



MOGALE CITY LOCAL MUNICIPALITY
BURSARY POLICY
2026 -2027

TABLE OF CONTENTS

1.	ABBREVIATION AND TERMS	4
2.	EXECUTIVE SUMMARY	5
3.	INTRODUCTION	5
4.	OBJECTIVES	6
5.	LEGISLATIVE FRAMEWORK	6
6.	SCOPE AND APPLICABILITY.....	6
7.	KEY PRINCIPLES	6
8.	ROLES AND RESPONSIBILITIES.....	7
9.	POLICY CONTENT	8
10.	BURSARY HOLDERS FILE.....	9
11.	IMPLEMENTATION OF THE POLICY	11
12.	FINANCIAL IMPLICATIONS.....	11
13.	MONITORING AND EVALUATION OF THE POLICY.....	11
14.	POLICY AMENDMENT AND REVIEW	11
15.	COMMUNICATION.....	11
16.	COMPLIANCE.....	12
17.	PRECEDING POLICIES RESCINDED	12
18.	APPROVAL	12

1. ABBREVIATION AND TERMS

1.1 Abbreviations

ABBREVIATION	DEFINITIONS
MM	Municipal Manager
CSS	Corporate Support Services
EEA	Employment Equity Act
ED	Executive Director
HRM	Human Resources Management
L&D	Learning & Development
LGSETA	Local Government Sector Education Training
LRA	Labour Relations Act
MCLM	Mogale City Local Municipality
NSDS	National Skills Development Strategy III
NQF	National Qualifications Framework
SAQA	South African Qualifications Authority
SDA	Skills Development Act
SDF	Skills Development Facilitator
SDLA	Skills Development Levies Act
SETA	Sector Education and Training Authority
SOP	Standard Operating Procedure
CHE	Council for Higher Education (i.e., Universities, Colleges, TVET)

1.2 Document Management

DOCUMENT NAME	BURSARY POLICY
Owner	<ol style="list-style-type: none">1. Council2. Municipal Manager3. Executive Director CSS4. Manager: Human Resource Management
Custodian	Assistant Manager: Learning and Development
Version	3
Effective Date	
Approval Date	

1.3 Definition

For the purpose of this policy, the following definitions apply:

TERM	DEFINITIONS
Academic year	A stipulated period within which an employee attends an academic institution.
Bursary	Financial assistance provided by the employer to enable the employees to further their studies.
Bursary holder	Any employee who is permanently employed and is granted approval for an opportunity to study at an institution of their choice
Contact classes	Face to face interaction with a tutor and/or lecturer
Qualifying employees	<ol style="list-style-type: none"> 1. Undergraduate -Any permanent employee who has been within the employment of Mogale City Local Municipality for a minimum period of one year 2. Postgraduate- any permanent employee who has been employed for 2 years or more, identified as scarce and critical and approved by the Executive Director of the respective department
External sponsorship	Any form of financial assistance from external source
Post-graduate studies	Relates to studies done after earning a first qualification. It may consist of NQF Level 8 and above.
Undergraduate studies	Studying in a university/College for a first degree/diploma. All the academic studies up to the level of a bachelor's degree or equivalent
Special Leave arrangement for class attendance.	An internal procedure in terms of MCLM leave policy to undertake study schools' programs for a period not exceeding 20 days per annum
Examination and Study	A written or oral assessment as per university /College requirements and the number of days approved for study includes the day of examination
Mutatis mutandis	Mutatis mutandis is a Medieval Latin phrase meaning "with things changed that should be changed" or "once the necessary changes have been made", literally: having been changed, going to be changed
Scarce and Critical Skills	In the local government context, scarce skills refer to occupations or professions for which there is a demonstrated shortage of suitably qualified and experienced people in the labour market, making it difficult for municipalities to recruit and retain employees in those roles.

