

ANNEXURE A

RISK MANAGEMENT STRATEGY

1. INTRODUCTION

The adoption of the Municipal Finance Management Act of 2003 and the Treasury Regulations issued in terms of the Act infused the Municipal service with a Municipality culture, which must add to its emphasis on external sanctions and include stronger internal controls with anticipatory management systems to assess the abuse of power, which is the central principle of risk management. This is why risk management is central to managing the Municipality as a whole, and why risk management is integral to planning, organising, directing and coordinating systems aimed at achieving Municipality's goals and objectives.

A major challenge for any Municipality is to develop and implement strategies to deliver on mandates and policies decided on by the Council.

One of the most important mandates is the development and implementation of an integrated risk management strategy whose major objective is to encourage best practice within an evolving government service delivery strategy, while minimising the risks and ensuring that Municipality meets its objectives.

2. THE NEED

The need to manage risk systematically applies to all components and to all functions and activities within Thulamela Municipality.

2.1 An effective risk management strategy helps the Municipality to meet its objectives by ensuring that everyone has a clear understanding of:

2.1.1 The objectives of the Municipality.

2.1.2 Factors that could impact on the Municipality's ability to meet those objectives

2.1.3 The actions necessary to ensure objectives are met.

2.2 An effective Risk Management Strategy can:

2.2.1 Improve accountability by ensuring that risks are explicitly stated and understood by all parties, that the management of risks is monitored and reported on, and that action is taken based on the results.

2.2.2 Focus on planning to deal with factors that may impact on the objectives of the Municipality and provide an early warning signal,

2.2.3 Ensure opportunities are not missed and surprise costs don't arise.

3. OBJECTIVES

The objectives of Risk Management Strategy are as follows:

- 3.1 To provide and maintain a working environment where everyone is following sound risk management practices and is held accountable for achieving results;
- 3.2 To provide municipality with the Public Sector Risk Management Framework which the employees will utilise to implement risk management;
- 3.3 To provide the facilities and create a conducive working environment in ensuring that everyone has the capacity and resources to carry out his or her risk management responsibilities;
- 3.4 To ensure that risk management activities are fully integrated into the planning, monitoring and reporting processes and into the daily management of program activities.

4. DEFINITIONS

Risks:

Any threat or event that has a reasonable chance of occurrence in the future, which could undermine the institutions pursuit of its goals and objectives. Risk Manifest as negative impacts on goals and objectives or as missed opportunities to enhance institutional performance. Stakeholders expect Municipality to anticipate and manage risks in order to eliminate waste and inefficiency, reduce shocks and crises and to continuously improve capacity for delivering on their institutional mandates.

Risk Management:

Risk management is a continuous, proactive and systematic process, effected by a Municipality's Council, accounting officer, management and other personnel, applied in strategic planning and across the Municipality, designed to identify potential events that may affect the Municipality, and manage risks to be within its risk tolerance, to provide reasonable assurance regarding the achievement of Municipality objectives.

Enterprise Risk Management:

Enterprise risk management (ERM) is the application of risk management throughout the Municipality rather than only in selected business areas or disciplines.

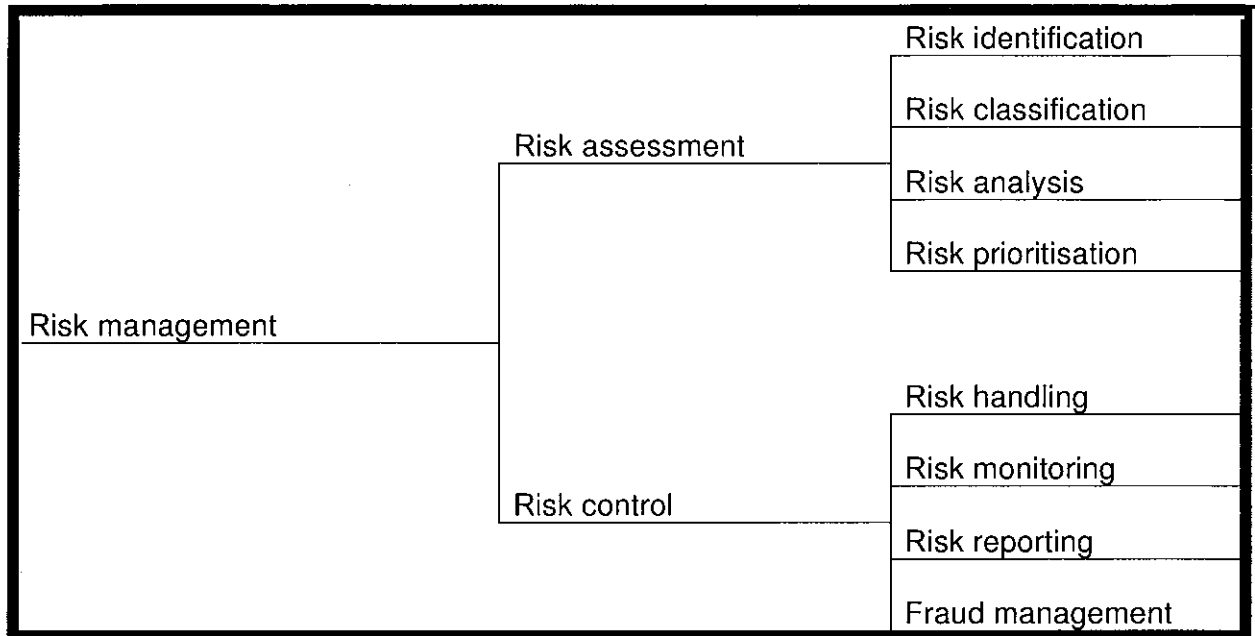
Risk Analysis:

