



**PRESENTATION TO
WESTERN CAPE SALGA GOVERNANCE & IGR WORKING
GROUP**

13 MARCH 2026

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INTRODUCTION

Pension Fund Act 24 of 1956

This Act provides for the registration, incorporation, regulation, and dissolution of pension funds, as well as matters incidental thereto. Its primary purpose is to ensure that pension funds operate in a properly regulated environment, safeguarding the rights and benefits of members.

Pension Benefits for Councillors of Local Authorities Act 105 of 1987

This Act authorizes a local authority to establish a pension fund or pension scheme specifically for the benefit of its councillors and their dependants. It also provides for all matters connected with the establishment and management of such schemes.



INTRODUCTION

- The foundational principle behind establishing pension funds is that the employer has the discretion to determine whether to create a pension fund for its employees and to decide the terms under which such a fund will operate.
- Once an employer elects to establish a pension fund, it becomes fully bound by the Pension Funds Act, 1956, and the registered rules of the fund. These rules have the force of law and are enforceable against both the employer and the fund.
- One of the employer's most important statutory obligations is contained in section 13A of the Pension Funds Act.



INTRODUCTION

This section requires the employer to:

- **pay contributions** (both employer and employee contributions) to the fund within the prescribed timelines, and
- **submit contribution schedules** that specify the details of such contributions for all members.

These obligations support the proper administration of the fund and safeguard the rights and benefits of members.



LEGISLATIVE FRAMEWORKS

- *Pension Fund Act 24 of 1956;*
- *The Pension Benefits for Councillors of Local Authorities Act 105 of 1987* intends: to authorize a local authority to establish a pension fund or a pension scheme for the benefit of its councillors and their dependants;
- *FSCA Conduct standard 1 of 2022*
- *MCPF Fund Rules*
- *All related Pension Laws Amendments*
- *The Pension Laws Amendment Bill 2024-* makes provision for the implementation of the two-pot system
- *Income Tax Act 58 of 1962*
- *Divorce Act 70 of 1979*



ESTABLISHMENT AND EVOLUTION OF THE MUNICIPAL COUNCILLORS PENSION FUND

As a result of the legislative framework created by the **Pension Benefits for Local Authorities Act 105 of 1987**, the **Municipal Councillors Pension Fund (MCPF)** was formally established on **1 May 1988**.

The Fund was originally created as a **defined benefit pension fund**, offering members retirement benefits based on a predetermined formula.

However, in line with changes in the retirement fund landscape and the need for sustainability and equity, the Fund was **converted to a defined contribution fund in December 2000**. Under this structure, benefits depend on accumulated contributions and investment performance.



PFA Section 7A: Board of fund

The Municipal Councillors Pension Fund is fully managed by the elected Board of Trustees made up of:

- 9 Provincial Trustees
- 2 Employer Body Trustees(SALGA)
- 2 Independent trustees

Board roles and duties are outlined in Section 7D of the Pension Fund Act

Province	Municipality	Elected Trustee	Gender
EASTERN CAPE	Alfred Nzo.	Cllr Sandile Sello	Male
WESTERN CAPE	City of Cape Town	ALD Clive Richard Justus	Male
MPUMALANGA	Thembisile Hani	Executive Mayor; Cllr. Lesetja Jacob Dikgale	Male
LIMPOPO	Sekhukhune District	Executive Mayor, Cllr Minah Bahula	Female
FREESTATE	Mangaung Metro	Cllr JC Pretorius	Male
NORTHERN CAPE	Gamagare	Cllr Edwin Hantise	Male
NORTHWEST	Rustenburg	Executive Mayor, Cllr Sheila Huma	Female
GAUTENG	Emfuleni	Executive Mayor, CLLR. Siphso Radebe	Male
KZN	Vacant		
SALGA Trustee One-		Cllr Florah Maboab-Boltman	Female
SALGA Trustee Two-		Mr. Lance Joel	Male
Independent Trustees		Mr. Anesh Sonder	Male



FUND GOVERNANCE AND ADMINISTRATION UPDATE

Appointment of the Principal Officer (PO)

The MCPF Board of Trustees is pleased to announce the appointment of **Mr. Wanda Ndabeni** as the Principal Officer of the Fund effective February 2026.

Mr. Ndabeni is an admitted Attorney with extensive experience in legal practice and has previously served successfully in a Principal Officer role. We welcome Mr. Ndabeni to this key strategic position and look forward to his leadership and expertise in supporting the Fund's mandate.

Asset Management Advisors / Managers

The Board of Trustees has appointed **Alexander Forbes** as the Fund's asset management advisor.

In this capacity, Alexander Forbes will guide the Board on suitable asset classes for investment in alignment with the Fund's Investment Policy Statement (IPS) to ensure optimal long-term returns and responsible investment strategy.



FUND GOVERNANCE AND ADMINISTRATION UPDATE

MCPF Rules Amendment

- The rules of the Fund are binding on the Fund, its members, its shareholders, and any person who claims under the rules or whose claim is derived from a person claiming under the rules in line with Section 13 of the Pension Funds Act,
- In essence, this means that the rules function as the Fund's constitution, and their binding nature ensures that any action, decision, or step taken in contradiction to the registered rules is null and void.
- The Fund cannot act outside, beyond, or contrary to its registered rules under any circumstances.
- Specifically, Clause 28.3 of the Fund's registered rules states that: "*A member cannot cease to be a member whilst he/she is a councillor*". This clause has the effect of prohibiting a serving councillor from terminating or withdrawing their membership while they hold office.



FUND TOTAL ASSETS

The total membership and total Assets as of December 2025 are as follows:

Total Membership- 4004

Total Assets- R2 623 601 557,67



FUND ASSET MANAGERS ALLOCATION

Asset Managers	Sept-25	Oct-25	Nov-25	Dec-25	%
Benguela	259 984 052,60	262 682 007,16	266 642 984,92	279 257 268,92	10,48%
Futuregrowth Development Bond	12 374 403,85	12 695 032,42	13 149 467,55	13 477 554,18	0,50%
Futuregrowth Money Market	101 808 249,10	102 523 860,04	103 300 604,46	104 047 616,17	4,10%
Futuregrowth Segregated	209 395 966,17	215 145 207,30	222 676 187,82	228 794 149,52	8,44%
MCPF Current Bank Account	35 315 638,08	39 779 987,34	59 528 497,68	80 904 406,14	1,42%
ABSA Call Account	312 403 529,97	314 226 492,14	276 383 805,73	278 169 522,91	12,59%
ABSA Benefits Call Account	3 949 917,44	13 883 775,50	44 650 038,29	35 935 025,84	0,16%
ABSA Bulk Exit benefits Account 4102557210	1 846 948,05	1 846 753,05	1 846 558,05	1 846 363,05	0,07%
ABSA Contributions Account	1,06	1,06	1,06	1,06	0,00%
ABSA Benefits Payable Bank Account	13 476 829,12	6 791 005,41	3 068 995,07	3 342 657,82	0,54%
ABSA Operational Bank Account	5 606 420,02	6 152 790,34	5 866 590,14	5 020 099,28	0,23%
ABSA Risk Premium Bank Account	82 227,82	82 514,81	82 816,28	83 100,40	0,00%
ABSA Payroll Account	805,00	1 401,80	1 401,80	411 398,94	0,00%
FNB Reserve Account - 74744953552	41 246 744,70	41 487 444,08	41 737 619,86	41 975 467,12	1,66%
MCPF FNB Investment Account - 74772681076	313 191 512,41	315 096 403,26	317 076 762,57	318 961 849,07	12,62%
MCPF FNB Investment Account - 62772680354	6 207,28	6 207,28	6 207,28	6 207,28	0,00%
Standard Bank Money Market Call Account 038627620001	318 997 258,78	320 839 577,20	322 670 560,32	324 407 677,17	12,86%
Standard Bank Money Market Link 013540254	100 130,67	100 468,54	100 899,58	101 311,47	0,00%
Investec Asset Managers/Ninety One	133 616 852,90	134 424 546,82	135 254 979,99	136 059 118,92	5,39%
Mergence Investment Managers	261 980 910,02	266 831 988,97	271 039 635,49	284 899 604,79	10,56%
Prescient Unit Trust	149 349 769,85	150 640 622,89	151 887 006,59	153 037 446,05	6,02%
Sanlam Investment Managers	306 300 620,20	311 113 037,12	318 430 936,83	332 863 711,57	12,35%

Total Asset Value (Including benefit, bulk exit & risk bank

ACCOUNTS

2 401 004 006 00

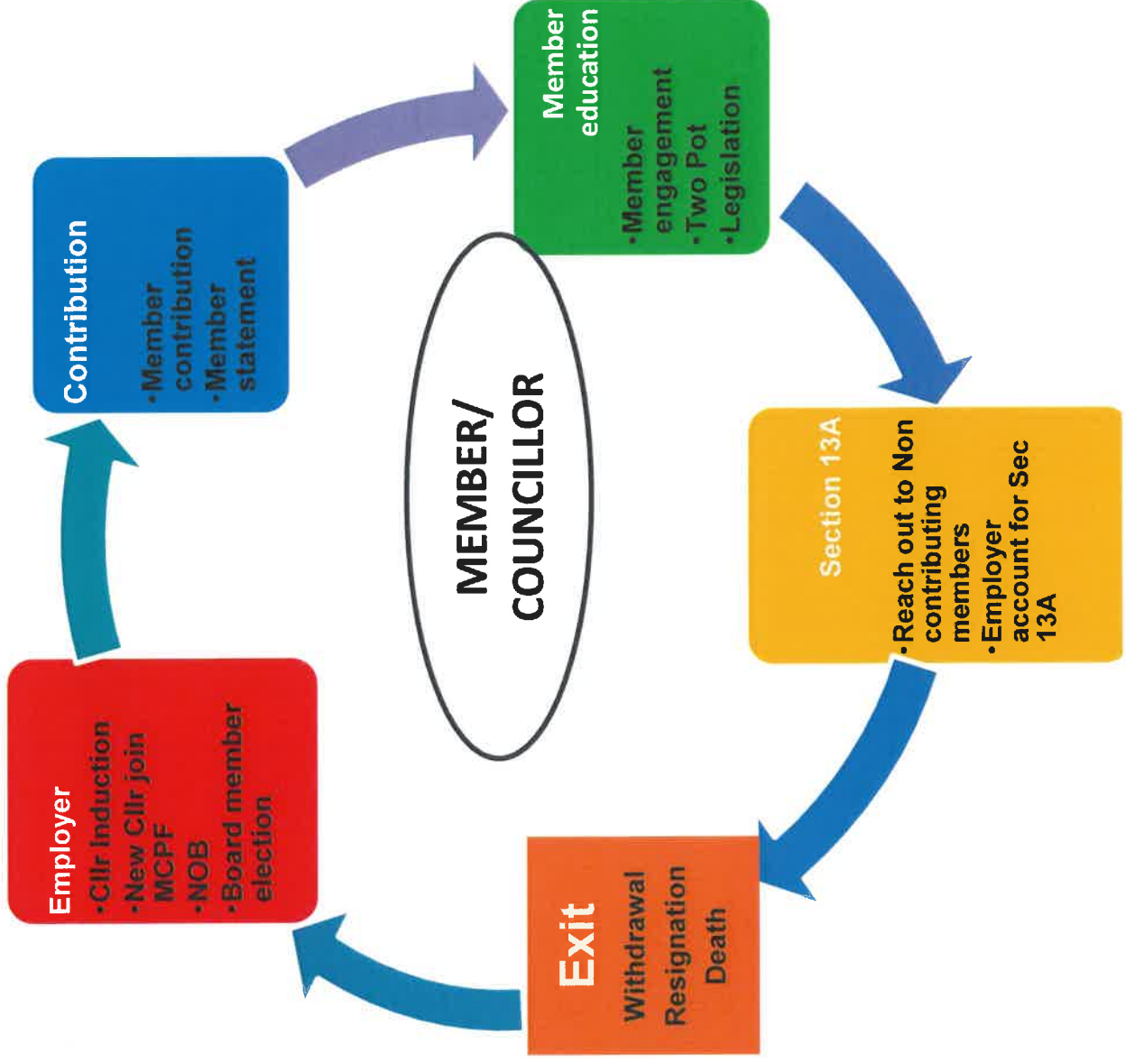
2 512 354 474 53

2 555 400 557 32

2 599 204 557 27

100 000%

MEMBER LIFECYCLE





Western Cape Member Movement

Fund Name	Active Members	Last Contribution Update
MCPF200 - Berg River - WC	1	January 2026 Updated
MCPF205 - Breede River - WC (Non contributing)	1	January 2026 Updated
MCPF206 - Breede Valley - WC	2	January 2026 Updated
MCPF210 - Cape Agulhas - WC	3	January 2026 Updated
MCPF203 - Cape Town Council - WC	16	January 2026 Updated
MCPF211 - Cape Winelands - WC	1	January 2026 Updated
MCPF221 - Drakenstein - WC	1	January 2026 Updated
MCPF238 - Eden - WC	1	January 2026 Updated
MCPF267 - Hessequa - WC	2	January 2026 Updated
MCPF309 - Mosselbay - WC	5	January 2026 Updated
MCPF333 - Overstrand - WC (Inactive)	1	January 2026 Updated
MCPF357 - Stellenbosch - WC 15%	1	January 2026 Updated
MCPF359 - Swartland - WC (Non contributing)	1	January 2026 Updated
MCPF396 - West Coast - WC (Non contributing)	2	January 2026 Updated
MCPF399 - Witzenburg - WC	2	January 2026 Updated
Total	40	



