
KOMMISSARIS VAN EDE
PRAKTISERENDE PROKUREUR
DELAREYSTRAAT 28
POSBUS 2138 • VRYBURG 8600

< 1,202



Cde Montwedi



So u a uplited where now

08:14

You • Status

The more you torment me, the higher Almighty God uplifts me 🙏



Congrats on ur upliftment

08:15

29 Apr 2024

Opmerking: Oppermerking ontvang die versende prys van Willem du Toit. Willem du Toit oorhandig aan Forest Bondheys haar prys vir eerste plek. plek ingeneem en ontvang haar prys van Willem du Toit. geluk met sy tweede plek in die manifestasie. Hierdie is winner wegstap en ontvang haar prys van Willem du Toit.

**(RE-ADVERTISEMENT)
INVITATION TO BID**

Bids are hereby invited from registered service providers for following bids.

ITEM NO	BID NO	DEPARTMENT	DESCRIPTION	REQUIREMENTS	CONTACT PERSON	SITE BRIEFING	AVAILABILITY	CLOSING DATE
01	16/17/023-996A-3	BUDGET AND TREASURY OFFICE	PROVISION OF VALUATION ROLL SERVICES FOR THE FINANCIAL YEARS 2025-2030	N/A	S MORRISON (053) 928 2308	N/A	17/04/2024	09/12/2024

Bids accompanied with detailed bid specifications and detailed information are obtainable at the Finance Department (Room 21) (office hours: 07h30 to 13h00 and 13h30 to 16h00) of the NALEDI LOCAL MUNICIPALITY, 10A Market Street, VRYBURG, 8601, from 12:00 on THE RESPECTIVE DATES AS PER THE TABLE ABOVE. A non-refundable cash deposit fee of R500.00 is required on collection of each bid documents.

Sealed bids clearly marked the said bid number and description must be placed in the tender box situated at the offices of the NALEDI LOCAL MUNICIPALITY, 10A Market Street, VRYBURG, 8601, before 12:00 AS PER THE RESPECTIVE CLOSING DATES IN TABLE ABOVE at which time the bids will be opened in public.

Only bids will be accepted.

It is noted that it is a pre-requisite of the Naledi Local Municipality that all bidders should be registered on the NATIONAL CENTRAL SUPPLIER DATABASE (CSD). Further note that only bids from prospective service providers who are registered on the CSD (CENTRAL SUPPLIER DATABASE) and bids accompanied by a CSD REPORT will be considered. The registration on the CSD can be accessed at www.zed.gov.za. The submissions of valid up to date SARS tax clearance certificates and municipal rates and taxes account are compulsory. The NALEDI LOCAL MUNICIPALITY does not bind itself to accept the lowest or any bid and the Municipality reserves the right to accept the whole or part of any bid and further reserves the right to re-advertise if it deems fit. All reasons for the acceptance or rejection of any bid will be given. BIDDERS ARE FURTHER ENCOURAGED TO SUBMIT THEIR SCANNED BID DOCUMENTS TOGETHER WITH THE ORIGINAL HARD COPY.

PLEASE NOTE: THAT SHOULD THE MUNICIPALITY NOT GET BACK TO YOU WITHIN A PERIOD OF 90 DAYS FROM CLOSING DATE OF THIS BID, KINDLY CONSIDER YOUR BID SUCCESSFUL.

Bids will be adjudicated, according to the NALEDI LOCAL MUNICIPALITY'S Supply Chain Management Policy, the Preferential Procurement Policy Framework Act (Act 6 of 2005) and the General Procurement Regulations, 2022, as well as the Broad Based Black Economic Empowerment Act (Act 53 of 2003).

Bidders may be directed to CONTACT PERSONS AS STATED ABOVE.

LOCAL MANAGER
LOCAL MUNICIPALITY
10A Market Street, VRYBURG, 8601.