The process that involves identifying the most probable threats to the Municipality and analysing the related vulnerability of the Municipality to the threats. This includes risk assessment, risk characteristics, risk communication, risk management, and policy relating to risk.

Risk Assessment:	The process concerned with determining the magnitude of risk exposure by assessing the likelihood of the risk materialising and the impact that it would have on the achievement of objectives.
Risk Identification:	The process concerned with identifying events that produce risks that threaten the achievement of objectives.
Inherent Risks:	A risk that is intrinsic (a risk which it is impossible to manage) to Municipality activity and arises from exposure and uncertainty from potential events. It is evaluated by considering the degree of probability and potential size of an adverse impact on strategic objectives and other activities.
Residual Risk:	The risk remaining after management took action to reduce the impact and likelihood of an adverse.
Strategic Risks:	Any potential obstacles that may impact on the ability of the Municipality to achieve its strategic objectives.
Risk Response:	The process concerned with determining how the Municipality will mitigate the risks it is confronted with, through consideration of alternatives such as risk avoidance, reduction, risk sharing or acceptance.
Monitor:	The process of monitoring and assessing the presence and functioning of the various components overtime.
Risk Owners:	The Risk Owner is a person who supports the risk management process in a specific allocated component and ensures that the risk is managed and monitored over time.
Council:	Local government of a municipality.

5. RISK MANAGEMENT FRAMEWORK

The risk management framework of the Municipality will be depicted as follows:



5.1 Risk Identification

Using a business process approach, risks are identified in the Municipality. A business process approach involves identifying all the components or processes within a Municipality. Risks will be identified on component level by having structured interviews and / or workshops with key process staff.

The following definition of a risk will be used by the Municipality:

- ***Any event or action that hinders a process's achievement of its component (explicit and implicit) objectives.***

Below is a common language used during Risk Identification (but not limited to):

- ✓ Lack of
- ✓ Insufficient
- ✓ Inappropriate
- ✓ Failure to
- ✓ Ineffective
- ✓ Inefficient
- ✓ Incorrect
- ✓ Inaccurate
- ✓ Incompetent
- ✓ Non-compliance
- ✓ Excessive
- ✓ Increase

- ✓ Over/Under
- ✓ Irrelevant
- ✓ Non-alignment
- ✓ Lost Opportunity
- ✓ Shortage of
- ✓ Changes to
- ✓ Intolerable

A risk has two attributes that must be articulated as following:

- A cause (i.e. any event or action)
- An effect (i.e. impact on achievement of business objectives)

The three constituent elements of risk are:

- Inherent risk
- Control risk
- Detection risk

Every Municipality is subject to its own inherent and control risks and these risks should be catalogued for use in risk assessment.

The Municipality have its own, unique inherent risks associated with its operations and management style. The risks are countered by installing controls. Since there is no way to reduce risk to zero, there will be some risk even after the best controls are installed (control risk). That degree of risk is control risk. A more detailed discussion of inherent risk, control risk and detection risk follows:

5.1.1 Inherent risk

Inherent risk is defined as the "risk that is intrinsic (a risk which it is impossible to manage) to Municipality activity and arises from exposure and uncertainty from potential events. It is evaluated by considering the degree of probability and potential size of an adverse impact on strategic objectives and other activities." With the background of the Municipality's broad outlook on risk, inherent risk also relates to the intrinsic susceptibility of operational and administrative activities to errors and/or fraud that could lead to the loss of Municipality resources or the non- achievement of Municipality objectives.