Western Cape Cape Non Contribution/Section 13A

Fund name	No.
WC - Breede River (Winelands) (Closed)	1
WC - Drakenstein	1
WC - Swartland (Closed May 2011)	1
WC - West Coast	2



SECTION 13A OF THE PENSION FUNDS ACT

Section 13A of the Pension Funds Act further imposes a statutory duty on the Employer to:

- Deduct the full member contributions from employees' salaries, and
- Pay both the employer and employee contribution amounts over to the Fund within the legislated timeframes.

In addition, the responsibility for ensuring the correctness of all contribution payments rests entirely with the Employer.

This includes:

- Ensuring the accurate calculation of contributions; and
- Submitting complete and correct contribution schedules to the Fund as required by law and the Fund's rules.

These obligations are critical to safeguarding members' retirement savings and ensuring proper fund administration.



SECTION 13A OBLIGATIONS OF PARTICIPATING EMPLOYERS

Section 13A of the **Pension Funds Act, 1956** places specific statutory duties on participating employers.

1. Obligation to Pay Contributions

Participating employers are legally required to pay all contributions (both employer and member contributions, where applicable) to the fund as required by its rules.

2. Timeous Payment Requirements

In terms of section 13A(3)(a), all contributions must be paid no later than seven (7) days after the end of the month for which they are due.

Payments must be made directly into the fund's bank account within this prescribed period.



SECTION 13A OBLIGATIONS OF PARTICIPATING EMPLOYERS

3. Submission of Minimum Information

In addition to payment, employers must provide the prescribed minimum contribution information.

Under section 13A(2)(a), this information must be submitted no later than fifteen (15) days after the end of the month.

The information typically includes member details, contribution amounts, salary or pensionable earnings, and any changes in membership status. These statutory requirements ensure accurate record-keeping, proper allocation of contributions, and the financial integrity of the fund.



CONSEQUENCES OF NON-COMPLIANCE/ SECT 13 A

1. Late payment interest (section 13A(7))
 - Payable in respect of unpaid contributions;
 - interest at the prescribed rate* becomes payable by the employer, which runs from the first day after the payment was due until the date of payment to the fund;
 - Compound interest;
 - Late Payment Interest constitutes investment income for the fund. Prime plus 2%

2. Personal liability for late or non-payment of contributions (section 13A(8))

- For company employers: Directors involved in day-to-day management may be held personally liable (s 13A(8)).
- Fund must request employer to identify all such individuals (s 13A(9)(a)).

Legal Consequences of Non-Compliance

- Criminal offence – must be reported to the NPA and SAPS.
- Penalties (s 37):
 - Fine up to R10 million; and/or
 - Imprisonment up to 10 years.

Enforcement Options

- OPFA complaint – determinations act as court orders and can lead to attachment of the employer's assets.
- Litigation – the fund has locus standi to recover arrear contributions on behalf of members.



STAKEHOLDERS ON MEMBER CONTRIBUTIONS

Role players	Duties
Employers	pay member contribution to the fund by the 7th ; submit schedules by the 15th
Board of Trustees	inform members about non-compliance of employer and report to FSCA on actions taken
Monitoring Person /PO	report to board within 22 days; report to the SAPS, NPA and FSCA within 14 days after lapse of 90 days
FSCA	may report to SARS
Members through employer	pay contributions
NPA and SAPS	investigate and prosecute



FUND'S CONTRI. RATES/MEMBER BENEFITS

1. Contribution Rates (as per the Fund Rules)

Members contribute at one of the following approved rates based on monthly pensionable salary:

- 28.75% of pensionable salary, or
- 15% of pensionable salary

2. Risk Benefits

Death Benefit:

- The contributing member is covered for 3 x annual pensionable salary.
- All death claims must be submitted within 6 months of the date of death.



FUND'S CONTRI. RATES/MEMBER BENEFITS

If a member passes away without a valid NOB form on record, the funeral and death benefit have to be paid into the deceased member's estate. This causes delays and may result in the benefit not reaching the family when needed most.

3. Funeral Benefits (Immediate Family)

The following lump-sum funeral benefits are payable:

Category	Benefit Amount
Member & Spouse	R 40 000
Children aged 14–21	R 30 000
Children aged 6–13	R 20 000
Stillborn to age 5	R 10 000



UNALLOCATION INTEREST BENEFIT

Background

- The Board of Trustees has approved the reallocation of differences in investment interest balances relating to November 2020.
- This reallocation arises from work performed by the Fund's Actuaries during the statutory valuation for the period ended 30 June 2021.

Communication to Affected Members

- A formal communication was sent to qualifying exited members via SMS and email.
- SALGA provincial offices were briefed, and municipal-level lists were distributed so that municipal Speakers could assist in locating and contacting exited members.
- The Fund is continuously receiving documents from exited members and making payments to verifiable documents.



UNALLOCATED INTEREST BENEFIT

Challenges Identified

- Unclear or invalid ID copies submitted by some exited members.
- Invalid or closed bank accounts, requiring follow-ups and re-verification.
- In certain cases, members have outstanding tax liabilities to SARS, resulting in SARS attaching the full benefit.

Active Members

- The reallocation for active members will be credited to their Fund value.
- This allocation will be visible as a separate line item on the member's benefit statement.



UNALLOCATED INTEREST BENEFIT PAYMENT PROGRESS

PAYMENT FOR THE PERIOD 30 OCT TO 19 JANUARY 2026

PROVINCE	EXITED MEMBERS	PAID PER PROVINCE	PAYMENT IN PROCESS	TOTAL REMAINING
EC	254	118	11	125
FS	156	83	5	68
GP	486	242	11	233
KZN	794	308	15	471
LP	729	346	28	355
MP	603	175	29	399
NC	43	18	1	24
NW	469	222	21	226
WC	62	18	1	43
	<u>3596</u>	<u>1530</u>	<u>122</u>	<u>1944</u>



TWO POT RETIREMENT SYSTEM

What is the Two-Pot Retirement System?

- The two-pot retirement system is a major reform that allows retirement fund members to **access a portion of their retirement savings before retirement**, when needed.
- A Retirement portion of the savings is **preserved until retirement** and **cannot be accessed earlier**, ensuring that members still retire with adequate benefits.
- Members no longer need to **resign from employment** to access part of their retirement savings.
- The two-pot system **came into effect on 1 September 2024**.



TWO POT RETIREMENT SYSTEM

SAVING POT



R30k or 10%

PRE-TWO POT SYSTEM



RETIREMENT POT



2 pot system tax estimate based on Tax brackets

Annual Salary	Rate of tax	Tax Amount	Take home
R1-R237 100	18%	R5 400	R24 600
R237 101-R370 500	26%	R7 800	R22 200
R370 501-R512 800	31%	R9 300	R20 700
R512 801-R673 000	30%	R11 700	R19 200
R673 001-R857 900	39%	R12 300	R18 300
R857 901-R1 817 000	41%	R13 500	R17 700
R1 817 001 and above	45%		R16 500



TWO POT SYSTEM KEY INSIGHTS

- The MCPF has **received and processed 850 withdrawal claims** from members since the introduction of the two-pot retirement system.
- Members are permitted to make a **withdrawal only once every 12 months** from their **Savings Pot**.
- Members who are **not currently contributing** and who have already withdrawn their **initial seed capital** will **not be able to make further withdrawals** after 12 months if their Savings Pot remains empty.
- Coronation Retirement Fund has cautioned that **for every R1 withdrawn**, the **future value** of a member's retirement savings may be reduced by **approximately R6 in real terms**. This demonstrates the significant long-term impact of early withdrawals on retirement adequacy.



TWO POT SYSTEM KEY INSIGHTS

- SARS Commissioner Edward Kieswetter reported that by **June 2025**:
 - Approximately **4 million fund members** had made withdrawals.
 - Over **R57 billion** had been withdrawn in total.
 - About **R15 billion** went to **tax revenue**.
 - Approximately **R1 billion** was used to **settle outstanding debts owed to SARS**.

Preservation Requirement for Members Under Age 55

- Under the two-pot rules, members **younger than 55 years** are required to **preserve their Retirement Pot** until they reach **age 55**.
- This ensures that a portion of retirement savings remains untouched to support future retirement outcomes.



TOWARDS BULK EXIT AFTER 2026 MUNICIPAL ELECTIONS

1. District and Provincial Engagements

• District-level provincial roadshows will be conducted together with the Provincial Trustee to engage members and employers directly.

2. HR, Salaries, and Council Support Workshops

• Workshops will be held with HR practitioners, payroll/salaries departments, and Council Support staff to ensure they understand the onboarding of members, exit processes, requirements, and timelines.

3. Member Verification Process

- Municipal councils are requested to submit updated member information for verification, including:
 - ID numbers
 - Postal addresses
 - Email addresses
 - Contact numbers
- This assists the Fund in ensuring accurate and up-to-date member records before processing exits.



TOWARDS BULK EXIT AFTER 2026 MUNICIPAL ELECTIONS

4. Tax Compliance for Members

- Members are strongly encouraged to resolve outstanding tax matters with SARS in advance, as tax non-compliance may delay payment of exit benefits.

5. Municipal Point of Contact

- Municipalities are required to **nominate a responsible person** who will act as the **primary contact** for the Fund.
- This individual will facilitate communication and help escalate or resolve any matters that arise during the exit process.



ROLE OF MUNICIPALITY ON JOINING AND TERMINATION OF MEMBER TO A PENSION FUND

1. Completion of New Member Documentation

• A new member application form must be completed for every employee joining the Fund, followed by the commencement of contributions.

2. Compliance with Section 13A

• Employers must ensure that all contributions are paid to the Fund timeously and that contribution schedules are properly reconciled, in line with:

- **Section 13A of the Pension Funds Act, and**
- **Regulation 33.**

• Accurate and timely payments enable the Fund to allocate contributions correctly and to pay accurate benefits to members.



ROLE OF MUNICIPALITY ON JOINING AND TERMINATION OF MEMBER TO A PENSION FUND

3. HR Support for Exiting Members

- HR departments are required to assist members in completing termination forms to ensure a smooth and compliant exit process.

4. Appointment of Section 13A Responsible Persons

- Municipal Managers (MMs) must be informed to identify and formally delegate individuals who will act as Section 13A Responsible Persons within each municipality.
- These Responsible Persons ensure compliance with contribution payment requirements and act as key contacts for the Fund.



ROLE OF MUNICIPALITY ON THE BULK EXIT OF MEMBERS AFTER MUNICIPAL ELECTION

Submission of Schedules and Payments

- Immediately after the preparation of salaries, contribution schedules must be submitted to MCPF without delay.
- Contribution payments should be made earlier than usual to ensure timely allocation and compliance.

