

THE ROLE OF HUMAN RESOURCES IN ENSURING A SUSTAINABLE AND CARING CITY

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STRATEGIC EXECUTIVE: HUMAN RESOURCES

MISSION

- To enhance the quality of lives of all our people by delivering efficient and effective municipal services.
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Vision

- To be a sustainable and caring City by 2027

Values

- Integrity
- Caring
- Equity



HOW DO WE FIT IN AS HR

- Main focus area is to ensure that our HR strategy is aligned to the business strategy in order to create value.
- To ensure that the organization has the capacity and capabilities to deliver on its promise
- To ensure that employees aspirations and expectations are met
- Monitor performance

ENVIRONMENTAL SCANNING

- SWOT

Strengths <ul style="list-style-type: none">• Strong skilled workforce• Experts in water reticulation services• Experienced engineers• World class emergency services• World class City Police• Excellent infrastructures such as roads	Weaknesses <ul style="list-style-type: none">• Limited financial resources• Land scarcity
Opportunities <ul style="list-style-type: none">• Technology capabilities• Smart City Opportunity• Green hydrogen development• Discovery of Oil	Threats <ul style="list-style-type: none">• Growing Population• Demand for services• High unemployment opportunities

HR GOAL: TO BE AN EMPLOYER OF CHOICE

- Strategy focus I. Drive Productivity, efficiency and Innovation by leveraging on Technology

Automate the recruitment system and leverage on social media capabilities	Reduce the recruitment turnaround time to 30 days Improve the recruitment success rate to 95%
Automate the Health and safety compliance and monitoring	Zero tolerance to none compliance to health and safety standard
Automate our performance Management system	Increase accuracy of performance measurement to at least 95% Reduce subjectivity to 0

STRATEGIC FOCUS 2. DEVELOP A WORKFORCE PLANNING

Determine the number of people that will retire in the next 3 years	<ul style="list-style-type: none">• Determine the future recruitment needs
Determine the new structural requirement	<ul style="list-style-type: none">• How many new Positions will be needed
Requirement as a result of new technology	<ul style="list-style-type: none">• Upskilling needed• Training and development

STRATEGIC FOCUS 3: LEADERSHIP DEVELOPMENT

- We need leaders that can articulate the vision
- Continuous engagement with all stakeholders
- Succession Planning to ensure continuity

FOCUS AREA: 4: COMMUNICATION

- To ensure that everyone understand their role and how they fit in.
- Communicate the vision
- Communicate the employee value proposition
- Continuous monitoring and evaluation

Thank you