The importance of inherent risk evaluation is that it is an indicator of potential high-risk areas of the Municipality's operations that would require particular emphasis and it is also an essential part of the combined risk assessment for each process. The identification of all risks pertaining to a process is also the starting point of the risk assessment exercise.

Aspects that bear consideration when assessing the inherent risk are grouped into three categories, namely:

- The operational risk
- The management environment
- The accounting environment

Factors that could influence inherent risk under the three categories are:

- Operational risk
- Management environment
- Control risk
- Detection risk

5.1.2 Operational risk

Some programmes / mega processes may have more inherent risk attached to it. Some objectives, outputs and outcomes may have higher priority than others. The objective's outputs and outcomes as well as the programme operations may also be subject to variable factors outside the Municipality's control that may make it more difficult to achieve the programme objectives. These variables outside the Municipality's control increase the overall risk profile of the programme / mega process and therefore also the inherent risk.

5.1.3 The management environment

The integrity of management and staff.

The potential for internal control override, and deception, is always present. An assessment of management and staff's integrity is difficult. If there were past incidences of fraud or theft within a programme or sub process where personnel were involved and these personnel are still working there the possibility of a lack in integrity would be obvious. A wide range of reasons might tempt management to manipulate accounting records or misstate financial information.

5.1.4 Control Risk

Control risk is defined as "the risk that an error which could occur and which, individually or when aggregated with other errors, could be material to the achievement of Municipality's objectives, will not be prevented or detected on a timely basis by the internal controls." That is, a risk that the Municipality's controls (processes, procedures, etc) are insufficient to mitigate or detect errors or fraudulent activities.

Control risk arises simply because the accounting system lacks built-in internal controls to prevent inaccurate, incomplete and invalid transaction recording, or due to the intrinsic limitations of internal controls. These limitations are due to factors such as:

- The potential for management to override controls,
- Collusion circumventing the effectiveness of the segregation of duties;
- Human aspects such as misunderstanding of instructions, mistake make in judgment, carelessness, distraction or fatigue.

Control risk also arises when certain risks are simply not mitigated by any control activities.

5.1.5 Detection risk

Detection risk is defined as “the risk that management’s procedures will fail to detect error which, individually or when aggregated with other errors, could be material to the financial information as a whole.” This would also include errors that could be material to the Municipality as a whole.

5.2 Risk classification

In order to integrate risk management into other management processes, the terminology should be easily understandable by program managers. By developing a common Municipality risk language, program managers can talk with individuals in terms that everybody understands.

An important step in developing a common Municipality risk language is to classify risks identified in various categories.

The categories to be used by the Municipality are as follows:

Risk type	Risk category	Description
Internal	Human resources	Risks that relate to human resources of a municipality. These risks can have an effect on municipality's human capital with regard to: • Integrity and honesty; • Recruitment; • Skills and competence; • Employee wellness; • Employee relations; • Retention; and • Occupational health and safety.
	Knowledge and Information management	Risks relating to municipality's management of knowledge and information. In identifying the risks consider the following aspects related to knowledge management: • Availability of information; • Stability of the information; • Integrity of information data; • Relevance of the information; • Retention; and • Safeguarding.
	Litigation	Risks that the municipality might suffer losses due to litigation and lawsuits against it. Losses from litigation can possibly emanate from: • Claims by employees, the public, service providers and other third party • Failure by municipality to exercise certain right that are to its advantage
	Loss \ theft of assets	Risks that municipality might suffer losses due to either theft or loss of an asset of the municipality.
	Material resources	Risks relating to a municipality's material resources. Possible aspects to consider include:

	(procurement risk)	• Availability of material; • Costs and means of acquiring \ procuring resources; and • The wastage of material resources
	Service delivery	Every municipality exists to provide value for its stakeholders. The risk will arise if the appropriate quality of service is not delivered to the citizens.
	Information Technology	The risks relating specifically to the municipality's IT objectives, infrastructure requirement, etc. Possible considerations could include the following when identifying applicable risks: • Security concerns; • Technology availability (uptime); • Applicability of IT infrastructure; • Integration / interface of the systems; • Effectiveness of technology; and • Obsolescence of technology.
	Third party performance	Risks related to municipality's dependence on the performance of a third party. Risk in this regard could be that there is the likelihood that a service provider might not perform according to the service level agreement entered into with municipality. Non-performance could include: • Outright failure to perform; • Not rendering the required service in time; • Not rendering the correct service; and • Inadequate / poor quality of performance.
	Health & Safety	Risks from occupational health and safety issues e.g. injury on duty; outbreak of disease within the municipality.
	Disaster recovery business continuity	Risks related to municipality's preparedness or absence thereto to disasters that could impact the normal functioning of the municipality e.g. natural disasters, act of terrorism etc. This would lead to the disruption of processes and service delivery and could include the possible disruption of operations at the onset of a crisis to the resumption of critical activities. Factors to consider include: • Disaster management procedures; and • Contingency planning.
	Compliance \ Regulatory	Risks related to the compliance requirements that municipality has to meet. Aspects to consider in this regard are: • Failure to monitor or enforce compliance • Monitoring and enforcement mechanisms; • Consequences of non-compliance; and • Fines and penalties paid.
	Fraud and corruption	These risks relate to illegal or improper acts by employees resulting in a loss of the municipality's assets or resources.

	Financial	Risks encompassing the entire scope of general financial management. Potential factors to consider include: • Cash flow adequacy and management thereof; • Financial losses; • Wasteful expenditure; • Budget allocations; • Financial statement integrity; • Revenue collection; and • Increasing operational expenditure.
	Cultural	Risks relating to municipality's overall culture and control environment. The various factors related to organisational culture include: • Communication channels and the effectiveness; • Cultural integration; • Entrenchment of ethics and values; • Goal alignment; and • Management style or Governance.
	Reputation	Factors that could result in the tarnishing of municipality's reputation, public perception and image.
External	Risk category	Description
	Economic Environment	Risks related to the municipality's economic environment. Factors to consider include: • Inflation; • Foreign exchange fluctuations; and • Interest rates.
	Political environment	Risks emanating from political factors and decisions that have an impact on the municipality's mandate and operations. Possible factors to consider include: • Political unrest; • Local, Provincial and National elections; and • Changes in office bearers.
	Social environment	Risks related to the municipality's social environment. Possible factors to consider include: • Unemployment; and • Migration of workers.
	Natural environment	Risks relating to the municipality's natural environment and its impact on normal operations. Consider factors such as: • Depletion of natural resources; • Environmental degradation; • Spillage; and

		• Pollution.
	Technological Environment	Risks emanating from the effects of advancements and changes in technology.
	Legislative environment	Risks related to the municipality's legislative environment e.g. changes in legislation, conflicting legislation.

5.3 Municipality Risk Appetite and Tolerance Level

5.3.1 Risk Appetite

Risk appetite is the amount of risk, on a broad level, the municipality is willing to accept in pursuit of value. It reflects the institution's risk management philosophy, and in turn influences the institution's culture and operating style. In practice some institutions consider risk appetite **qualitatively** (it provides focus and focus provides improvement), with such categories as high, medium, or low, while others take a **quantitative** (is the key to making better municipality decisions) approach, reflecting and balancing goals for growth, return, and risk.

Improved risk quantification supplements the traditional focus on common ERM benefits such as:

- Improved controls;
- Better communication and;
- Common risk Language.

Risk appetite is directly related to municipality strategy and is considered at strategy setting, where the desired return from strategy should be aligned with the municipality appetite. Objectives must exist before management can identify potential events affecting their achievement. Enterprise risk management ensure that management has in place a process in setting objectives aligned with the selected strategy and in developing mechanisms to manage the related risks.

The Importance of defining Risk Appetite

- Promotes a shared view amongst Executive, Audit and Risk Management Committee;
- Allows for alignment of risk appetite and strategy which is essential for creating an integrated risk management framework;
- Should improve consistency in decision making;
- Risk management maintains that a defined number of failures can be tolerated if the costs of guarding against them is more expensive than the risks they impose;

- Serves as a key input into strategic planning processes on two levels:
 - Evaluating strategic alternatives;
 - Setting objectives and developing mechanisms to manage the related Risks;
- Assists management more efficiently allocate and manage resources;
- Provides a framework risk-taking boundaries as well as a benchmark for acceptable level of risk.

Management considers its risk appetite as it aligns its municipality, people and processes, and designs infrastructure necessary to effectively respond to and monitor risks.

5.3.2 Risk Tolerance

Risk tolerances are the acceptable levels of variation relative to the achievement of objectives. Risk tolerances can be measured, and often are best measured in the same units as the related objectives. Performance measures are aligned to help ensure that actual results will be within the acceptable risk tolerances.

In setting Risk tolerances, management has considered the relative importance of the related objectives and aligns risk tolerances with risk appetite. Operating within risk tolerances provides management greater assurance that the municipality remains within its risk appetite and, in turn, provides a higher degree of comfort that the municipality will achieve its objectives.