Confirmation of Exited Members

- Municipalities must prepare one consolidated list of all exited members, printed on the official municipal letterhead.
- This list will serve as the formal confirmation of member exits after internal verification has been completed.



ROLE OF MUNICIPALITY ON THE BULK EXIT OF MEMBERS AFTER MUNICIPAL ELECTION

- Municipalities should **identify senior management personnel** who will serve as escalation points for any **non-conformance or process-related issues**.
- Members who have been **re-elected** may **not** submit exit forms, as their **membership continues** without interruption.
- The **Authorised Signatories Form** must be attached to all termination submissions.
- This must be accompanied by **certified copies of the identity documents** of all authorised signatories.

Important Notice

- The Authorised Signatories Form is essential for verification.
- The Fund will not proceed with any termination if this form is not submitted.



TURN AROUND TIMES FOR PROCESSING OF CLAIMS

Turnaround times!!!! 😊 😊

**If the above is in order, the claim will be processed
within 6-8 weeks**

**Municipal officials must notify the MCPF within six months of the date of
death, as the insured benefit will not be paid thereafter.**



Contacting the Fund

Office of the Principal Officer

MCPF PO: Mr Wanda Ndabeni

Number for the Fund 086 111 2014

wanda@mcpf.co.za / info@mcpf.co.za

azwifarwi@mcpf.co.za

MCPF Board of Trustee Contact details:

Chair: Cllr. Lesetja Dikgale- Dikgalejl@gmail.com

Deputy: Cllr. Flora Boltman - florahMB@gsibande.gov.za

Western Cape Member Elected Trustee: Ald Clive Justus Clive.Justus@capetown.gov.za

MCPF Contact details:

Municipal Councillors Pension Fund

20 Morris St East, Woodmead, Sandton, 2191

Number for the Fund 086 111 2014 or 011 220 0000

Website: www.mcpf.co.za

Facebook: [municipalcouncilorspensionfund](https://www.facebook.com/municipalcouncilorspensionfund)



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**DETERMINATION OF UPPER LIMITS OF THE SALARIES,
ALLOWANCES AND BENEFITS OF THE DIFFERENT
MEMBERS OF MUNICIPAL COUNCILS FOR THE 2025/2026
FINANCIAL YEAR**

WESTERN CAPE GIGR WORKING GROUP

13 MARCH 2026

Introduction and background



The Commission for the Remuneration of Public Office Bearers published recommendations for the remuneration of public office bearers on 18 December 2025, notably a 4,1% increase was proposed for public office bearers for local government.

SALGA developed a circular to advise municipalities on the recommendation of the Commission.

The Minister of Cooperative Governance and Traditional Affairs published the Draft Notice on 19 January 2026.

SALGA issued a circular soliciting inputs from municipalities with a due date of 30 January 2026 to comply with the Minister's 14 day period.

Inputs received from municipalities



Province	Municipality
Eastern Cape	Enoch Mgijima LM, Umzimvubu LM
Free State	
Gauteng	
KwaZulu Natal	Umshwathi LM, Harry Gwala DM,
Limpopo	Blouberg LM
Mpumalanga	
North West	Dr Kenneth Kaunda DM, Ratiou LM
Northern Cape	
Western Cape	George LM, Bitou LM, Cape Winelands DM, Swartland LM

Inputs from municipalities



- **Proposed increase:** The local government relevant recommendation, in the main, is for an annual increase of 4,1% to the current annual remuneration of office bearers for the financial year commencing 1 July 2015 there is general support for this increase.
- **Total population:** The Census results of 2022 do not reflect the current population of municipalities noting the inward migration. Consideration should be made to use the results of the Community Survey results.
- **Remuneration for part-time councillors:** An incorrect figure provided for the remuneration of part-time councillors of grade 4 municipalities in the table. The current figure provides for a 41% increase.
- **Municipal contribution to the medical aid:** Consideration to provide for a municipal contribution towards medical aid and pension www.salga.org.za

SALGA inputs



- **Timing of the notice:** The late issuance of the notice poses significant challenges to municipalities and thus it is proposed that in future, the notice should be issued at the commencement of each financial year, not at the end of the financial year or even beyond the applicable financial year.
- **Remuneration of Public Office Bearers:** All Public Office Bearers including councillors should be remunerated the same. The review of the inequitable remuneration of Public Office Bearers across the three spheres of government has become an urgent necessity;
- **Funding:** The remuneration of councillors should be funded from the national fiscus;
- **Full-time/part-time councillors:** All councillors should be deemed as full-time due to the nature of their work;
- **Provision of security:** The Provision of security should not be limited to the Executive/Mayors, Speakers and Whips of the Council. The Notice that was issued on the 18th of August 2023 extended the provision of personal security to Deputy Executive Mayors/Deputy Mayors; the draft notice has excluded these members of the municipal councils. SALGA deems it fit that the 2023 extension should be retained;

SALGA inputs



- **Municipal-owned vehicle:** In relation to the provision of personal security for designated members of the municipal council, the notice further authorizes the utilization of municipal-owned vehicles for official purposes. In this regard, clarity must be issued to MECs when exercising their concurrence responsibilities on the tools-of-trade framework. Where personal security is deemed necessary for municipal functionaries, the allocation of municipal-owned vehicles should be guided by the applicable security assessment and aligned to the established security provisioning protocols.;

- **Capacity building:** Council must make provision in its budget for the education, training and development of councillors, which must be linked to the term of office of that council.

- **Affordability of municipality:** Considering that the affordability of the municipality to pay within the different grades of the remuneration of councillors is one of the criteria that the MECs must consider It is prudent that an affordability assessment must be provided that will guide the MECs on this consideration.

The historical practice has not provided for uniformity and has times led to MECs not providing concurrence based on affordability because of the structural impediments within the sector. An affordability assessment tool will provide MECs guidance and uniformity towards the issuance of concurrence;

SALGA inputs



- **Concurrence:** The current remuneration regime for public office bearers at national and provincial level differ from those at the local government level. The prevailing debates highlighting the stark differences and the extra processes at the local government level ought to be addressed. The municipal council is vested with both legislative and executive authority.
- **Wellness programme for councillors:** Municipal councillors operate in an environment defined by sustained public engagement, complex governance responsibilities, demanding workloads, and frequent exposure to psycho-social and security risks. These cumulative pressures have direct implications for councillor well-being, effectiveness, and the stability of local governance. It is against this backdrop that SALGA advocates for the formal establishment of a structured and sustainable Wellness Programme for Councillors across all municipalities.
- **Formal exit strategy:** There should be a formal and sustainable exit strategy in place for councillors at the end of their term of office.
- **Designation of full-time councillors:** That all councillors ought to be full-time due to the nature of their work

SALGA Conference resolutions



Grades 1 – 3 municipalities must receive the same remuneration, regardless of revenue and population;

ii. The highest earning councillor (Grade 6 Mayor) should be benchmarked against Deputy Speakers of Provincial Legislatures or MECs;

iii. The de-link the grades and salaries from municipal revenue and population;

iv. The concurrence process by MECs should be reviewed;

v. Compulsory Pension and Medical Aid benefits, provided that it does not result in additional cost to councillors;

vi. The extension of the Section 8 (1)(d) Public Office Bearers Allowance to Councillors;

vii. Funding models should be reviewed to address the challenges of especially struggling rural and peri-urban municipalities; and

viii. A more responsive Gratuity, equitably similar to national and provincial POBs
www.salga.org.za



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**COUNCILLOR
REMUNERATION,
BENEFITS AND
ALLOWANCES**

Presentation Outline



1. Introduction, Legislation and Prescribed Processes
2. Upper Limits Notice & Implementation
 - 2.1 Grading
 - 2.2 Total Remuneration Package
 - 2.3 Motor Vehicle Allowance
 - 2.4 Pension Fund & Medical Aid
 - 2.5 Special Risk Insurance
 - 2.6 Tools of Trade
 - 2.7 Other Additional Benefits
 - 2.8 Capacity Building

Introduction



- In terms of relevant legislation (Public Office bearers Act, Income Tax Act) the following are recognised as Public Office Bearers:-
 - President of Republic;
 - Cabinet Ministers;
 - Premiers and MECs;
 - Members of Parliament and Provincial Legislatures;
 - **Councillors;**
 - Traditional Leaders;
 - Judges and Magistrates.

Constitution of the RSA

- Section 219(1) of the Constitution stipulates that an Act of Parliament must establish a framework for determining the upper limits of salaries, allowances and benefits of POBs.

Relevant National Legislation

- In an attempt to deal with the remuneration of Public Office Bearers as envisaged in the constitution, parliament enacted:-
 - **Independent Commission for the Remuneration of Public Office Bearers Act of 1997**, that establishes the Commission, which is to make recommendations concerning the salaries, allowances and benefits of public office-bearers; and
 - the **Remuneration of Public Office Bearers Act No.20 of 1998**, which provides the framework for remuneration of public office-bearers.

Legislative Framework



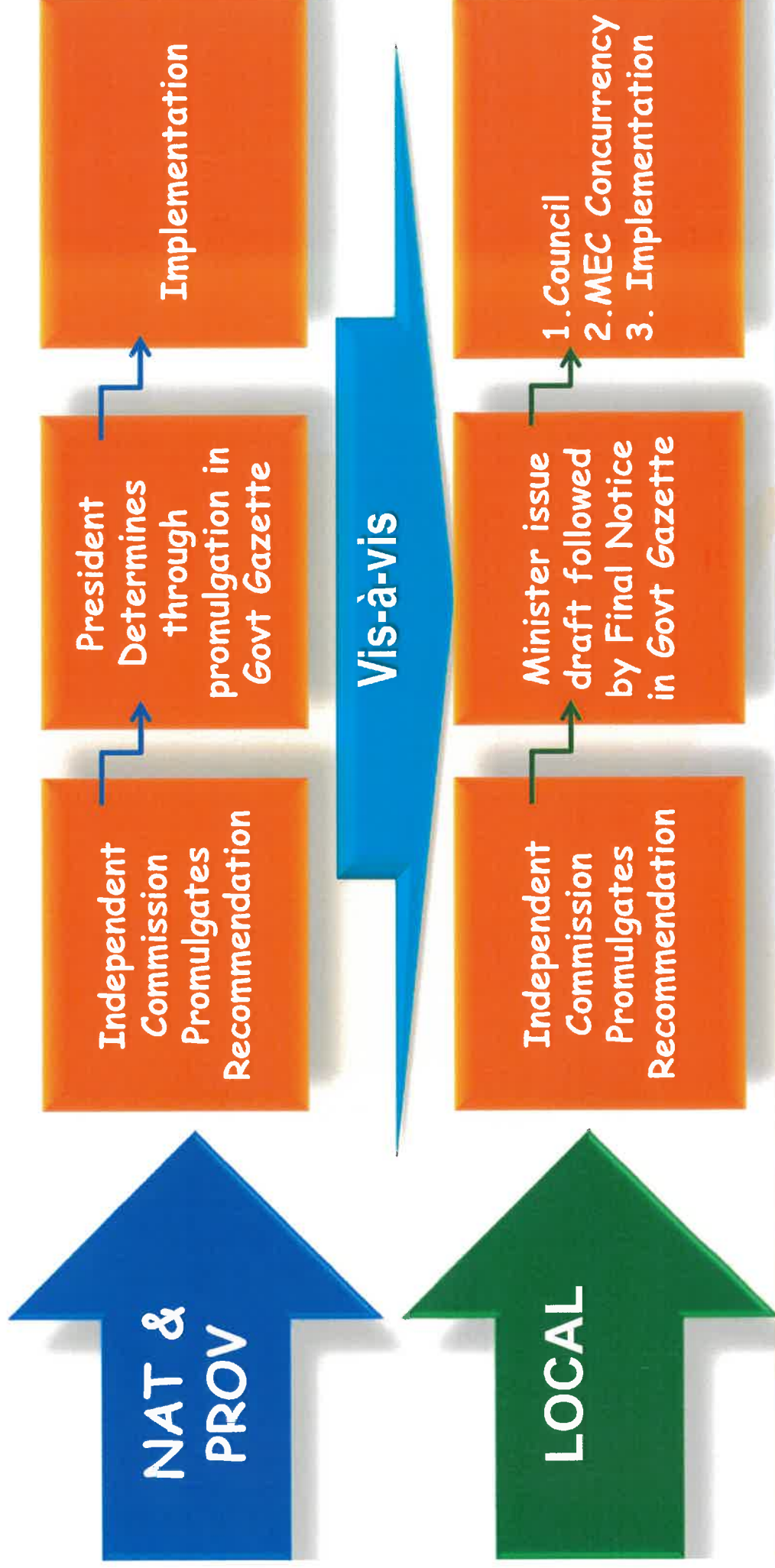
Municipal Finance Management Act of 2003 (MFMA)

- Section 167 has a major impact on the remuneration of Councillors.
 - It stipulates that political office-bearers **may only** be remunerated within the framework of the Remuneration of Public Office Bearers Act and Section 219 (4) of the Constitution.
 - It declares that any payment, whether in cash or kind, made **outside** this framework would be regarded as an irregular expense.