08:15

GEBOUWDEER
'N WARE AFSKNIP VAN DIE
OORSPRONKLIKE

JOHANNES DAVID VAN DER
KOMMISARIS VAN DIE
PRAKTYSERENDE PROKURIEUR
DELABRYOTRAAT 23
POSBUS 2198 • VRYBURG 8600

10:49



< 1,207



Cde Montwedi



30 Jun 2020

🔒 Messages and calls are end-to-end encrypted
Only people in this chat can read, listen to, or share them. [Learn more](#)

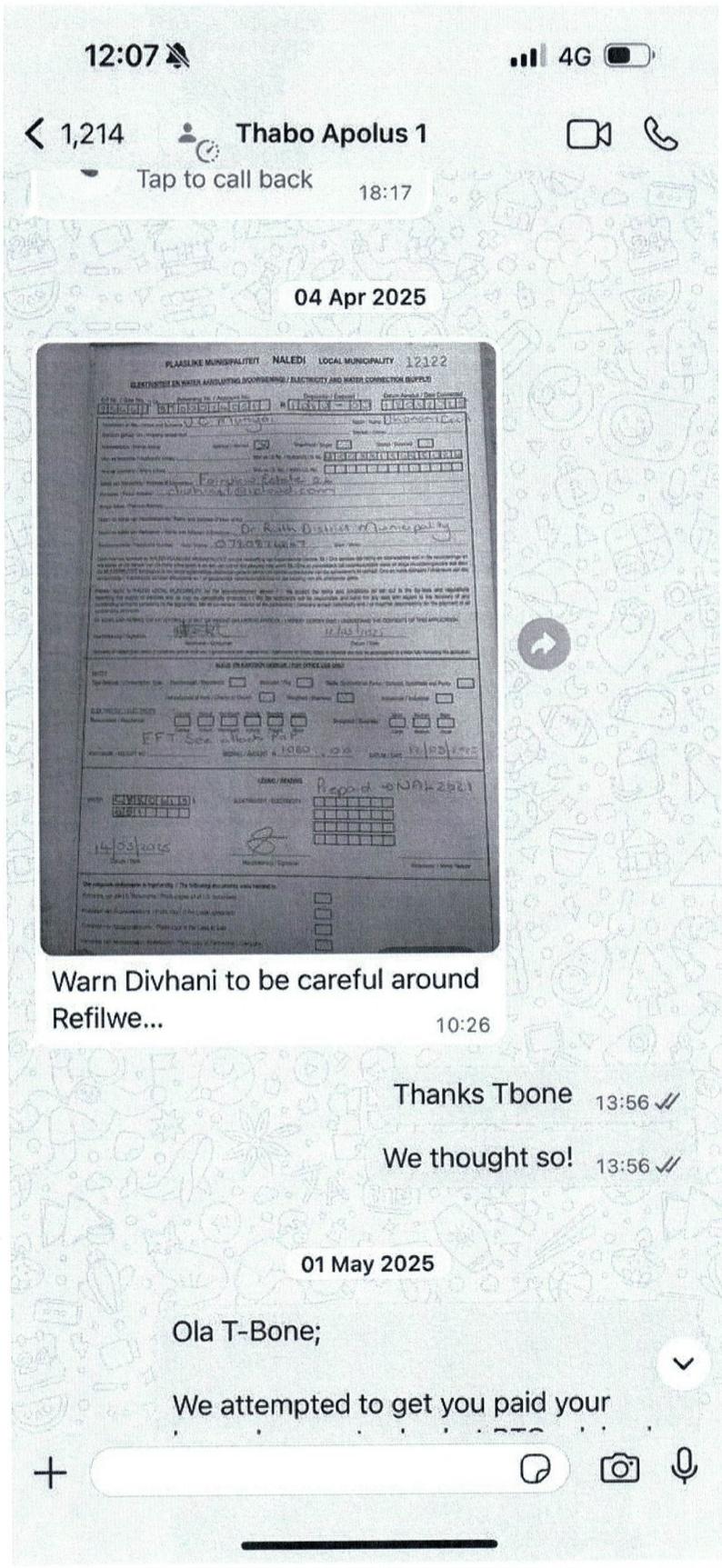
Eita 09:02

Hoezit 09:02

Please talk to Justice and avoid talking to him only when u need him 09:02

Update him what's happening 09:03

GESERTIFIEERDE
 'N WARE AFSKRIJF VAN DIE
 OORSPRONKLIKE
 JOHANNES DAVID VAN ZYL
 KOMMISSARIS VAN DIE
 PRAKTISEERENDE PROKUREUR
 DELAREYSTRAT 25
 POSBUS 2158 • VRYBURG 8500



GEBENTINGER
 'N WARE AFKOPPE VAN DIE
 OORSPRONKLIKE
 JOHANNES DAVID VAN DYK
 KOMMISSARIS VAN DIE
 PRAKTISERENDE PROKUREUR
 DELAREYD
 POEKUS 1127 WATERSING 8600