Rationale on which the municipality needs to determine the risk tolerance level

Since the Municipality has taken a stance towards implementation of risk management, it is quite imperative that management should have sufficient guidance on the levels of risks that are legitimate for them to take during execution of their duties.

By clearly articulating the risk tolerance level, it will among other things assist the Municipality in:

- Showing how different resource allocation strategies can add to or lessen the burden of risk;
- Enhancing decision making processes;
- Improved understanding of risk based audits;

Recommended model for the municipality risk tolerance level

The residual risks (*exposure arising from a specific risk after controls to minimize risk have been considered*) will be used to determine the risk tolerance level. The following risk tolerance level model is recommended with regard to all risks facing the municipality:

Risk priority	Risk acceptability	Proposed actions
Maximum risks	Unacceptable	• Drastic action plans needed to reduce the risk • Continuous monitoring
High risks	Unacceptable	• Action plans (avoid/transfer/Reduce) • Allocate resources • Contingency plans • Remedial actions • Accounting officer's attention required
Medium risks	Unacceptable	• Implement further actions to reduce likelihood of risk occurrence • Draw action plans to mitigate risks • Senior Management attention required • Monitor at least quarterly
Low risks, except those falling within financial and fraud categories	Acceptable	• No further risk reduction required • Continue control • Monitor at least annually
Minimum risk	Acceptable	• Monitor at least annually

5.4 Risk analysis / assessment

Risk analysis allows the Municipality to consider how potential risks might affect the achievement of objectives. Management assesses events from two perspectives: likelihood and impact. Likelihood represents the possibility that a given event will occur, while impact represents the effect should it occur.

The following tables reflect the rating criteria that will be used by the Municipality:

Risk rating:

Extreme	
Medium	
Low	

Risk mapping that municipality will use to plot risks:

LIKEHOOD	Almost Certain					
	Likely					
	Moderate					
	Unlikely					
	Rare					
		Insignificant	Minor	Moderate	Major	Catastrophic
		IMPACT				

Impact categories:

Per risk identified, the impacts are assessed for each of the following categories:

Financial resources	The impact of an event on the Municipality's financial stability and ability to maintain funding for the activities that is critical to its mission.
Material resources	The impact of an event on the material resources—such as assets and property—that a government uses in the activities that are critical to its mission.
Human resources	The impact of an event on the Municipality's workforce.
Service delivery	The impact of an event on the Municipality's ability to deliver services.
Municipal perception of Municipality	The impact of an event on the public's perception of the Municipality and on the degree of cooperation the Municipality is willing to give in conducting the activities that are critical to its mission.
Liability to third parties	The impact of an event on the Municipality's liability to third parties.
Environment	The impact of an event on the environment and people who use it.
Public	The impact of an event on the public

Impact criteria that will be used by municipality to rate risks:

Rating	Assessment	Definition
1	Insignificant	Negative outcomes or missed opportunities that are likely to have a negligible impact on the ability to meet objectives
2	Minor	Negative outcomes or missed opportunities that are likely to have a relatively low impact on the ability to meet objectives
3	Moderate	Negative outcomes or missed opportunities that are likely to have a relatively moderate impact on the ability to meet objectives
4	Major	Negative outcomes or missed opportunities that are likely to have a relatively substantial impact on the ability to meet objectives
5	Critical	Negative outcomes or missed opportunities that are of critical importance to the achievement of the objectives

Likelihood criteria that will be used by municipality to rate risks:

Rating	Assessment	Definition
1	Rare	The risk is conceivable but is only likely to occur in extreme circumstances
2	Unlikely	The risk occurs infrequently and is unlikely to occur within the next 3 years
3	Moderate	There is an above average chance that the risk will occur at least once in the next 3 years
4	Likely	The risk could easily occur, and is likely to occur at least once within the next 12 months
5	Almost certain	The risk is already occurring, or is likely to occur more than once within the next 12 months

Inherent risk exposure (impact x likelihood) and refer to risk mapping above:

Risk rating	Inherent risk magnitude	Response
21 - 25	Maximum	Unacceptable level of risk – Maximum level of control intervention required to achieve an acceptable level of residual risk
16 - 20	High	Unacceptable level of risk – High level of control intervention required to achieve an acceptable level of residual risk
11– 15	Medium	Unacceptable level of risk, except under unique circumstances or conditions – Moderate level of control intervention required to achieve an acceptable level of residual risk
6 - 10	Low	Mostly acceptable – Low level of control intervention required, if any.
1 - 5	Minimum	Mostly acceptable – minimum level of control

