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## Contents

| No. | | Gazette No. | Page No. |
|---|---|---|---|
| GOVERNMENT NOTICES • GOEWERMENTSKENNISGEWINGS | | | |
| **Co-operative Governance and Traditional Affairs, Department of / Samewerkende Regering en Tradisionele Sake, Departement van** | | | |
| 7367 | Local Government: Municipal Systems Act 32 of 2000: Municipal Staff Regulations Amendment Notice, 2026 ..... | 54504 | 3 |

# GOVERNMENT NOTICES • GOEWERMENTSKENNISGEWINGS

## DEPARTMENT OF CO-OPERATIVE GOVERNANCE AND TRADITIONAL AFFAIRS

**NO. 7367** **13 April 2026**

### LOCAL GOVERNMENT: MUNICIPAL SYSTEMS ACT 32 OF 2000
### MUNICIPAL STAFF REGULATIONS AMENDMENT NOTICE, 2026

1. Notice is hereby given that the draft Municipal Staff Regulations (draft Regulations) are hereby made available for public comment.
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2. The draft Regulations seeks to amend the Municipal Staff Regulations, 2021 to align the Municipal Staff Regulations, 2021 with the institutional requirements of the Metro Trading Services Reform Programme; introduce definitions of “functional unit” or “business unit” and “department” to clarify staff establishment within municipalities; enable metropolitan municipalities to establish integrated business units for trading services, with clear accountability for performance and financial outcomes; provide a targeted regulatory dispensation to allow flexibility in the span of control of the Municipal Manager where required to implement the reform; support the implementation of the Single Point of Management Accountability (SPoMA) model; strengthen administrative and professional accountability in the management of trading services; and promote the broader objective of professionalising local government administration in line with constitutional principles of public administration.

3. Electronic copies of the draft Regulations may be obtained from the CoGTA website www.cogta.gov.za or may be requested by/at:
Email: nakedim@cogta.gov.za or johnt@cogta.gov.za

4. Hard copies may be collected at: Directorate: Municipal Human Resources Systems
Department of Cooperative Governance
509 Pretorious Street
Pencardia 1 Building, 4th Floor`
Pretoria, Arcadia

5. All interested parties and organisations are invited to submit written comments on the draft Regulations by no later than 15 days after the publication date of this notice by-
   (a) Emailing comments to:
   nakedim@cogta.gov.za or johnt@cogta.gov.za
   (b) Posting comments to:
   Director-General
   Department of Cooperative Governance
   Attention: Municipal Human Resources Systems
   Private Bag X804
   Pretoria 0001

6. Kindly provide the name, address, telephone and email address of the person or organisation submitting the comments.

**GENERAL EXPLANATORY NOTE:**

[ ] Words in bold type in square brackets indicate omissions from existing enactments.

_____ Words underlined with a solid line indicate insertions in existing enactments.

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**SCHEDULE**

**Amendment of Regulation 1**

**1.** Regulation 1 of the Municipal Staff Regulations is amended by the inclusion of the following definition after "staff or staff member":

> **"department"** means a primary organisational division within a municipality's administration, comprising one or more functional units or business units, and headed by a manager directly accountable to the municipal manager as contemplated in section 56 of the Act;
> **"functional unit" or "business unit"** means a distinct organisational component within a municipality's administration, established in terms of section 51 of the Act, to perform a defined municipal function or service, with assigned powers, duties and resources, and operating under the direction and control of the municipal manager or a manager to whom such responsibility has been delegated;
> "**Strategic National Project that impacts local government"** means a programme or initiative initiated, designated, or approved by a national organ of state to advance national priorities, the implementation or outcomes of which require the involvement of one or more municipalities or have a direct and material effect on municipal functions, service delivery responsibilities, infrastructure, systems, governance, or institutional capacity;"

**Amendment of Regulation 5**

**2.** Regulation 5 of the Municipal Staff Regulations is amended by –

(a) the substitution of sub-regulation (3) of the following sub-regulations:

> "**[(3)]** (3A) Unless specified, personal security of POBs is subject to a threat and risk analysis conducted by the South African Police Service."

(c) the substitution of sub-regulation (4) of the following sub-regulation:

"(4) A municipality may deviate from the provisions of Regulation 5 in the event that the Minister responsible for local government, recognise a strategic national programme that impacts on local government."

**3. Short Title and Commencement**

This amendment shall be called the Municipal Staff Regulations Amendment, 2026, and shall come into operation on a date to be determined by the Minister through publication in the Gazette.

**LOCAL GOVERNMENT: MUNICIPAL SYSTEMS ACT, 2000 (ACT NO 32 OF 2000): RECOGNITION OF A STRATEGIC NATIONAL PROGRAM THAT IMPACTS LOCAL GOVERNMENT**

I, Mr Velenkosini Hlabisa, Minister of Cooperative Governance and Traditional Affairs, in terms of Regulation 5(4) of the Municipal Staff Regulations, 2021 issued in terms of the Local Government: Municipal Systems Act, 2000 (Act No. 32 of 2000), hereby recognise the following strategic national program that impacts on local government:

(1) Municipal Trading Services Reform Programme.

Given under my Hand at Pretoria, this **th day of ** 2026.

**VELENKOSINI HLABISA**
**Minister of Cooperative Governance and Traditional Affairs**
**Date:**

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