2. EXECUTIVE STATEMENT

Mogale City Local Municipality (MCLM) recognizes the need to assist employees who would like to pursue their studies at institutions of higher learning accredited by the Council for Higher Education (CHE).

The acquisition of a formal qualification at a higher learning institution equips employees with knowledge that is vital for career advancement which will advance the Municipality through improved productivity and enhanced competencies. This policy provides guidelines for granting financial assistance to employees.

3. INTRODUCTION

Mogale City Local Municipality acknowledges the fact that it is operating in an environment where most of the human capital requires training. The Municipality also acknowledges the fact that to sustain economic development, its human capital must be empowered in order to contribute significantly to the economy.

Therefore, the Municipality commits itself to addressing these development areas through encouraging and implementing human resource development interventions in line with the relevant legislations. This will be realized by, among others, the granting of bursaries to the qualifying employees to further their studies and acquire the skills needed to make them competent and that are directly relevant to the current position and/or division.

The MCLM also promotes the concepts of self-development, lifelong learning, and continuous improvement. All stakeholders of MCLM must fully align themselves with all efforts and initiatives to establish the MCLM as a learning organization.

3.1 Objectives

The Bursary policy strives to achieve the following:

- 3.1.1 To encourage a culture of lifelong learning aimed at sustaining the supply of intellectual capital.
- 3.1.2 To provide a framework to facilitate the application, selection and the administration process of the bursary scheme.
- 3.1.3 To encourage and support employees at all levels to obtain qualifications in areas where skills gaps have been identified.
- 3.1.4 To provide equal opportunities to all employees in line with MCLM's Employment Equity Plan and Workplace Skills Plan.

4 LEGISLATIVE FRAMEWORK

- The Constitution of Republic of South Africa, Act No. 108 of 1996
- South African Qualification Authority (Act of 1995)
- Skills Development Act (Act 97 of 1998)
- Skills Development Levies Act (Act 9 of 1999)
- Employment Equity Act (Act 55 of 1998)
- Labour Relations Act (Act 66 of 1995)
- National Skills Development Strategy III
- Municipal Finance Management Act (Act 56 of 2003)

- Municipal Systems Act 32 of 2000
- National and Provincial Capacity Strategies

5 SCOPE AND APPLICABILITY

The Bursary Policy applies to all permanent employees who have been within the employment of Mogale City Local Municipality for a minimum period of one year for undergraduate studies and a minimum of 2 years for post-graduate studies.-

6 KEY PRINCIPLES

MCLM shall adhere to the following key principles in the implementation of the Bursary Policy:

- i. All bursary applications shall be approved on merit.
- ii. A potential bursary holder must have entered a development plan with the direct supervisor.
- iii. A course of study must be relevant to the current position / within the field of the division and individual career path.
- iv. A formal bursary application process must be followed within the stipulated timeframes.

7 POST GRADUATE STUDIES

Graduate bursaries shall be awarded in line with the Municipality's Scarce and Critical Skills List, as informed by the Skills Audit, Workplace Skills Plan (WSP) and Annual Training Report (ATR), and in compliance with LGSETA requirements. The Scarce and Critical Skills List shall be approved by Council and declared by the Municipal Manager. For the 2025/2026 and F/Y 2026/2027 Financial Years, priority shall be given to technical and occupational skills across all service delivery departments, as well as professional, management and leadership skills for management. (See Annexure A).

7.1 What are Scarce and Critical Skills

In the context of MCLM, scarce skills refer to occupations or professions for which there is a demonstrated shortage of suitably qualified and experienced people in the labour market, making it difficult for municipalities to recruit and retain employees in those roles. These scarce skills are therefore occupation-based and not individual competencies

Key characteristics in municipalities

- High demand nationally and within local government
- Limited supply of qualified practitioners
- Recruitment challenges (vacancies remain unfilled for long periods)
- Often linked to statutory, technical, or professional requirements
- Directly impact service delivery and compliance

8 ROLES AND RESPONSIBILITIES

8.1 Council

It is the responsibility of Council to approve the Bursary Policy.