Residual risk exposure (impact x likelihood) and refer to risk mapping above:

Risk rating	Residual risk magnitude	Response
21 - 25	Maximum	Unacceptable level of risk –Maximum level of control intervention required to achieve an acceptable level of tolerance risk
16 - 20	High	Unacceptable level of residual risk – Implies that the controls are either fundamentally inadequate (poor design) or ineffective (poor implementation). Controls require substantial redesign, or a greater emphasis on proper implementation.
11 – 15	Medium	Unacceptable level of residual risk – Implies that the controls are either inadequate (poor design) or ineffective (poor implementation). Controls require some redesign, or a more emphasis on proper implementation.
6 – 10	Low	Mostly acceptable level of residual risk – Requires minimal control improvements.
1 - 5	Minimum	Mostly acceptable level need no control

The qualitative criteria that will be used by municipality to assess likelihood are:

- Geographical dispersion of operations;
- Complexity of activities – management judgments;
- Pressure to meet objectives;
- Frequency of losses;
- Competency, adequacy and integrity of personnel;
- Vague objectives/mandates;

- Time constraints;
- Potential of conflict of interest; and
- Susceptibility of the asset to misappropriation.

5.5 Risk prioritisation

Within the risk management framework, risk prioritisation provides the link between risk assessment and risk control. Risks assessed as key risks will be introduced and managed within the control major-process.

Depending on the results of the risk analysis performed, risks will be prioritised for the Municipality and per component.

The prioritised risks will inform both the scope of both the audit committee and the risk management committee. Both these support structures will primarily focus on the risks assessed as high, medium and low successively.

5.6 Risk handling / Mitigation Strategy / Risk Treatment

The Municipality will use the following four strategies or risk response in dealing with risks:

5.6.1 Risk Avoidance

Risk avoidance involves eliminating the risk-producing activity entirely (or never beginning it). Although avoidance is highly effective, it is often impractical or undesirable, either because the Municipality is legally required to engage in the activity or because the activity is so beneficial to the community that it cannot be discontinued.

5.6.2 Risk Reduction and Control

Risk reduction strategies reduce the frequency or severity of the losses resulting from a risk, usually by changing operations in order to reduce the likelihood of a loss, reduce the resulting damages, or both. An example of a risk reduction strategy is the preparation, before a loss occurs, of contingency plans to expedite recovery from the loss.

The Municipality will implement corrective action to manage risks identified while still performing the activity from the Municipality, e.g. after a loss has occurred, risk control strategies keep the resulting damages to a minimum.

5.6.3 Transfer

Risk transfer strategies turn over the responsibility of performing a risky activity to another party, such as an independent contractor, and assign responsibility for any losses to that contractor. (When used as a risk financing method, such strategies transfer the liability for losses to another party),

The Municipality or component is responsible for choosing a suitable strategy for dealing with a key risk. The implementation and eventual operation of this strategy is the responsibility of program managers and must be within above risk response strategies.

5.6.4 Tolerate

The municipality may decide to accept the level risk inherent to an event and continue to pursue its objectives. This may occur if or when the management team believes that the costs of responding to the risk do not create or protect sufficient value to justify additional effort.

5.7 Risk monitoring

The Risk Management Committee must monitor the handling of key risks by programme managers as in line with the charter. Key performance indicators must therefore be developed by the committee to facilitate the monitoring of each key risk.

5.8 Risk reporting

The risk management committee will report to the Accounting Officer as depicted in the risk management policy.

5.9 Fraud management

The Chief Risk Officer will develop Fraud Prevention Strategy which will be reviewed by the risk management committee annually.

Council will approve the fraud prevention strategy of the Municipality.

The strategy should be submitted for review and recommendation to the Risk Management Committee and approval by the Council.

6. ESTABLISHMENT OF RISK MANAGEMENT COMMITTEE

The Municipality has established a Risk Management Committee. The chairperson of the committee must be appointed in writing by the Accounting Officer. The Risk Management Committee will also attend to all fraud and corruption matters.

7. RESPONSIBILITIES & FUNCTIONS OF THE RISK MANAGEMENT COMMITTEE

Risk Management Committee Charter serves as a reference for explanation of detailed functions and responsibility of Risk Management Committee.

8. RESPONSIBILITIES OF COUNCIL

Council is accountable to the communities in terms of the achievement of the goals and objectives of the municipality. As risk management is an important tool to support the achievement of this goal, it is important that the Council should provide leadership to governance and risk management.

