



LIMPOPO

PROVINCIAL GOVERNMENT
REPUBLIC OF SOUTH AFRICA

DEPARTMENT OF
CO-OPERATIVE GOVERNANCE,
HUMAN SETTLEMENTS & TRADITIONAL AFFAIRS

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Keynote Address by Hon. Basikopo Makamu, MEC for COGHSTA, at the 2nd SALGA Limpopo Provincial Human Capital Symposium in Forever Resort, Bela-Bela

Programme Directors,

SALGA Provincial Deputy Chairperson, Cllr. Shadrack Maluleke,

Mayor of Bela-Bela, Cllr. Gloria Seleka,

Officials from Municipalities,

Distinguished Guests,

Ladies and Gentlemen,

Good morning!

It is an honour to stand before you today at this important symposium, where we gather to shape the future of human capital in our municipalities. The theme— **building agile, resilient systems for impactful performance** —is not just a slogan. It is a call to action. A call to transform how we work, lead, and serve our communities.

The State of Our Municipalities: Challenges and Opportunities

Local government is the heartbeat of service delivery. It is where policies meet the people. Yet, we all know the challenges:

- **Skills gaps** that delay projects,
- **Outdated systems** that hinder efficiency,
- **Resistance to change** that stifles innovation,
- **Poor performance cultures** that frustrate communities.

But today, we are not here to complain. We are here to **solve**. To build municipalities that are **agile**—ready to adapt. **Resilient**—strong enough to withstand crises. And **performance-driven**—focused on real results for our people.



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1. Building Agile Municipalities

Agility means moving quickly, smartly, and with purpose. In a fast-changing world, municipalities cannot afford to be slow.

- **Digital Transformation:** We must embrace technology—AI, data analytics, e-governance—to streamline services. Imagine a community where water leaks are reported and fixed via an app, where billing systems are automated, where HR uses smart data to place the right people in the right roles.

- **Flexible Workforce:** The days of rigid 8-to-5 desk jobs are fading. Remote work, hybrid models, and flexible policies must become the norm—especially for skilled professionals who can deliver from anywhere.

Question for you: Is your municipality stuck in the past, or is it ready for the future?

2. Creating a Resilient Culture

Resilience is not just about surviving challenges—it's about thriving despite them.

- **Leadership Stability:** Too often, changes in political leadership disrupt municipal operations. We need **continuity**—where administrations remain stable even when councils change.

- **Employee Wellness:** Burnout, stress, and low morale kill productivity. We must invest in mental health support, occupational safety, and work-life balance. A stressed workforce cannot deliver.

- **Succession Planning:** What happens when a municipal manager retires? Do we scramble, or do we have a pipeline of trained leaders ready to step up?

Let us build systems that don't collapse when one person leaves.

3. Driving Impactful Performance

Performance is not just about ticking boxes—it's about **real impact**.

- **Linking HR to the IDP:** Your HR strategy must align with the Integrated Development Plan. If the IDP prioritizes water projects, HR must ensure you have engineers, not just administrators.

- **PMDS That Works:** The Performance Management Development System (PMDS) must be more than a compliance exercise. It must reward excellence, address poor performance, and develop skills.

- **Ethical Leadership:** Corruption and laziness have no place in local government. We need leaders who lead by example—who show up, work hard, and put the people first.

A Call to Action

This symposium is not just for talking. It's for **doing**. Here's my challenge to each of you:

1. Commit to One Change: Identify **one** outdated system in your municipality and modernize it within six months.

2. Invest in People: Train, mentor, and empower staff—especially the youth. They are the future.



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3. Measure Results: Don't just count hours worked—measure **impact**. Are services faster? Are communities happier?

Closing

In the words of Nelson Mandela: "**It always seems impossible until it's done.**" Let us leave here today with a new energy—a determination to build municipalities that are **agile, resilient, and performance-driven**.

The people of Limpopo are watching. They deserve better. And together, we will deliver.

I thank you.

END

Issued by the Department of Co-operative Governance, Human Settlements and Traditional Affairs (CoGHSTA).

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