8.2 The Municipal Manager

It is the responsibility of the Municipal Manager to oversee the implementation of the approved Bursary Policy, Process Flow and SOP.

8.3 Executive Directors

It is the responsibility of the ED CSS to approve bursary applications, subject to availability of funds.

8.4 Executive Directors and Line Managers

It is the responsibility of all Executive Directors and Line Managers to:

- 8.4.1 Acquaint themselves with Bursary Policy, Process Flow and SOP
- 8.4.2 Communicate the contents of the Bursary Policy, Process Flow and SOP to all employees in their departments.
- 8.4.3 Ensure and oversee the correct implementation of and adherence to the approved
- 8.4.4 Bursary Policy, Process Flow and SOP

8.5 Human Capital Management

It is the responsibility of HCM to:

- 8.5.1 Monitor the consistent implementation of the Bursary Policy
- 8.5.2 Communicate the approved Bursary Policy to all employees within the Municipality.
- 8.5.3 Ensuring the alignment of Bursary Policy with all HR Policies and Council resolutions of MCLM

8.6 Learning and Development

It is the responsibility of L & D to:

- 8.6.1 Facilitate and administer the implementation of the bursary policy.
- 8.6.2 Monitor the completion of studies funded through the bursary programme.

8.7 Expenditure Management

- 8.7.1 It is the responsibility of Expenditure Management to ensure that all bursary-related payments are processed on time.
- 8.7.2 The bursary shall be paid directly to the learning institution where the bursary holder will be pursuing his/her studies.

8.8 Trade Unions

It is the responsibility of the Trade Unions Representatives to fully participate in the bursary allocation processes.

8.9 Bursary Committee

It is the responsibility of the bursary committee to screen bursary applications in accordance with the policy objectives and to make recommendations to ED CSS for approval.

8.10 Employees

All employees are responsible for adhering to the conditions of the approved Bursary Policy.

9 POLICY CONTENT

9.1 Bursary Administration

9.1.1 Bursary Advertisement and Application Process

Applications for the bursary shall be open to all qualifying employees.

9.1.2 Advertisement

The L & D subdivision shall publish an advertisement inviting prospective applicants who wish to apply for bursaries on an annual basis. The advert shall be circulated for first time to applicants via intranet, e- mail, and all notice boards by the 1st of October with closing date being the 30th of November every year.

This submission date applies to all applicants whose classes will commence in January (1st semester intake) and July (2nd semester intake) respectively.

9.1.3 Application Process

The applications shall be on the prescribed form (i.e. the Bursary Application Form), must be completed in full and be accompanied by:

- 9.1.3.1 A copy of applicant's individual development plan that is relevant to *employee's current duties or identified future role and supports the employee's approved career progression* within the Municipality in line with the divisional mandate and/or MCLM's priority goals.
- 9.1.3.2 A certified copy of the academic reports/ transcripts, qualifications as well as the quotation for the prospective year of study.
- 9.1.3.3 A provisional acceptance letter from the learning institution where the applicant intends to register.
- 9.3.1.4 The application form together with the documents referred to above must be forwarded to the L&D sub-division for processing.
- 9.3.1.5 L & D sub-division shall consolidate and compile a list of applicants and submit it to the Bursary Committee.
- 9.3.1.6 The Bursary Committee will screen and recommend the qualifying applicants for approval to the Executive Director: Corporate Support Services.

9.3.1.7 Bursary funding will only be awarded where the proposed qualification is relevant to the employee's current duties or identified future role and supports the employee's approved career progression within the Municipality.