8.1 High level responsibilities of Council in risk management include:

- 8.1.1 Providing oversight and direction to the Accounting Officer on risk management related strategy and policies;
- 8.1.2 Having knowledge of the extent to which the Accounting Officer and management has established effective risk management in their respective institutions;
- 8.1.3 Awareness of and concurring with the municipality's risk appetite and tolerance levels;
- 8.1.4 Reviewing the municipality's portfolio view of risks and considers it against the institution's risk tolerance;
- 8.1.5 Influencing how strategy and objectives are established, municipality activities are structured, and risks are identified, assessed and acted upon;
- 8.1.6 Requiring that management should have an established set of values by which every employee should abide by;
- 8.1.7 Insist on the achievement of objectives, effective performance management and value for money.

8.2 In addition Council should consider the following aspects below which if not considered could affect the institution's risk culture:

- 8.2.1 The design and functioning of control activities, information and communication systems, and monitoring activities;
- 8.2.2 The quality and frequency of reporting;
- 8.2.3 The way the municipality is managed including the type of risks accepted; and
- 8.2.4 The appropriateness of reporting lines.

8.3 In addition Council should:

- 8.3.1 Assign responsibility and authority;
Insist on accountability.

9. RESPONSIBILITIES OF ACCOUNTING OFFICER

The Accounting Officer shall be responsible for the following:

- 9.1 Setting the tone at the top by supporting Enterprise Risk Management and allocating resources towards Establishing the necessary structures and reporting lines within the institution to support Enterprise Risk Management(ERM);
- 9.2 Place the key risks at the forefront of the management agenda and devote attention to overseeing their effective management,
- 9.3 Approves the institution's risk appetite and risk tolerance,
- 9.4 Hold management accountable for designing, implementing, monitoring and integrating risk management principles into their day-to-day activities,
- 9.5 Leverage the Audit Committee, Internal Audit, Risk Management Committee and other appropriate structures for assurance on the effectiveness of risk management,
- 9.6 Provide all relevant stakeholders with the necessary assurance that key risks are properly identified, assessed, mitigated and monitored,
- 9.7 Provide appropriate leadership and guidance to senior management and structures responsible for various aspects of risk management.

10. RESPONSIBILITIES OF MANAGEMENT

The Senior Management is responsible for:

- 10.1 Integrating risk management into planning, monitoring and reporting processes, and the daily management of programs and activities,
- 10.2 Creating a culture where risk management is encouraged, practised, rewarded and risk management infrastructure is provided.
- 10.3 Aligns the functional and institutional risk management methodologies and processes,
- 10.4 Implements the directives of the Accounting Officer concerning risk management,
- 10.5 Maintains a harmonious working relationship with the CRO and supports the CRO in matters concerning the functions risk management.

11. RESPONSIBILITIES OF INTERNAL AUDIT

The role of internal audit is, but not limited, to provide assurance of the Municipality on the risk management process.

These include:

- 11.1 Provides assurance over the design and functioning of the control environment, information and communication systems and the monitoring systems around risk management,

- 11.2 Provides assurance over the Municipality 's risk identification and assessment processes,
- 11.3 Utilises the results of the risk assessment to develop long term and current year internal audit plans,
- 11.4 Provides independent assurance as to whether the risk management strategy, risk management implementation plan and fraud prevention plan have been effectively implemented within the institution.

12. RESPONSIBILITIES OF THE CHIEF RISK OFFICER

- 12.1 Develop risk management implementation plan of the Municipality,
- 12.2 Works with senior management to develop the overall enterprise risk management policy as well as strategy which include risk appetite and tolerance levels for approval by the Accounting Officer,
- 12.3 Communicates the risk management policy, strategy, and implementation plan to all stakeholders in the municipality by placing these documents on the municipal website,
- 12.4 Continuously driving the risk management process towards best practice,
- 12.5 Implementing a common risk assessment methodology that is aligned with the institution's objectives at strategic, tactical and operational levels for approval by the Accounting Officer.
- 12.6 Coordinating risk assessments within the Municipality/ component / sub-component as outlined in the policy,
- 12.7 Sensitising management timeously of the need to perform risk assessments for all major changes, capital expenditure, projects, Municipality's restructuring and similar events, and assist to ensure that the attendant processes, particularly reporting, are completed efficiently and timeously.
- 12.8 Assisting management in developing and implementing risk responses for each identified material risk,
- 12.9 Participating in the development of the combined assurance plan for the institution, together with internal audit and management,
- 12.10 Ensuring effective information systems exist to facilitate overall risk management improvement within the institution,
- 12.11 Collates and consolidates the results of the various assessments within the institution,
- 12.12 Analyse the results of the assessment process to identify trends, within the risk and control profile, and develop the necessary high level control interventions to manage these trends,

- 12.13 Compiles the necessary reports to the Risk Management Committee,
- 12.14 Providing input into the development and subsequent review of the fraud prevention strategy, business continuity plans occupational health, safety and environmental policies and practices and disaster management plans,
- 12.15 Report administratively to Accounting Officer and functionally to Risk Management Committee.