Concurrence

For purposes of implementation of this Government Notice, "in consultation with" means that a municipal council must obtain concurrence of the MEC for local government prior to the implementation of the provisions of this Notice, subject to submission of information referred to in item 18 of this Notice to the MEC.

PROCESS TO DETERMINE SALARIES, BENEFITS AND ALLOWANCES FOR PUBLIC OFFICE BEARERS



Process for determination of salaries, benefits and allowances of Councillors curiously differs from other public office bearers.

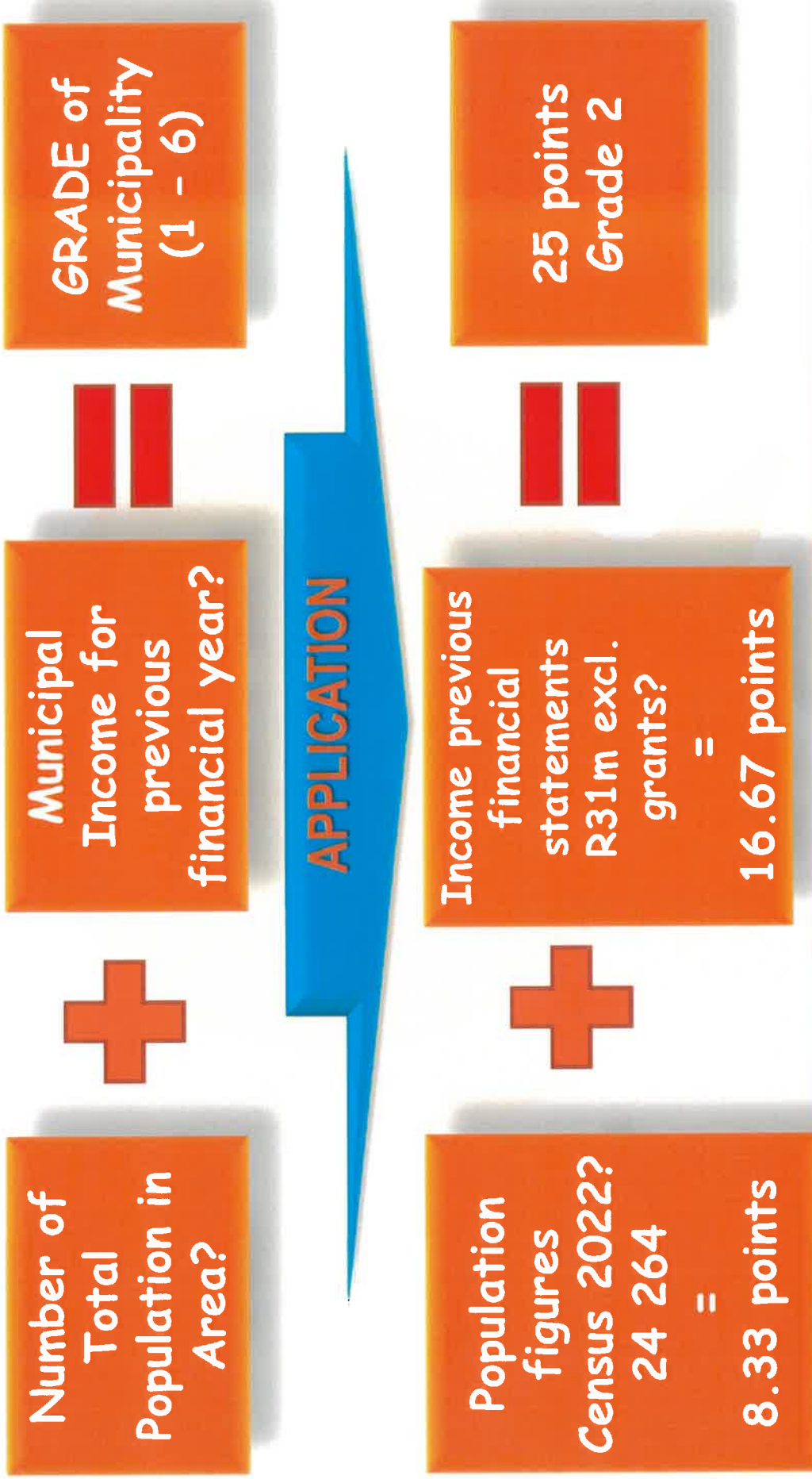
KEY COMPONENTS OF THE UPPER LIMITS NOTICE



Upper Limits are published annually and deals with:-

- Grading of municipalities for purpose of remuneration scales;
- Upper Limits of total remuneration packages of full-time and part-time councillors;
- Upper limits of remuneration or allowances in respect of appointed councillors (district councillors);
- Upper limits of cellphone allowances;
- Upper Limits of pension fund and medical aid benefits;
- Sitting allowances for SALGA NEC/PEC members;
- Tools of Trade: set of tools of trade for councillors;
- Risk Benefits: risk insurance extended to councillors; and
- Capacity Building initiatives.

IMPLEMENTATION: GRADING



NOTE: Grading for Councillor Remuneration NOT the same as Grading for Municipal Employees' Remuneration

TOTAL REMUNERATION PACKAGE



- Motor Vehicle Allowance;
- housing;
- pension fund;
- medical aid;
- basic salary



TOTAL
REMUNERATION
PACKAGE

Additional to Total Remuneration Package:-

1. Risk Insurance
2. Travel reimbursement for all official business travel
3. Out of pocket expense and
4. Cell phone allowance

SALARY COMPONENT



MOTOR VEHICLE ALLOWANCE



HOUSING ALLOWANCE



PENSION FUND CONTRIBUTION



MEDICAL AID BENEFIT



BASIC SALARY COMPONENT



TRAVEL ALLOWANCE APPLICATION OF THE LAW



- **Requirements:**
 - councillors obliged to manage business travel through use of a logbook;
 - Must account to SARS through Income Tax returns by providing details of:-
 - **Vehicle (make, model & market value);**
 - **Official business kilometres travelled;**
 - **Period over which vehicle used;**
 - **On request, produce the compulsory logbook.**
 - Business travel is regarded as travel for any purpose that directly relate to the business **EXCLUDING** travel between a person's home and their place of work.

TRAVEL ALLOWANCE OFFICIAL BUSINESS TRAVEL



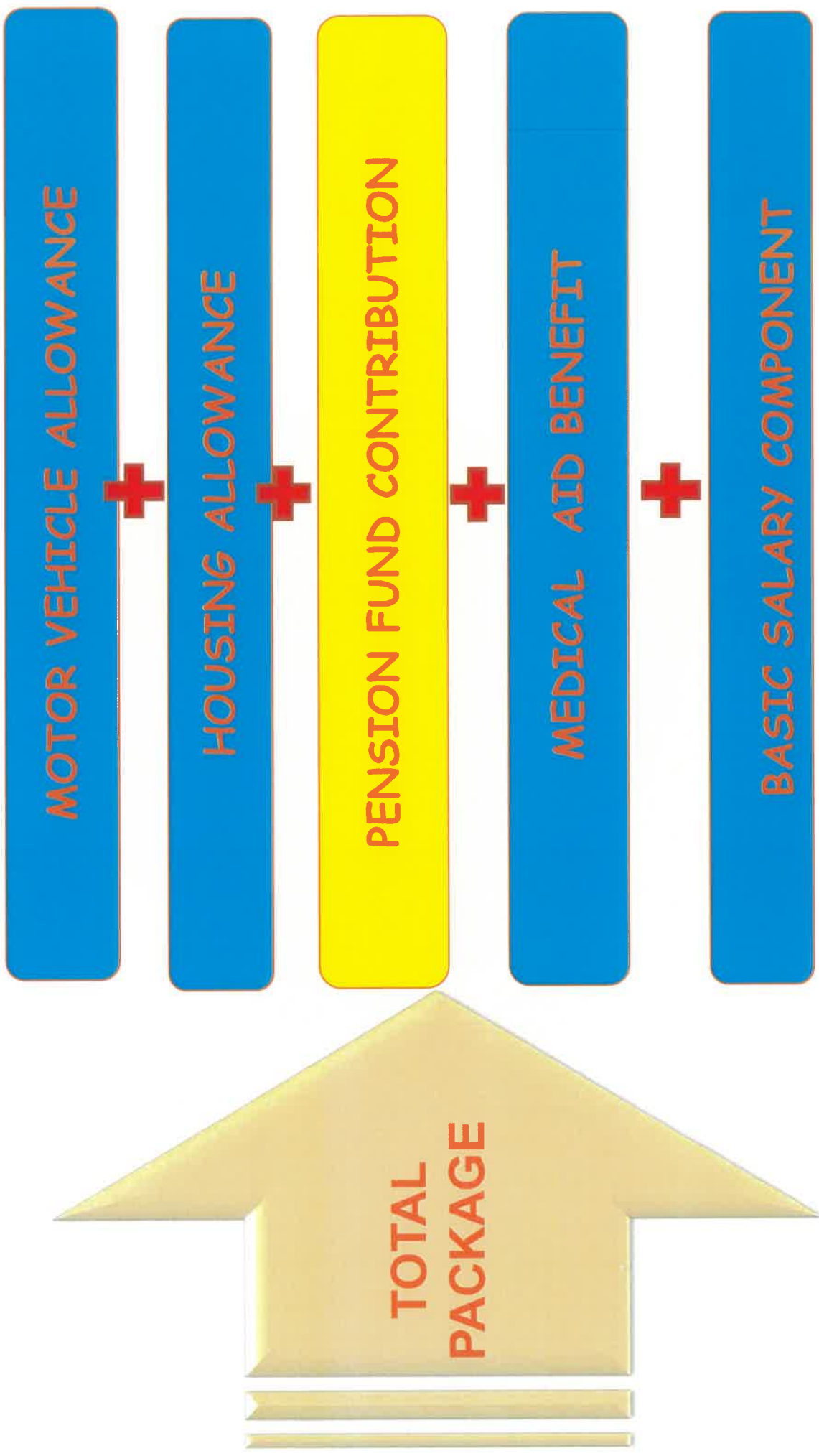
- For the purpose of the application of the provisions of the travel allowance, cognizance must be taken of the following:-
 - **Full-time councillors:** Due to full-time nature of work all are allocated offices at the **municipal offices**;
 - **Part-time (PR Councillors)** will similarly have ordinary place of work being the local **municipal offices, unless deployed to a specific ward.**
 - **Part-time (Ward Councillors):** ordinary place of work will be in their respective wards (**ward office/home**).

TRAVEL ALLOWANCE OFFICIAL BUSINESS TRAVEL



MUNICIPAL POLICY REQUIREMENTS

- With introduction of new travel arrangements for councillors, it becomes necessary for every municipality to have a travel policy for councillors to specifically provide for the following:-
 - **Recognition of inclusion of reimbursement for official business travel;**
 - **Defining official business travel;**
 - **Qualifying Requirements to benefit from reimbursement;**
 - **Approval of travel in certain instances;**
 - **Rates to be applied for reimbursement;**
 - **Processes to be followed in claiming from municipality;**
 - **Accounting for such reimbursement to SARS.**



Pension Fund



- Pension Fund contribution is included in the total package to be calculated on **the basic salary**;
- Councillors have discretion on participation in any Pension Fund Scheme, majority members of MCPF;
- Participation in MCPF **open to all Municipalities** with eligibility for membership restricted to Councillors.
- **CONTRIBUTION : 28.75%**
- Contributions payable are to be deducted from their total remuneration package by the municipality concerned and paid to the Fund by that Municipality on the members' behalf.