10 BURSARY HOLDERS' FILES

The L&D sub-division shall open bursary files for the Employees who have been granted bursaries. The following documentation shall be placed in the file:

- Completed Bursary Application Form.
- Individual development plan
- Signed Bursary Contract.
- Letter of Consent.
- Proof of payment(s) made to institution (i.e., receipts).
- Examination timetable.
- Statement of results

10.1 Conditions for bursary holders

10.1.1 Conditions for existing bursary holders

The conditions for granting bursaries to Employees shall be as follows:

- I. The employee who has been granted a bursary shall enter into a signed contract with MCLM.
- II. The bursary holder must complete the course he/she has registered for.
- III. No bursary assistance shall be awarded to an employee if the study is not relevant to the employee's present and future functions and in line with the career progression of the employee.
- IV. The course of study must be pursued at an accredited learning institution.
- V. Where studies are undertaken on a year-to-year basis, the bursary redemption service shall run concurrently with the studies pursued during the subsequent academic year of study.
- VI. In a case where the course of study takes a period of one year, the bursary holder shall, on completion of the course, be obliged to remain in the employ of the Municipality for a period of six months.
- VII. In a case where the course of study takes a period of **three (3) years or more**, the bursary holder shall, on completion of the course, be obliged to remain in the employ of the Municipality for a period of eighteen (18) months.
- VIII. In the event that the bursary holder decides to leave the Municipality before the lapse as in clause VI and VII, the Municipality will be entitled to recover from the bursary holder the pro-rated amount which MCLM would have spent for the bursary holder.
- IX. The monies shall be recovered from the bursary holder's final payment/remunerations.
- X. In an event that an employee does not complete his/her studies within the period of 2 years after the stipulated period, it will be considered as having dropped out. Therefore, the money will be recouped from an employee's current salary.
- XI. In an event that the bursary holder decides to leave the Municipality before duration of employment after completion of a course of study, the Municipality will be entitled to recover from the bursary holder the amount which MCLM would have spent for the bursary holder for that academic period/year. The monies shall be recovered from the bursary holder's final payment/ remunerations, unless the employee has reached the age of 65 years.
- XII. Provisions of clauses (vi), (vii) and (viii) shall apply mutatis mutandis (once the necessary changes have been made) to any other period of study undertaken by the bursary holder.
- XIII. The bursary holder shall submit results within a month after release of the results by the learning institution. In the event the bursary holder fails to submit results as required, the bursary holder will not be legible for additional financial assistance or for any other qualification.

- XIV. In a case where an applicant decides to pursue another qualification that is recommended by the line manager and approved by the Executive Director: Corporate Support Services, the amount initially paid for the first qualification which was not completed shall be recovered fully before the approval of the second qualification from his/her Salary.
- XV. All general/elementary workers can apply to study within their respective departments, or as per scarce and critical skills identified for Mogale City Local Municipality.

10.2 Special Leave arrangement for Classes attendance

10.2.1 The bursary holder shall be allowed time-off to attend Contact Classes/ Study Schools (block release).

10.2.2 The number of study days shall be allocated as follows:

- For Undergraduate Studies: **maximum of 20 working days per academic year**. If the employee exceeds 20 working days, he/she will utilize his/her annual leave days.
- For Post-Graduate Studies/ also this includes research purposes: **maximum of 20 working days per academic year**. If he/she exceeds 20 working days, he/she will utilize his/her annual leave days.
- The bursary holder shall qualify for One (1) day special leave for examination preparation and one (1) day for writing examination.
- All applications for paid special leave stated above must be accompanied by the necessary supporting documentation.
- Employees who are paying for their studies (own expenses) shall enjoy the same benefit of special arrangement as stipulated in clauses above.

NB: The recipient of the Bursary shall apply for study leave through the Electronic Leave System of the MCLM. No bursary holder shall be allowed to commence his/her study leave without prior approval.

10.3 Employees on external sponsorship

10.3.1 Where an employee pursues full-time studies on an external bursary/scholarship, the Employee shall have the option of either voluntarily terminating his/her services at the commencement of studies or may elect to take unpaid leave for the normal duration of the course of study.

10.3.2 On completion of studies, the employee who would have opted for unpaid leave shall be reinstated to his/her substantive position.