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D

MANAGER: CORPORATE
ADMIN & H/R

SP

SHOMANG/fm

05 FEBRUARY 2008

Mr A G Groep
Colridge
VRYBURG
8601

Sir

APPOINTMENT: SWIMMING POOL ATTENDANT

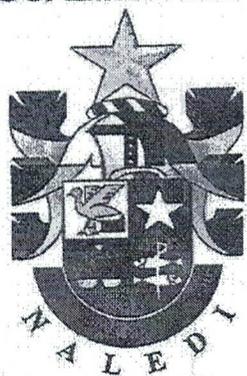
It is hereby confirmed that you are appointed with effect from 1 January 2008 as a Swimmingpool Attendant on a six month contract basis in the Department of Corporate Administration and Human Resources at Post Level 13 on the salary notch of R50 184 without fringe benefits.

Congratulations on your appointment.

Yours faithfully


E Z PHUKWANA
MUNICIPAL MANAGER

[Annexure "AA13.4" - Payslips]



NALEDI

DEPARTMENT :
LEFAPHA : CORPORATE SERVICES
DEPARTEMENT :

MARKET STREET/MMILA WA MARKET/MARKSTRAAT 154
P.O. BOX / LEBOKOSE POSE / POSBUS 35
VRYBURG
8600

TELEPHONE/MOGALA/TELEFOON (053) 928-2199 / 2200

FAX / FEKESE / FAKS (053) 927 3482

Ref. No. 4/1/2
No. Tshupetso
Verw. Nr.

Enquiries
Dipotsiso PM MASEKO
Navrae

18 July 2019

Quinton Groep
C/o Naledi Local Municipality
VRYBURG
8601

Dear Mr QE Groep (ID : 7406095052082)

LETTER OF APPOINTMENT: GENERAL WORKER

Council has the pleasure of offering you employment for the position of General Worker at Naledi Local Municipality effectively from 01 July 2019.

REMUNERATION

The applicable salary notch will be on a minimum wage of R94 071.81 per annum including Pension Fund, Medical Aid and UIF.

RESPONSIBILITIES

Your duties will be communicated to you on your assumption of duty and also on your contract of employment.

CONDITIONS OF SERVICE

Your appointment is subject to the conditions of service applicable to Municipalities. You will be expected to sign an employment contract on assumption of duty.

You will work a five day week as per the operations of the Municipality but this may be changed as per the requirements of your job. The official starting time is 07:30 until 16:00 with a lunch break of 30 minutes from 13:00 to 13:30.

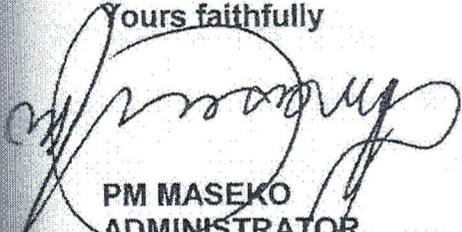
AA13.4

The Municipality's liability in respect of any injury or death resulting from services rendered under this offer will be limited to the award made to the employee by the Compensation Commissioner in terms of the Occupational Injuries Act, 1993 (Act 130 of 1993)

Your remuneration will be subject to the following deductions: PAYE, UIF, Pension fund, Medical Aid and statutory deductions as which may be communicated to the Municipality.

Kindly sign this letter as a token of acceptance or rejection of this offer of employment within seven days.

Yours faithfully


PM MASEKO
ADMINISTRATOR
18/07/19

ACCEPTANCE OF OFFER

10

I QUINTON GROEP hereby accept the offer of employment made by Naledi Local Municipality and acknowledge that from the date of assumption of duty, I shall be fully subject to the Municipality's condition of service, rules and procedures which shall apply to me in all respects as an employee of the Municipality.

Signature 

Date 24.07.2019

REJECTION OF OFFER

I hereby reject the Municipality's offer of employment. My reasons (if applicable) for doing so are

.....
.....

Signature

Date



NALEDI LOCAL MUNICIPALITY



MEMORANDUM

TO : MUNICIPAL MANAGER

CC : DIRECTOR: CORPORATE SERVICES
CHIEF FINANCIAL OFFICER

FROM : MANAGER: HUMAN RESOURCE MANAGEMENT

DATE : 3 AUGUST 2022

SUBJECT: PERFORMANCE OF DUTIES ABOVE THE JOB DESCRIPTION.

Sir,

ATTACHMENTS

Annexure A – Costing of recommendations.