MOTOR VEHICLE ALLOWANCE



HOUSING ALLOWANCE



PENSION FUND CONTRIBUTION



MEDICAL AID BENEFIT



BASIC SALARY COMPONENT

**TOTAL
PACKAGE**

Medical Aid



- **Medical Aid contribution** is included in the total package;
- Councillors have discretion to participate in any Scheme;
- **Exception:** May NOT include medical aid, when already subscribing to a medical aid scheme in full time employment outside of being a councillor.

ADDITIONAL BENEFITS

TOTAL REMUNERATION PACKAGE

- Motor Vehicle Allowance;
- housing;
- pension fund;
- medical aid;
- basic salary



**TOTAL
REMUNERATION
PACKAGE**

Additional to Total Remuneration Package:-

1. Risk Insurance
2. Travel reimbursement for all official business travel
3. Out of pocket expense and
4. Cell phone allowances / Data Bundles
5. Security for the Executive Motor and Snorkel



SPECIAL RISK INSURANCE

Special Risk Insurance



- A municipality to take out SASRIA cover, or similar risk insurance cover, to provide for the loss of or damage to a councillor's **property or assets** arising from any **riot, civil unrest, strike or public disorder**, as well as **life and disability cover**.
- SASRIA will make the cover available for Councillors for:-
 - **Motor and Material damage** (structure, contents, electronic equipment); and
 - Facility to insure **councillors' property**;
 - The life and disability insurance cover is limited to two times the total remuneration package of a councillor.

TOOLS OF TRADE

TOOLS OF TRADE



FULL TIME COUNCILLORS	PART TIME COUNCILLORS
<ul style="list-style-type: none">• Braille readers;• Office space and furniture; Parking bay, business cards, calculators, letter-heads, Stationery, toner cartridges, diaries and postage costs; office telephone;• Appropriate mobile technology and multi-digital office including datacards, laptop or tablet, fax, printer / photocopier and scanner;• personal security (Executive Mayor, Mayor, Deputy Executive Mayor, Deputy Mayor, Speaker and Whip of Council).	<ul style="list-style-type: none">• Braille readers;• business cards, calculators, letter-heads, stationery and diaries;• At municipal offices - postage costs; office telephone; Appropriate mobile technology and multi-digital office including datacards, laptop or tablet, fax, printer / photocopier and scanner;• personal security to any other councillor subject to threat analysis conducted by SAPS.

ADDITIONAL TO TOTAL REM PACKAGE



Additional to Total Remuneration Package:-

1. Travel reimbursement

Kilometres travelled for official business to be claimed from municipality in terms of Dept of Transport Tariffs

2. Out of pocket expense

These expenses relate to *ad hoc* amounts actually incurred during the execution of duties.

Examples: Duplicating services; Stationary; Postage; hospitality, parking fees etc.

3. Mobile Data Cards

Councillors may received a fixed amount of up to R300pm for data cards.

4. Cellphone allowances

Monthly allocation made in terms of Notice:-

- Councillors – Not exceeding R 3400.00

SITTING ALLOWANCES



- **Governance Structures:** R 1103.23 per sitting per day;
 - NEC/PEC;
 - Working Groups/Clusters;
 - Council of Mayors;
 - Council of Speakers.

- **IGR Structures:** R 1103.23 per sitting per day
 - PCC/PICC;
 - MinMECs;
 - Premier’s Coordinating Forums;
 - MinMAY / MuniMEC;
 - Provincial & National Legislatures.

Capacity Building



- 1) The municipal council must develop and adopt a skills development plan and personal development plan prior to any councillor undergoing training.
- 2) A municipality must make a provision in its budget for development and implementation of capacity building programme for a councillor during the term of office of that councillor.
- 3) Capacity building programme consist of short courses or programmes as provided for in the training, education and development policy and skills development plan of the municipality, including training conducted by national departments, associated government agencies and SETAs, provincial departments, municipalities and organised local government.
- 4) The capacity building programme must take into consideration the capacity needs to fulfil a councillor' statutory obligations and affordability by a municipality.

Policies

- Skills development plans for individual councillors
- Travel policy
- Tools of trade policy
- Temporary accommodation policy

Challenges

- Personal security for the Executive Mayors and Speakers
- Temporary accommodation
- Tax
- Over payment
- Accommodation for Executive Mayors
- Capacity Building
- Total remuneration package
- Special Risk Insurance
- Tools of trade

THANK YOU



SUSTAINABLE DEVELOPMENT GOALS

***“Strengthening local and national government capacities for
SDG localization in Africa”***

Western Cape G&IGR Working Group

Date 13 March 2026

Tebogo Matlou

Senior Manager: International & Stakeholder Relations

www.salga.org.za



Sustainable Development Goals



What are SDGs

- The Sustainable Development Goals are a universal call for action to end poverty, protect the planet and ensure that all people live in peace and prosperity.
- The SDGs address critical issues facing the world today, including the eradication of extreme poverty, tackling global inequality and climate change, promoting sustainable urbanization and industrial development, protecting natural ecosystems, and fostering the growth of peaceful and inclusive communities and governing institutions.
- SDGs Video at a glance: the 17 goals <https://youtu.be/OXTBYMfZyrM?feature=shared>
- The Agenda 2030 consists of three dimensions of sustainable development – economic, social and environmental – are addressed through **17 Sustainable Development Goals and 169 targets, which are measured by 231 indicators.**

IS YOUR MUNICIPALITY IN GOOD STANDING WITH SALGA LEVIES?

Do you have an International Relations Strategy?

Is your municipality having the Investment Strategy or Plan?

Do you have Asset Management Plan?

1. Voluntary National Review (VNR)

Scope: This is a country-level review conducted by national governments.

Purpose: It assesses a nation's progress toward the SDGs, highlighting achievements, challenges, and lessons learned.

Audience: VNRs are presented to the UN High-Level Political Forum (HLPF) as part of the global monitoring framework for the SDGs.

Relation: National governments gather inputs from subnational and local levels to inform the VNR. It provides a broad picture but often needs a more detailed view of regional or local implementation.

2. Voluntary Subnational Review (VSR)

Scope: This review is conducted at the subnational level (regions, provinces, or states within a country).

Purpose: VSRs focus on how regions or provinces are progressing toward the SDGs. These reviews can help bridge the gap between national and local levels by showcasing regional strategies and challenges.

Audience: includes national governments, regional authorities, international organizations, civil society, and development partners, all of whom use the VSR to understand regional progress and challenges in achieving the SDGs.

Relation: VSRs can feed into the VNR, offering more granular insights into SDG implementation. They may also aggregate data from multiple local governments. VSRs may be more aligned with regional development plans and policies.

3. Voluntary Local Review (VLR)

Scope: This is conducted by local governments (cities, municipalities, or districts).

Purpose: VLRs provide a detailed review of SDG progress at the local level. They are essential for demonstrating how urban centers and smaller municipalities are integrating SDGs into local policies and actions.

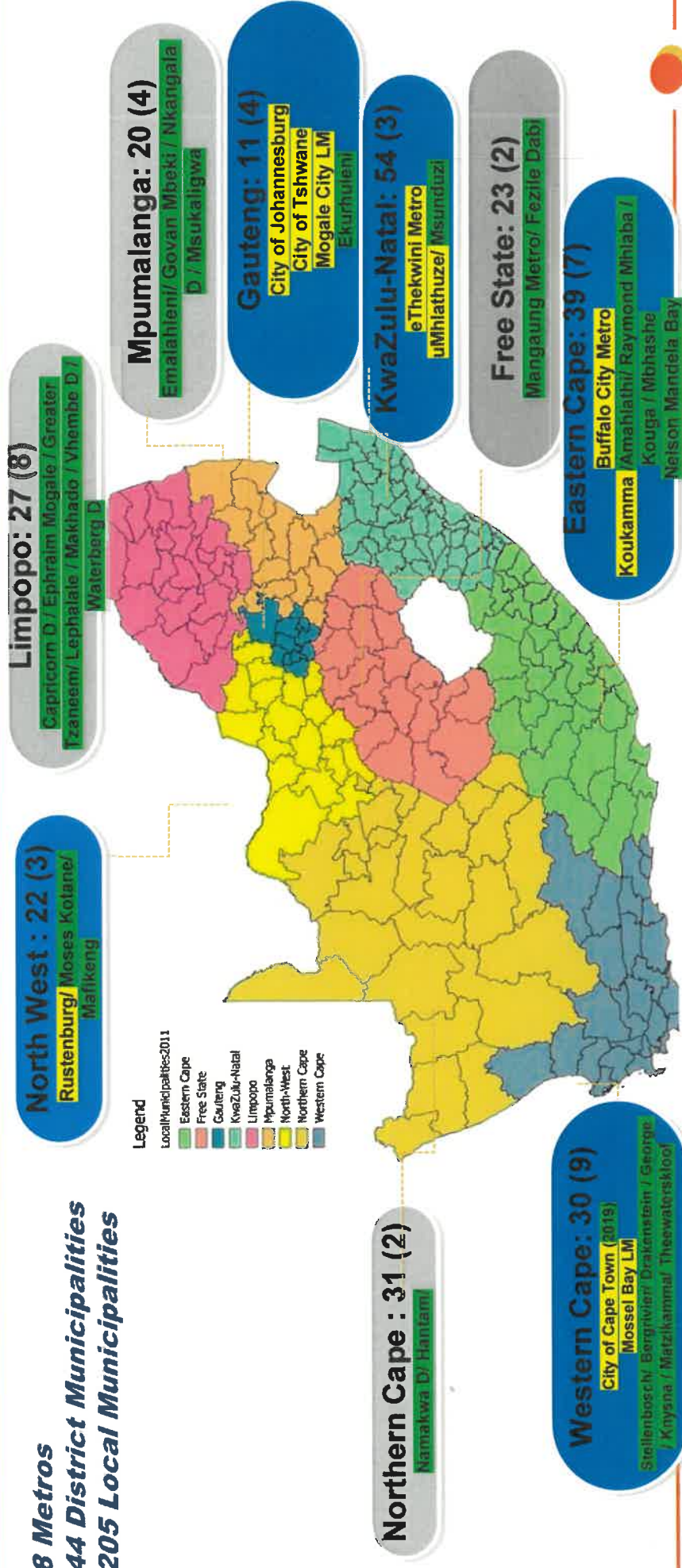
Audience: is aimed at local governments, national authorities, international bodies, civil society, businesses, and local communities, providing insights into how cities and municipalities are advancing toward the SDGs and fostering transparency, accountability, and collaboration.

Relation: VLRs are the most localized form of SDG review, offering bottom-up insights. Local governments can feed their data and findings into the VSR and VNR, ensuring that local efforts are recognized at higher levels of governance.