10.4 Nature and extent of the bursary

The nature and extent of Bursary assistance to be granted shall be as follows:

10.4.1 Undergraduate Studies: For Permanent Employees

No.	Expense Description	Amount
1	Registration fee	R20,000.00 per annum
2	Tuition fee	
3	Examination fee	

10.4.2 Post Graduate Studies for Permanent Employees (scarce and critical)

No.	Expense Description	Amount
1	Registration fee	R60,000.00 per annum
2	Tuition fee	
3	Examination fee	

11 IMPLEMENTATION OF THE POLICY

The Bursary Policy will be effective once approved by Council and signed by the Municipal Manager.

12 FINANCIAL IMPLICATIONS

MCLM shall set aside a budget for the Bursary scheme for each financial year to provide financial assistance to employees who would like to pursue studies at learning institutions. The budget allocation shall be guided by the skills gaps/ requirements and priorities of MCLM.

13 MONITORING AND EVALUATION OF THE POLICY

HRM (L & D sub-division) will monitor and evaluate the implementation and compliance of the Bursary Policy.

14 POLICY AMENDMENT AND REVIEW

The Bursary Policy is subject to review every three (3) years or where there is new emerging information that has a financial impact on both the employee and/ or the employer.

15 COMMUNICATION

The Bursary Policy shall be communicated to all Municipal employees using the full range of communication methods available to the Municipality.

16 COMPLIANCE

Item 2(a) of the Code of Conduct for municipal staff members Schedule 2 in terms of the Local Government: Municipal Systems Act 32 of 2000 as amended (Code) expressly provides that: "A staff member of a municipality must at all times execute all lawful policies of municipal council".

Any employee found to have acted in contravention of the Bursary Policy, shall have committed misconduct and disciplinary process shall follow in terms of the Collective Agreement or the Municipality 's Grievance Code and Disciplinary policy.

17 PRECEDING POLICIES RESCINDED

The bursary policy shall supersede any current and previous bursary policy.

18 APPROVAL

Municipal Manager	
Signature:	
Date approved:	
Effective Date:	

ANNEXURE A:

MUNICIPALITY SCARCE AND CRITICAL SKILLS LIST (LGSETA-ALIGNED)

Purpose:

Graduate bursaries shall be awarded to develop skills identified as scarce and critical by the Municipality, in line with LGSETA requirements, the Skills Audit, and the approved WSP and ATR. The list must be approved by Council and declared by the Municipal Manager.

Category	Key Critical Skills / Occupations
Technical & Occupational	Civil & Electrical Engineering Technicians/Technologists, Water & Wastewater Process Controllers, Town & Regional Planners, Quantity Surveyors, Construction Project Managers, GIS Practitioners, Environmental Health Practitioners, Roads & Transport Technicians, Artisan Trades (Electricians, Plumbers, Fitters, Millwrights)
Built Environment & Infrastructure	Professional Engineers (Civil, Electrical, Mechanical), Infrastructure Asset Management, OHS Practitioners, Facilities & Property Management
Financial & Governance	Chartered Accountants, Municipal Finance Specialists, Supply Chain Practitioners, Internal Auditors, Risk Management Practitioners
Planning, Policy & Development	IDP Specialists, Monitoring & Evaluation, Policy Analysts, LED Practitioners, Urban & Rural Development Specialists
ICT & Digital Transformation	ICT Network & Systems Administrators, Cybersecurity Practitioners, Business Systems Analysts, Data & Information Management Specialists
Management, Professional & Leadership	Public Sector Management, Strategic Leadership, HRD Practitioners, Labour Relations, Change Management

FY 2025/2026 Priority:

- Technical and occupational skills across all service delivery departments
- Professional, management, and leadership skills for management positions

Notes:

- The list is updated annually based on the Skills Audit, WSP, and ATR.
- Council approval and Municipal Manager declaration are required for each update.