BACKGROUND

The following employees are currently performing functions above their own Job Descriptions:

Name	Remunerated as:	Performing the duties of:	Corrected Task Grade
AR Josephs	Security Officer	Technician Roads	T12
Q Groep	General Worker	Handyman	T9
J Van Coller	Special Worksman	Building Maintenance Officer	T10

FINANCIAL IMPLICATIONS

The financial implication per month amounts to 29 442,37. Should these matters be left unattended, it may result in disputes, which can have far reaching implications if back pay is demanded.

RECOMMENDATION

It is recommended that Employees performing duties above their job descriptions be remunerated accordingly.

GESERTIFISEERDE
 'N WARE AFSKRIF VAN DIE
 OORSPRONKLIKE
 JOHANNES DAVID VAN ZYL
 PRAKTISERENDE PROKUREUR
 DELAREYSTRAAT 28
 POSTBUS 2138 • VRYBURG 8300

Regards,

A DUBBER
MANAGER: HUMAN RESOURCE MANAGEMENT

COMMENTS

This memo seeks to avert impending labour disputes. Recommended for approval.

[Handwritten signature]

TN APPOLUS
DIRECTOR: CORPORATE SERVICES

Approved / Not Approved

[Handwritten signature]
MT SEGAPO
MUNICIPAL MANAGER

GESERTIFIEERDE
'N WARE AFSKRIF VAN DIE
OORSPRONKLIKE
JOHANNES DAVID VAN ZYL
KOMMISSARIS VAN EDE
PRAKTISERENDE PROKUREUR
DELAREYSTRAAAT 28
POBOLUS 2102 - WYDRIJUS 3 3600

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**AD HOC COMMITTEE ESTABLISHED BY THE NORTH WEST PROVINCIAL LEGISLATURE TO
INQUIRE INTO THE ALLEGATIONS MADE BY THE MAYOR OF NALEDI LOCAL
MUNICIPALITY**

INDEX: MR DITHOLE HENDRIC MOATE'S DRAFT ASSESSMENT REPORTS

WITNESS BUNDLE No.12: "WB.12"

NO.	DESCRIPTION	PAGES
1	Draft assessment report on the process of appointing the position of the Municipal Manager at Naledi Local Municipality dated 31 March 2023	1 - 9
2.	Draft response letter to Naledi Local Municipality dated 31 March 2023	10 - 12



MUNICIPAL ADMINISTRATION

2nd Floor West Wing, University Drive
Garona Building
Private Bag X 2145, Mmabatho, 2735
Tel: +27 (0) 18 388 2892

House No. 1 Lowe Complex, Old Parliament, Mmabatho, 2735
Chief Directorate: Traditional Affairs, Private Bag X2005
Mmabatho, 2735
Tel: +27 (0) 18 388 4494 Fax: +27 (0) 86 651 7885

Enquiry DH Moate

Tel: 018 388 35444

Ref: 2/4/1

**TO : THE MEC FOR COOPERATIVE GOVERNANCE, HUMAN
SETTLEMENT AND TRADITIONAL AFFAIRS**

THROUGH : HEAD OF DEPARTMENT

FROM : DIRECTOR MUNICIPAL ADMINISTRATION

DATE : 31 MARCH 2023

**SUBJECT : REPORT ON THE PROCESS OF APPOINTING THE POSITION
OF THE MUNICIPAL MANAGER AT NALEDI LOCAL
MUNICIPALITY.**

PURPOSE

- To notify the MEC of the Municipal Manager appointment report by Municipal Council of Naledi LM and
- To present evaluation outcome and advise the MEC accordingly.

1. BACKGROUND/ DISCUSSION

Origin - Dates of receipt – The appointment report is dated 23 March 2023, the date the appointment report received by the MEC's office is 23 /03/2023 and after due delegation protocol it was finally received by the Directorate Municipal Administration on 27/ 03/2023 and processed on the 31 March 2023

EVALUATION OF APPOINTMENT REPORT FOR THE MUNICIPAL MANAGER (NALEDI LM)

Significance – The appointment of senior managers is the exclusive function of Municipal Councils. The role of MEC in terms of Municipal Systems Act including its valid regulations and guidelines as amended is to exercise oversight and in the event of non-compliance by the Municipal Councils, to enforce remedies. Furthermore the MEC relies on Regulations on appointment and Conditions of Employment for senior manager in particular Regulation 17

2. PRESCRIBED PROCESS

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).