SA LOCAL GOVERNMENT VLR MOVEMENT



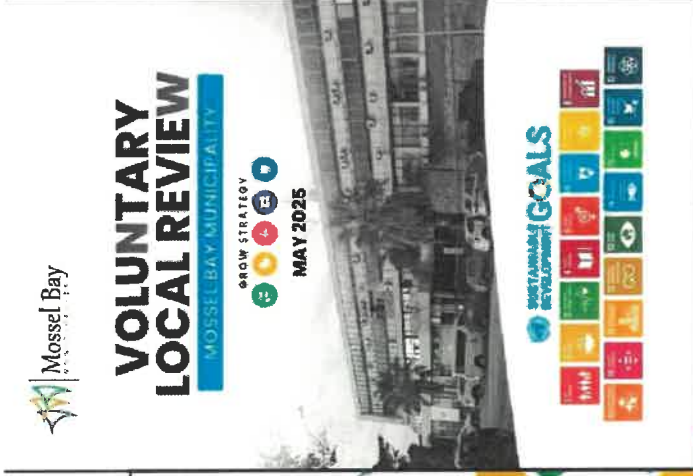
8 Metros
44 District Municipalities
205 Local Municipalities



Legend
 Local Municipalities: 2011
 Eastern Cape
 Free State
 Gauteng
 KwaZulu-Natal
 Limpopo
 Mpumalanga
 North-West
 Northern Cape
 Western Cape

VOLUNTARY LOCAL REVIEW REPORTS 2025

Inspiring service delivery



REPORTS



SALGA submitted VSR to UCLG repository. See page 42 of the report on the link below regarding VSR, for ease of reference:

<https://gold.uclg.org/sites/default/files/uploaded/South AfricaVSR2024.pdf>



REPORTS



www.salga.org.za

JULY 2024

A CIVIL SOCIETY COMPLIMENTARY REPORT TO THE SOUTH AFRICA'S NATIONAL VNR REPORT 2024

The UN Sustainable Development Group (UNSDG) has identified six key "transitions" areas that are critical for accelerating progress towards the 2030 Agenda for Sustainable Development. These transitions focus on areas where policy interventions and strategic investments can produce compounding benefits across multiple Sustainable Development Goals (SDGs).

UNSDG six key "transitions"	The 7 Aspirations of Agenda 2063
Food Systems	Inclusive growth and sustainable development
Energy Access and Affordability	Political integration and Pan-Africanism
Digital Connectivity	Good governance and democracy
Education	Peace and security
Jobs and Social Protection	Strong cultural identity and values
Climate Change, Biodiversity Loss, and Pollution	People-driven development
	Africa as a global player

Aligning VLRs with Key Development Agendas



Development Framework	Key Focus Areas	Integration with IDPs and VLRs
Agenda 2030 (SDGs)	17 SDGs with 169 targets focusing on poverty eradication, economic growth, sustainability, and inclusivity.	VLRs track local progress on SDGs and integrate findings into IDPs, ensuring alignment between municipal policies and global targets.
Africa Agenda 2063	A continental blueprint for Africa's socio-economic transformation, including aspirations for sustainable development, infrastructure, and governance.	Municipalities contribute to Africa's long-term goals by integrating Agenda 2063 aspirations (e.g., smart cities, green growth) into IDPs and linking them to SDG progress.
National Development Plan (NDP) 2030	South Africa's long-term vision for eliminating poverty, reducing inequality, and building a capable state.	IDPs serve as local implementation frameworks for NDP objectives. VLRs provide data-driven insights to measure municipal contributions to national targets.
New Urban Agenda (NUA)	A global roadmap for sustainable urbanisation, emphasising resilient cities, housing, and participatory governance.	IDPs incorporate urban planning, climate resilience, and inclusive growth strategies in line with NUA principles, with VLRs ensuring progress monitoring.

Why Integrate SDGs into Municipal Planning and Budgeting?



- **Alignment with National Priorities:** SDGs are aligned with South Africa's national development framework, including the National Development Plan (NDP) and Medium-Term Strategic Framework (MTSF).
- **Improved Service Delivery:** Integration of SDGs ensures more sustainable, inclusive, and equitable service delivery at the local level.
- **Long-Term Sustainability:** Aligning SDGs with planning and budgeting ensures that local development is sustainable, addressing both current and future generations' needs.

We implement Programmes and Projects to achieve Sustainable Development Goals through Voluntary Local Reviews.”



SDG 11: Sustainable Cities & Communities



IDP alignment with SDGs



INTEGRATED DEVELOPMENT PLAN	SUSTAINABLE DEVELOPMENT GOALS																
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
KPA 1: Municipal Transformation and Organisational Development																	
KPA 2: Municipal Basic Service Delivery and Infrastructure Development																	
KPA 3: Local Economic Development																	
KPA 4: Municipal Financial Viability and Management																	
KPA 5: Good Governance and Public Participation																	
Cross cutting issues																	

Phase 2 Programme Beneficiary Countries



- West Africa: Cote D'Ivoire, Ghana, Sierra Leone
- Southern Africa: Mozambique, South Africa, Zambia



Objectives

- Objective 1: To provide support for the development of new VLRs by local governments in the project countries and ensure that the process of undertaking a review is rigorous and based on evidence, accurate and disaggregated data, and promotes the close involvement and input of national and local stakeholders, including civil society, the private sector, academia, young people and other relevant groups.
- Objective 2: To provide capacity building support focused on producing concrete changes on the ground through SDG planning, budgeting and implementation, fostering symbiotic relations between relevant national and local processes to ensure coherence and synergies and to maximize impact in the project countries.

Expected Results



- Strengthened capacity of local, regional and national government officials and relevant stakeholders to assess SDG implementation by reporting, monitoring and evaluating progress, and identifying gaps, challenges and opportunities.
- Enhanced capacity of national and local government officials to implement the 2030 Agenda at the local level, leading to the development and operationalization of SDG-related policies and governance frameworks.



SA DATA AVAILABILITY BY GOAL 2025 (207/246)



Immediate Term



Objective	Key Activities	Responsible Unit/Person	Timeline Start	Timeline End	Deliverables / Outputs	Resources Needed	Stakeholders	Status	Notes
Mobilise municipalities	Identify 40 municipalities for SDG Phase 2	SALGA IR Unit	01-Jul 2025	30-Aug 2025	List of participating municipalities	Staff, database	Provincial Gov., Municipal Managers	Done	Include 5 Asset Management cities from Phase 1
National SDG & Infrastructure Asset Management Workshop	Conduct national workshop	SALGA SDG & AM Teams	21-Oct-2025	24-Oct 2025	Workshop report, recommendations	Venue, facilitators, materials	Municipal Managers, Provincial Gov., COS	Done	Align with Phase 2 implementation & international best practices
Expression of Interest	Call for 5 SDG & 5 Asset Management cities	SALGA IR Unit	30-Oct-2025	25-Nov 2025	Submitted EOIs	Staff time	Municipalities, COS	Done	Align with Phase 2 plan
Data & Reporting Systems	Integrate asset management & SDG data	SALGA ICT & Municipal Teams	01 Oct-2025	28 Feb-2026	Data collection templates & dashboards	Software, IT support	Municipal M&E Teams	Not Started	Ensure alignment with national reporting frameworks



Medium Term



Objective	Key Activities	Responsible Unit/Person	Timeline Start	Timeline End	Deliverables / Outputs	Resources Needed	Stakeholders	Status	Notes
Provincial Workshops	Conduct 9 provincial workshops	SALGA SDG & AM Teams	01 Nov-2025	31-Mar-2026	Workshop reports & provincial action plans	Venue, facilitators, materials	Provincial Gov., Municipal Managers, COS	Ongoing	Each workshop followed by Municipal Workshops
Municipal Workshops	Engage municipalities per province	SALGA & Municipal Teams	01 Nov-2025	30-Apr-2026	Municipal action plans, stakeholder agreements	Venues, materials, travel	Municipal Managers, COS, Stakeholders	Ongoing	Focus on SDG localization & Asset Management
Regional Workshops	Conduct 5 regional workshops	SALGA SDG & AM Teams	01-Mar-2026	31-May-2026	Consolidated regional reports	Facilitators, travel, materials	Regional Councils, Municipal Managers	Ongoing	Consolidate provincial & municipal feedback
Retreat Workshops	Conduct 5 retreat workshops	SALGA IR Unit	01-Apr-2026	31-May-2026	Draft consolidated municipal SDG & AM plans	Venue, logistics	SALGA, Municipalities	Not Started	Focus on strategic alignment

Long Term

Objective	Key Activities	Responsible Unit/Person	Timeline Start	Timeline End	Deliverables / Outputs	Resources Needed	Stakeholders	Status	Notes
Validation Workshops	Conduct 3 validation workshops	SALGA SDG & AM Teams	01-May-2026	01-Jun-2026	Validated municipal SDG & AM plans	Venues, facilitators	SALGA, Provincial Gov., Municipal Managers	Not Started	Include COS feedback and stakeholder inputs
International Conference	Award 10 cities reporting on SDGs	SALGA Delegation	01-Mar-2026	31-Mar-2026	Awarded municipalities, event report	Travel, conference budget	Municipalities, UN Agencies	Not Started	Link to SDG recognition & peer learning
Capacity Building	Train municipal staff on SDG localization & IAM	SALGA Training Unit	01-Feb-2026	30-Jun-2026	Training attendance reports & certificates	Trainers, manuals, online tools	Municipal Staff, COS	Not Started	Include data reporting and funding modules
Policy & Legal Alignment	Ensure institutional & legal coherence	SALGA Policy Unit	01-May-2026	30-Sep-2026	Policy recommendations, legal guidance	Legal experts, workshops	SALGA, National Gov.	Not Started	Align with national planning frameworks
International Knowledge Sharing	VLR twinning exchange	International Relations Unit	2 March 2026	30 Nov 2026	VLRs	Funding	Municipalities	Approved	Align to SDG, NDP
M&E & Reporting	Track SDG and IAM implementation	SALGA M&E Unit	01-Jul-2026	31-Oct-2026	M&E reports, dashboards	IT systems, staff	Municipal Managers, Provincial Gov.	Not Started	Use VLR indicators and asset management metrics

Challenges in Integrating SDGs and How to overcome them



- 1. Lack of Awareness Solution**
 - Provide training for municipal staff and stakeholders to raise awareness about the SDGs and their relevance to local governance.
- 2. Limited Financial Resource**
 - Explore innovative financing options such as green bonds, public-private partnerships, and international development aid.
- 3. Data Gaps Solution**
 - Establish comprehensive data systems and build local capacity to collect and analyze data relevant to SDG targets.
- 4. Institutional Fragmentation**
 - Establish cross-departmental coordination mechanisms to ensure that SDGs are incorporated into all areas of municipal operations.



SDG FORUM SESSIONS



**national planning
commission**
NATIONAL PLANNING
COMMISSION
REPUBLIC OF SOUTH AFRICA



**United
Nations**

Department of
Economic and
Social Affairs



SOUTH AFRICAN LOCAL
GOVERNMENT ASSOCIATION
SALGA
Inspiring service delivery



stats sa

Department:
Statistics South Africa
REPUBLIC OF SOUTH AFRICA



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AWARENESS EXAMPLES

Inspiring service delivery

14 | EALGA NEWSLETTER

SDG LOCAL ACTION: EALGA, CLGF AND UNDP PARTNER TO TELL AFRICAN STORIES

The East African Local Governments Association (EALGA) together with the Commonwealth Local Government Forum (CLGF), supported by the United Nations Development Programme (UNDP) have since February 2023 been implementing the SDG Local Action Project which is part of the UN SDG Action Campaign.

The UN SDG Action Campaign was established by the UN Secretary General to inspire people and organizations from all backgrounds and every part of the world to take actions to achieve the Sustainable Development Goals, while holding decision-makers to account for progress society-wide.

The Campaign aims to promote the SDGs and local governments by actively contributing towards the implementation of Agenda 2030, increasing transformative action to achieve the SDGs for all and programme.

Under the project, EALGA will support local and regional governments in the East African Community as well as other African countries to: exchange on SDG local implementation, knowledge generation and replication of successful experiences in implementing Agenda 2030 at local level.

EALGA LOCAL ACTION

In this context, EALGA as manager of the CLGF regional office for East and Southern Africa worked with the South African Local Government Association (SALGA) to highlight the work municipalities and local governments are doing to fast-track SDG implementation in Southern Africa.

SALGA is actively collaborating with municipalities to effectively localize the Sustainable Development

Goals (SDGs). As a coordinating body SALGA is equipping municipalities, ensuring that they are empowered with the necessary skills and knowledge to align their efforts with the SDGs.

Through training interventions across the SDGs and providing guidance on the practical implementation of local action, SALGA is playing a pivotal role in empowering municipalities to drive sustainable development of the local level.

The Association's commitment to assisting municipalities goes beyond mere guidance; they are involved in identifying existing policy gaps, planning, budgeting, and expanding to service delivery concerns within their communities. SALGA is ensuring that municipalities have the necessary support and resources to effectively implement the SDGs, making a meaningful impact on the lives of their citizens.