2.1 Evaluation of process matters

2.1.1 Timelines

Reg	Activity	Actual	Comments
10(1)	Advertisement placed on the newspaper (city press)	23/10/2022	Compliant(National News Paper)
10(3)(k)	Closing date of advert (min 14 and max 30 days)	07/11/2022	Compliant(14 Days)
13(2)	Shortlist within 30 days	09/11/2022	Complaint (4 Days)
14(1)	Screening within 21 days of shortlisting	11/11/2022	Compliant (2Days)
15(1)	Conduct interviews with 21days of screening	22/11/2022	Compliant(11 Days)

EVALUATION OF APPOINTMENT REPORT FOR THE MUNICIPAL MANAGER (NALEDI LM)

2.2 Evaluation of Substantive matters**2.2.1 Prescribed documents ,**

Reg	Activity	Actual	Comments
17(4)(a)	Details of advertisement including date of issue and the name of newspaper in which the advert was published	Attached,	Compliant
17(4)(b)	A list of all applicants.	Attached.	Compliant
17(4)(c)	Screening report.	Attached,	Compliant
17(4)(d)	Council resolution i.r.o: <ul style="list-style-type: none"> • Approval of selection panel • Approval of shortlisted candidates 	Attached	Compliant
17(4)(e)	Competency assessment results.	Attached	Compliant
17(4)(f)	Minutes of the shortlisting meeting.	Attached,	Compliant
17(4)(g)	Minutes of the interviews including scoring.	Attached ,	Compliant
17(4)(h)	Recommendations of selection panel to Council.	Attached	Compliant
17(4)(k)	Municipal council resolution approving the appointment of the successful candidate.	Attached	Compliant

EVALUATION OF APPOINTMENT REPORT FOR THE MUNICIPAL MANAGER (NALEDI LM)

Reg	Activity	Actual	Comments
17(4)(l)	Attach application form, CV and qualifications of successful candidate	Attached	Compliant
17(4)(m)	Written confirmation by the successful candidate that he does not hold political office.	Attached	Compliant
17(4)(n)	A letter of appointment, outlining the term of contract, remuneration and conditions of employment of senior managers.	Attached	Compliant
17(4)(o)	Any other information relevant to the appointment.	None	None

2.2.2 Summary of compliance regarding process.

The process followed substantively compliance with the prescribed process as detailed above.

2.3 Panel composition

The composition of the selection panel complies with the regulation 12(3).

2.4 Qualifications, experience and competencies

EVALUATION OF APPOINTMENT REPORT FOR THE MUNICIPAL MANAGER (NALEDI LM)

Comparable competency profile and the incumbent `s qualifications for the post of the Municipal Manager is hereby evaluated.

Prescribed qualifications and experience as per Annexure B	Mr MT Segapo	Comments
Qualifications Bachelor Degree in Public Administration/Political Sciences/Social Sciences/Law or equivalent.	Qualifications <ul style="list-style-type: none"> • Biuris Degree • Municipal Financial Development Programme 	Compliant, qualifications are consistent with Annexure B to the regulations.
Experience 5 years' experience at senior management level.	Experience More than 5 Year Senior Management Experience, <ul style="list-style-type: none"> • 5 Years, Municipal Manager, NalediLM (2011-2016) • 1 Yr, 2Months as a Municipal Manager, Naledi LM. • The rest of the experience is not regarded as senior management experience and therefore it is not counted. 	Comments Compliant
Competency	Competent	Complies

EVALUATION OF APPOINTMENT REPORT FOR THE MUNICIPAL MANAGER (NALEDI LM)

<u>Assessment outcome of Annexure B to the Regulations</u>	
<ul style="list-style-type: none"> • Qualifications – In line with Annexure B • Years of Experience – Compliant • Competency – Competent 	<ul style="list-style-type: none"> • Compliant • Compliant • Compliant

2.5 Outcomes

- **Qualifications.** The qualifications are compliant, the incumbent holds Relevant Bachelor's Degree.
- **Experience.** The experience is compliant, the incumbent holds more than the prescribed experience.
- **Competency assessment.** The results for the incumbent are Compliant, in that, the incumbent has been declared competent after the competency assessment process.
- **Overall evaluation outcomes.** The appointment is substantively compliant with the prescribed requirements.

EVALUATION OF APPOINTMENT REPORT FOR THE MUNICIPAL MANAGER (NALEDI LM)

3. IMPLICATIONS

3.1 Financial Implications

There is no financial implications for the department.

3.2 Personnel Implications

There is no personnel implications for the department because recruitment process is the responsibility of municipality.

3.3 Communication Implications

Communication has been done by MEC circular giving guidance on this matter.

3.4 Political Implications

Positive public image will be derived by MEC by promptly processing this application to support the municipality to comply. Furthermore, the MEC will be discharging her political duty in ensuring management competence for service delivery in affected municipalities in line with the abovementioned regulations.

4. OPTIONS

There are only two options namely support the appointment process and outcome or not-supporting the appointment process and outcome by advising municipality to enforce remedies.

Option 1: Support – This option is applicable where compliance is 100% or otherwise substantive. If minor non-compliance issues are immaterial, support should be given.

Option 2: Non-support – If there is substantive non-compliance with regulations and annexure B, the municipality should be advised to enforce remedies.

EVALUATION OF APPOINTMENT REPORT FOR THE MUNICIPAL MANAGER (NALEDI LM)

5 CONSULTATION

Internal – Not applicable in this instance

External – Not applicable in this instance

6 CONCLUSION

The recruitment process is generally compliant based on the information at our disposal.

7 RECOMENDATIONS

It is recommended that the MEC:

- Notes the report;
- Support the appointment made by municipal council.
- Signs the attached report and feedback letter to the Municipal Council

PULE MOIPOLAI

DATE

DIRECTOR MUNICIPAL ADMINISTRATION
SUPPORTED / NOT SUPPORTED

MRS ELIZABETH MMUTLE
ACTING CHIEF DIRECTOR LOCAL GOVERNANCE
RECOMMENDED / NOT RECOMMENDED

DATE

EVALUATION OF APPOINTMENT REPORT FOR THE MUNICIPAL MANAGER (NALEDI LM)

DR MOKOTEDI BEN BOLE
HEAD OF DEPARTMENT COGTA

DATE

APPROVED/NOT APPROVED

HON. PDN MALOYI
MEC COGSHA

DATE



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 MAYOR

NALEDI LM

P.O.BOX 35

VRYBURG

8600

31 March 2023

ATTENTION: CLLR CJ GROEP

**SUBJECT: REPORT ON THE PROCESS OF APPOINTING THE MUNICIPAL MANAGER
AT NALEDI LOCAL MUNICIPALITY.**

1. Your report dated 23 March 2023 refers,
2. The appointment report as submitted has been evaluated against the requirements of the Local Government Municipal Senior management Regulations as follows,

2.1 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).

Response letter for the appointment of Municipal Manager –Naledi LM

Reg	Activity	Actual	Comments
10(1)	Advertisement placed on the newspaper (city press)	23/10/2022	Compliant(National News Paper)
10(3)(k)	Closing date of advert (min 14 and max 30 days)	07/11/2022	Compliant(14 Days)
13(2)	Shortlist within 30 days	09/11/2022	Complaint (4 Days)
14(1)	Screening within 21 days of shortlisting	11/11/2022	Compliant (2Days)
15(1)	Conduct interviews with 21days of screening	22/11/2022	Compliant(11 Days)

2.2 QUALIFICATIONS, EXPERIENCE AND COMPETENCIES

Comparable competency profile and the incumbent `s qualifications for the post of the Municipal Manager is hereby evaluated.

Comparable competency profile and the incumbent `s qualifications for the post of the municipal manager.

Prescribed qualifications and experience as per Annexure B	Mr MT Segapo.3	Comments
Qualifications Bachelor Degree in Public Administration Political Sciences/Social Sciences/Law or equivalent.	Qualifications <ul style="list-style-type: none"> • Biuris Degree • Municipal Financial Development Programme 	Compliant, qualifications are consistent with Annexure B to the regulations.
Experience	Experience	Comments

Response letter for the appointment of Municipal Manager –Naledi LM

5 years' experience at senior management level.	More than 5 Year Senior Management Experience,	Compliant
Competency	Competent	Complies
<p><u>Assessment outcome of Annexure B to the Regulations</u></p> <ul style="list-style-type: none"> • Qualifications – In line with Annexure B • Years of Experience – Compliant • Competency – Competent 		<ul style="list-style-type: none"> • Compliant • Compliant • Compliant

Response. According to the information at my disposal the appointment is substantively compliant with the prescribed requirements, therefore , I hereby support the council decisions to appoint the municipal manager **Mr. MT Segapo.**

Regards

HON. PDN MALOYI
MEC COGSHTA

DATE