Ms. Clotilda Aguiar, SALGA's Implementation Project Coordinator

According to Ms. Clotilda Aguiar, Implementation Project Coordinator at SALGA, this dedication to coordinating and equipping municipalities in localizing the SDGs is a testament to SALGA's commitment to sustainable development.



15 | EALGA NEWSLETTER

[LINK: https://sdglocalaction.org/wp-content/uploads/2023/07/EALGA-SDG-Local-Action.pdf](https://sdglocalaction.org/wp-content/uploads/2023/07/EALGA-SDG-Local-Action.pdf)



www.salga.org.za

<https://www.connective-cities.net/en/good-practice-details/gutepraktik/ten-at-a-stroke>

CONNECTIVE CITIES
The African Network for Sustainable Development

OVERVIEW BACKGROUND INDUSTRIES ACTIVITIES ARTICLES COMMUNITIES

Ten at a stroke

190k South Africa is driving the process of SDG localisation

Ten at a stroke

At the suggestion of the UN and as part of a comprehensive multi-stakeholder approach, the government of South Africa, together with the South African Local Government Association (SALGA) and 14 municipalities, initiated a remarkable process to localise the Sustainable Development Goals (SDGs) of the 2030 Agenda, resulting in ten Voluntary Local Reviews (VLRs) with many other very positive downstream impacts in just eight months.

REGIONS:
Africa South Africa

CATEGORIES:
Democracy and public participation / Urban management and administration >

DOWNLOAD PDF

Overview

At the suggestion of the UN and as part of a comprehensive multi-stakeholder approach, the government of South Africa, together with the South African Local Government Association (SALGA) and 14 municipalities, initiated a remarkable process to localise the Sustainable Development Goals (SDGs) of the 2030 Agenda, resulting in ten Voluntary Local Reviews (VLRs) with many other very positive downstream impacts in just eight months.



SUSTAINABLE DEVELOPMENT GOALS
NEWSLETTER

South Africa Hosts Groundbreaking Workshop to Accelerate SDG Localization and Infrastructure Management

Over four days, from 21 to 24 October, Johannesburg became a hub of innovation and collaboration as local and national government officials, international experts, civil society representatives, and private sector stakeholders gathered for a landmark training and peer learning workshop on Sustainable Development Goal (SDG) Localisation, Voluntary Local Reviews (VLRs), and Infrastructure Asset Management.

Co-organised by the United Nations Department of Economic and Social Affairs (UNDESA), the Economic Commission for Africa (UNECA), the South African National Planning Commission

Click Here for more

#inspiringservicedelivery #Goodgovernance #Asisho

www.salga.org.za



2030 SDGs Game

A powerful experiential game-based workshop simulating what could happen in our world in 2030. The game highlights the importance of balancing the three pillars of People, Planet and Prosperity, and invites participants to explore the mindset and actions that are required to advance sustainability.

Developed in 2016 by Japanese organisation 'musecollabo', the game has now been played by over 350,000 people worldwide. Through play, participants become more aware of themselves, others, the world we live in and the impact of the choices we make.

In the game participants spend time and money in order to run projects, with the objective of achieving their mission...who will be the impact of their decisions? What will the other people in their world do? What kind of world will emerge by 2030? All is revealed during game play.

The worlds created during 2030 SDGs Game workshops are different every time, as they result from the unique mix of people who gather to play together.

It's a Winner!
An awareness, a discovery, an "aha" moment that individual players experience



WORKSHOP PROGRAMME

- Welcome and team creation and warm up
- Context of experiential learning through play
- Overview of the 17 SDGs and their impact in our world in 2030
- Sustainability context
- Rules of the 2030 SDGs Game
- Facilitated game play
- Reflection and learnings
- Connecting the game experience to to the real world and focus areas (can be tailored to client context)
- Call to action

WORKSHOP PLANNING

- Length: 2.5-3.5 hours
- Players: Minimum 50x to one thousand
- Location: Any location with possible extra additional facilities
- Cost: None. Our play materials are available on request

WHY PLAY THE GAME

Ownership
I have a role to play. Ownership is one of the key levers for companies wanting to embed sustainability across their organisation. It's about taking responsibility for the responsibility of someone else.

Collaboration
We can change the world when we work together. To succeed in the 2030 SDGs Game, participants need to see the bigger picture, think collectively and work together. This makes the workshop a great tool for developing communication and collaboration skills.

Responsibility
My actions are important. Playing the game and reflecting on it afterwards, participants realise how small actions can have a big impact. With the right culture and recognition of their contributions, the realisation can inspire participants to get involved and take action for sustainability in their professional contexts.

SA DATA AVAILABILITY BY GOAL 2025 (207/246)



What is your moral compass?



This should be your moral compass.



Lessons Learnt from Municipalities



The importance of credible Data to set realistic goals, targets and show measurable impact.



For meaningful change, development must be addressed from a more conscious and deliberate perspective, understanding people's needs, their challenges, their growth path and their expectations and goals for the municipality.



Importance of Communication and Awareness Raising.



SDGS Creates Opportunity for Ward Based Planning which enables evidence-based prioritizing from the ward level to the national level, strengthening IDPs an One Plans and deepening planning.



Exploring the incorporation of SDGs into the Performance Management System and Financial System of the municipality to support prioritization model.

Value to Municipalities



THANK YOU



"No one knows everything,
everyone knows something,
all knowledge resides in **networks.**"

Source : Pierre Lévy, Collective Intelligence: Mankind's Emerging World in Cyberspace, 1997





Thank You

Tebogo Matlou
tmatlou@salga.org.za
083 252 4461



www.salga.org.za



Update on the COMPACT Programme

Presentation to SALGA WC Working Group

March 2026

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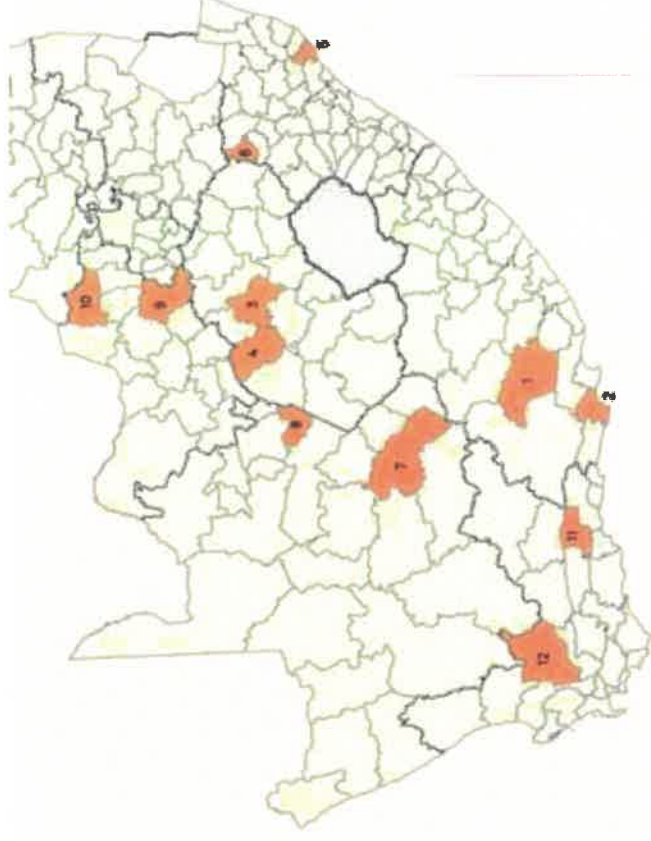
What is COMPACT?

- COMPACT is a 4-year project co-funded by the European Commission
- **3 implementing partners:** Public Affairs Research Institute (PARI), South African Local Government Association (SALGA) and Integrity Action
- The COMPACT project is aimed at **enhancing local government accountability through public participation and planning**, particularly around the integrated development planning (IDP) process
- “COM” refers to **community** and “PACT” to the **stakeholder relationship**
- **12 partner municipalities** across 6 provinces in South Africa
- COMPACT hosted a National Research Conference in December 2025 and officially ended in January 2026 but will continue in other forms by PARI and SALGA

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Partner municipalities

Free State	Matjhabeng Tswelopele	LM LM
KwaZulu-Natal	Newcastle Umhlatuze	LM LM
North West	Moses Kotane JB Marks	LM LM
Western Cape	Oudtshoorn Witzenberg	LM LM
Eastern Cape	Blue Crane Kouga	LM LM
Northern Cape	Sol Plaatje Emthanjeni	LM LM



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Purpose of discussion

- To update on the **outcomes** of the COMPACT Programme to date
- To discuss the **value** of the COMPACT tools developed
- To think about how to **embed** tools into local government

Action research (2022-2024)

- **Phase 1:** Interviews and focus groups were held with senior politicians and directors, municipal officials, ward councillors, ward committee members - 373 people interviewed in total (2022)
- **Phase 2 :** Citizen engagement workshops were held with community leaders, representatives from CSOs and CBOs, and ward committee members - 262 participants in total (2023-2024)
- **12 individual municipal reports** for partner municipalities
- **Consolidated technical findings report** published in November 2024



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Action Research Findings

- Public participation is often viewed as merely a **compliance** or ‘**tick box**’ exercise by municipalities
- Public participation meetings: **poor organisation of meetings**, declining attendance, very low participation of youth
- Quality of participation: IDP process **not properly understood**, challenges with information/data, feedback to communities
- Ward committees are often **not functional**
- **Gaps in the relationships** between municipalities and key stakeholders, especially civil society and community organisations
- Meaningful **performance management is lacking**

Opportunities

- Fostering a **culture of public participation** in municipalities
- Improving **IDP process** – it's practices and mechanisms of participation (advertising, organisation, structure, quality, feedback)
- Improving **stakeholder communication** esp. between municipalities and communities
- More resourcing, support and capacity-building to **strengthen ward committees**
- Institute **collaboration** between all stakeholders at local govt
- Institute **community-based monitoring** of performance and service delivery

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COMPACT Policy Briefs

- **Three policy briefs** have been developed based on the research, covering the following issues:
 1. **Strengthening the Functionality of Ward Committees**
 2. **Enhancing Community Participation in the IDP Process**
 3. **Bridging the Communication Divide: Strengthening Municipal Communication to Deepen Public Participation and Trust in Local Government**



Executive Summary

Effective communication is essential for participatory democracy. However, across South Africa, many municipalities experience persistent communication failures that impede their ability to engage citizens in decision-making and service delivery. Evidence from the COMPACT pilot municipalities shows that communication systems, particularly in rural and informal settlements, are often outdated and do not meet the needs of the population. This policy brief provides a framework for municipalities to assess their communication systems, identify gaps, and implement strategies to improve communication and deepen public participation.

Key findings:

- 1. Communication systems are often outdated and do not meet the needs of the population.
- 2. There is a significant gap in communication systems in rural and informal settlements.
- 3. Municipalities need to assess their communication systems and identify gaps.
- 4. Implementing a communication strategy can improve communication and deepen public participation.

Recommendations:

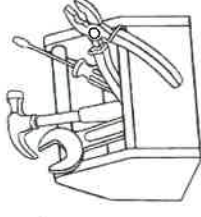
- 1. Assess the current communication system.
- 2. Identify gaps in the communication system.
- 3. Develop a communication strategy.
- 4. Implement the communication strategy.

Conclusion:

The brief provides a framework for municipalities to assess their communication systems, identify gaps, and implement strategies to improve communication and deepen public participation.



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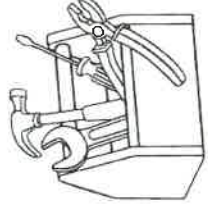
COMPACT Toolbox

- Based on the recommendations of the action research, COMPACT has **co-produced practical tools and resources** with partner municipalities → the **COMPACT Toolbox**
- Different tools were piloted in different municipalities in 2024 and 2025
- The expectation is not for municipalities to necessarily implement all the tools in their entirety, but to use and adapt the tools that will assist in making community participation and accountability more meaningful – **not a “one size fits all” approach**
- COMPACT is also promoting other tools developed by government/CSOs
- A **COMPACT Toolbox website** is being developed with all documents and outputs available for municipalities, civil society in 2026

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COMPACT Toolbox

In-House Tools

1. Citizen-based Monitoring (CBM)
2. Local Government Collaboration Model
3. Community Participation Index
4. Civic Education (LG Guide and Pamphlet Series)
5. IDP Participation Resources
6. Strengthening Ward Committees
7. Enhancing Youth Participation
8. Municipal Performance Management

External Tools

1. E-Participation (with HSRC)
2. Municipal Financial Transparency (with National Treasury)
3. Asset-Based Community Development (ABCD) approach (with Gauteng CoGTA)

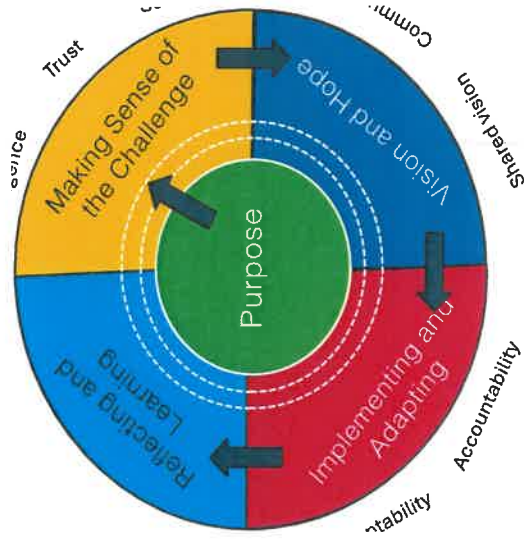
Citizen-Based Monitoring (CBM)

- The CBM approach has been designed to **engage communities in monitoring municipal infrastructure projects**
- **Ward committee members are trained** to monitor projects and report back to the municipality as well as communities on issues/progress etc.
- COMPACT developed a **monitor's guide** on CBM – translated in Afrikaans and isiXhosa
- The CBM tool was piloted at Kouga and Oudtshoorn municipalities and a **case study** on the piloting has been developed together with a **guide on how municipalities can institutionalise the CBM approach**

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LG Collaboration Model

- The Local Government Collaboration Model was developed to foster **meaningful collaboration** between **three key municipal stakeholders**: the administration, councillors, and the local community (which includes various subgroups like civil society, businesses, and citizens).
- The **model focuses on the “how” (i.e. methods and processes) of collaboration**
- The tool was piloted in Newcastle and Blue Crane Route local municipalities and a case study is available together with a facilitation guide which sets out how to convene collaboration workshops



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Civic Education Materials

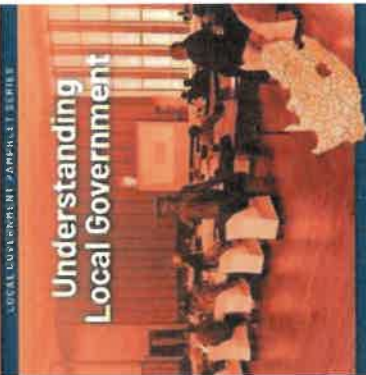
- **Working Towards Collaborative Local Government: A Reference Guide** developed which covers:
 - Institutional and legal framework for local government in South Africa
 - Accountability in South Africa’s legal framework
 - Inside local government: structures and role-players
 - The planning, implementation and oversight cycle
 - The right to basic services, housing, and spatial justice
- **Local Government Pamphlet Series** with accessible pamphlets on various topics – piloted with Moses Kotane and JB Marks municipalities
- Afrikaans, isiZulu, isiXhosa, Sesotho and Setswana translations available for each pamphlet

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Understanding Local Government




This pamphlet provides information on the structure and functions of local government. It provides the services that allow us to live dignified and healthy lives.

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Accountability and Oversight in Municipalities




This pamphlet provides information on how municipalities are held accountable and how they can improve their services. It provides the services that allow us to live dignified and healthy lives.

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Municipal Councillors




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Youth Participation in Local Government



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Community Participation Index

- The Community Participation Index aims to assist in **measuring and monitoring community participation** in municipalities. It is designed as a **developmental capacity-building tool**. Piloted with Witzenberg and Sol Plaatje municipalities
- There are six dimensions and 50 indicators. Each indicator is scored using three rankings (Low/Medium/High) with allocated scores, producing a final score out of 100.
- The following documents are available: Microsoft Excel template, case study, and list of all indicators (with references)
- A **Community Participation Index Protocol** has been developed – suggested way to embed the index in a municipality

The Community Participation Index is categorised into six dimensions:

- 1) Shared Vision for Community Participation
- 2) Budgeting and Resourcing for Participation
- 3) Community Participation in Performance Management
- 4) Participation in the IDP Process
- 5) Ward Committee Functionality
- 6) Public Participation, Transparency and Accountability

There are 50 indicators in total, framed as legislative and normative statements. A simple measurement system for each indicator is used. There are 3 possible rankings for each indicator (Low, Medium and High), each with a different score allocated (0 points, 1 point and 2 points respectively). These are in turn colour coded as red, yellow and green:



The scores for each indicator are then added up a final score out of 100 for the municipality is reached, which is also reflected as a percentage score.

Municipality:

Name:

Position:

Date:

Dimension	No.	Indicator	Description	Custodian	Value Dropdown	Support Required	Comments/Notes
1. Shared Vision for Community Participation	1.	Culture of participation: There is a culture of participation in the municipality, which is cultivated at all levels, including within council and the administration. Community participation is valued by the municipality and communities and organisations are encouraged and assisted to participate in the affairs of the municipality.	There is a culture of municipal governance that complements formal representative government with a system of participatory governance. The municipality engages with communities between elections. This includes regular public meetings as well as consultative sessions with community organisations, NGOs and, where appropriate, traditional authorities.	Mayor Speaker Municipal Manager	0		
	2.	Community participation in decision-making: Community participation is meaningful and contributes to decision-making processes in the municipality. Community inputs from IDP participation processes inform decision-making around planning, budgeting and performance management in the municipality.	Community participation is not done just for compliance purposes, but to have an impact on decision-making (in terms of planning, budgeting and monitoring) in the municipality. The municipality takes inputs by community members and organisations seriously and these inputs are synthesised and analysed to inform decision-making around planning and performance management in the municipality.	Municipal Manager IDP Office	0		
	3.	Budget: Adequate budget is allocated each year to encourage and facilitate public participation within the municipality.	The municipality allocates sufficient budget to ensure maximum participation of communities and CSOs in planning, budgeting, and performance management in all wards.	CFO	0		
	4.	Office of the Speaker: The Office of the Speaker is established and resourced to	The Office of the Speaker has adequate staff, capacity and resources in place to facilitate public participation and	Office of the Speaker			

Ratings
 0 = Low
 1 = Medium
 2 = High

IDP Participation Resources

- COMPACT has developed a user-friendly guide called *Understanding the Integrated Development Planning (IDP) Process: A Phased Approach* – draws from existing guides and resources and covers all phases of the IDP development process with key information provided
- An **IDP Roadmap poster** has been designed for display in municipal offices, ward councillor offices etc. The poster sets out the different phases of the IDP development process (with timelines) and how different stakeholders are involved

IDP Roadmap

What is your role?

- Communities
- Private Sector
- Municipal Officials
- Councillors
- Council
- Potential Gov
- National Gov

What is the IDP?

- The Integrated Development Plan (IDP) guides how a municipality plans and delivers services over a 5-year period
- It is a plan that helps communities to build their elected ward councils accountable for meeting the growth development needs
- The IDP requires every ward – the local, urban, rural, communities, townships, and provincial and national government
- Each phase has clear roles, responsibilities and KPIs objectives

How is the IDP developed?

- The IDP is developed every 5 years, starting the year a new council is elected
- It is developed in consultation with communities at a ward level and involving business, provincial government and national government
- The IDP requires all of government to work together to set out strategies at a local level
- It is developed in the following 6 phases and reviewed each year

Together on a developmental journey



Phase 1 Pre-Planning (July-August)

What Happens?
Members set up the IDP process and assign responsibilities

- Roles and Responsibilities**
- 1. Council approves the Process
 - 2. Council approves the Process
 - 3. Council approves the Process
 - 4. Council approves the Process
 - 5. Council approves the Process
 - 6. Council approves the Process
 - 7. Council approves the Process
 - 8. Council approves the Process
 - 9. Council approves the Process
 - 10. Council approves the Process

Phase 2 Needs Analysis (Sept-Nov)

What Happens?
Identify the needs and priorities of the community

- Roles and Responsibilities**
- 1. Council approves the Process
 - 2. Council approves the Process
 - 3. Council approves the Process
 - 4. Council approves the Process
 - 5. Council approves the Process
 - 6. Council approves the Process
 - 7. Council approves the Process
 - 8. Council approves the Process
 - 9. Council approves the Process
 - 10. Council approves the Process

Phase 3 Strategy Development (Dec-Jan)

What Happens?
Develop the strategy and priorities

- Roles and Responsibilities**
- 1. Council approves the Process
 - 2. Council approves the Process
 - 3. Council approves the Process
 - 4. Council approves the Process
 - 5. Council approves the Process
 - 6. Council approves the Process
 - 7. Council approves the Process
 - 8. Council approves the Process
 - 9. Council approves the Process
 - 10. Council approves the Process

Phase 4 Project Identification & Prioritisation (Feb-Mar)

What Happens?
Identify and prioritise projects

- Roles and Responsibilities**
- 1. Council approves the Process
 - 2. Council approves the Process
 - 3. Council approves the Process
 - 4. Council approves the Process
 - 5. Council approves the Process
 - 6. Council approves the Process
 - 7. Council approves the Process
 - 8. Council approves the Process
 - 9. Council approves the Process
 - 10. Council approves the Process

Phase 5 Integration (Mar-Apr)

What Happens?
Integrate the IDP into the council's work

- Roles and Responsibilities**
- 1. Council approves the Process
 - 2. Council approves the Process
 - 3. Council approves the Process
 - 4. Council approves the Process
 - 5. Council approves the Process
 - 6. Council approves the Process
 - 7. Council approves the Process
 - 8. Council approves the Process
 - 9. Council approves the Process
 - 10. Council approves the Process

Phase 6 Approval (Apr-May)

What Happens?
Finalise and approve the IDP

- Roles and Responsibilities**
- 1. Council approves the Process
 - 2. Council approves the Process
 - 3. Council approves the Process
 - 4. Council approves the Process
 - 5. Council approves the Process
 - 6. Council approves the Process
 - 7. Council approves the Process
 - 8. Council approves the Process
 - 9. Council approves the Process
 - 10. Council approves the Process

Our Destination Objectives of Local Government

- 1. Provide education and training
- 2. Provide health services
- 3. Provide social services
- 4. Provide housing services
- 5. Provide water and electricity
- 6. Provide transport services
- 7. Provide recreation services
- 8. Provide environmental services
- 9. Provide safety services
- 10. Provide other services

What makes the process work?

- Every role matters for a successful IDP
- Timely participation, clear communication and transparency improve results
- Together, all stakeholders build better communities

Municipal Performance Management Digest

- COMPACT, together with SALGA's PMU, has developed a **municipal performance management technical digest which provides information on performance management** in local government to councillors and municipal staff etc
- The digest encourages **community monitoring** of performance by providing examples of where municipalities are undertaking this work



External Tools

- **E-participation** – COMPACT is supportive of HSRC’s e-participation work - organised for Umhlathuze and JB Marks municipalities to attend a learning forum on e-participation organised by HSRC/SALGA – presentation and panel discussion
- **ABCD approach** – engaging with Gauteng and Free State COGTA around piloting –Tswelopele LM train-the-trainer workshop planned
- **Municipal financial transparency** – COMPACT organised a webinar with National Treasury on financial transparency in municipalities

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Engage with COMPACT

Website:

<https://pari.org.za/compact/>

Twitter:

@Compact_MyMunic

Facebook:

Compact – My Municipality

Email:

Girish Daya girishd@pari.org.za / Winnie Manganye wmanganye@salga.org.za



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