13. ROLE OF THE STRATEGIC PLANNING COMPONENT MANAGER

The adoption of the MFMA of 2003 and the Treasury Guidelines, issued in terms of the Act pushed the need for intelligent decisions on resource allocation down through the administrative chain to the point at which services are delivered.

This forced managers at every level to focus on the Governments objectives, to manage the risks and become more responsive to the requirements of the recipients of their services.

Within the context of the Risk Management Strategies of the office, Strategic Planning Component Manager will be responsible for:

- 13.1 Familiarity with the overall enterprise risk management vision, risk management strategy, fraud risk management policy and risk management policy,
- 13.2 Acting within the tolerance levels set by the component,
- 13.3 Maintaining the functioning of the control environment, information, and communication as well as the monitoring systems within their delegated responsibility,
- 13.4 Participation in risk identification and risk assessment strategic risks,
- 13.5 Implementation of risk responses to address the identified risks,
- 13.6 Reporting any risks to chief risk officer on a periodic and timely basis, and taking action to take advantage of, reduce, mitigate and adjusting plans as appropriate.
- 13.7 Incorporating risk managing into project management planning process.

14. ROLE OF ALL OFFICIALS

Each official will be responsible for:

- 14.1 Identifying and controlling risks appropriate to his/her position.
- 14.2 Reporting any risks to his/her immediate supervisor on a timely basis.

- 14.3 Ensuring that proper and sound system of internal controls is appropriately maintained to ensure that all risks identified are alleviated to tolerable levels through risk mitigation / treatment plan approved by Accounting Officer.

15. ROLE OF RESPONSIBILITY MANAGERS OR RISK OWNERS

Risks should be identified at a level where a specific impact can be identified and a specific action or actions to address the risk can be identified. All risks, once identified, should be assigned to an owner who has responsibility for ensuring that the risk is managed and monitored over time.

A risk owner, in line with their accountability for managing the risk, should have sufficient authority to ensure that the risk is effectively managed. The risk owner need not be the person who actually takes the action to address the risk. Risk owners should however ensure that the risk is escalated where necessary to the appropriate level of management.

It is the responsibility of the Risk Owner to:

- 15.1 Ensure that divisions are effectively implementing the Risk Management Strategy,
- 15.2 Identify and report fraudulent activities within their Unit,
- 15.3 Conduct preliminary inquiry on any alleged incident that is on conflict with the Code of Conduct for the Municipal officials and draft a report for the investigators,
- 15.4 Provide support on investigations by facilitating the obtaining of information in any form [electronic, documentary, etc] by investigators, in line with the applicable regulations,
- 15.5 Be a point of entry for investigators and risk management officials within their respective units.

16. DISCLOSURE

In order for risk management to work, it must be embedded into everyday activities of the Municipality. It should be integrated into the reporting process. Risk should be part of every decision that is made, every objective that is set and every process that is designed. Risk management will be integrated into the reporting process of managers in strategic planning meetings of the Municipality that are held on a quarterly basis.

- 16.1 Every Senior Manager shall, on a monthly basis and during the strategic planning meetings of the Municipality, disclose and confirm that:
- he /she is accountable for the process of risk management and the systems of internal control which are regularly reviewed for effectiveness, and in establishing appropriate risk and control policies and communicating this throughout the office.
 - There is an on-going process for identifying, evaluating and managing the significant risks faced by the component concerned.

- There is an adequate and effective system of internal control in place to mitigate the significant risks faced by the component concerned to an acceptable level.
- There is a documented and tested process in place which will allow the component to continue its critical business process in the event of disastrous incident impacting on its activities. This is commonly known as business continuity plan and should cater for worst-case scenario.
- That the component complies with the process in place, established to review the system of internal control for effectiveness and efficiency.

16.2 Where the Accounting Officer cannot make any of the disclosures set out above he or she should state this fact and provide a suitable explanation.

17. INTEGRATING RISK MANAGEMENT PLANNING PROCESS

The developed risk management planning process includes a sequence of activities that will occur every year. The risk management planning process is a limited but focused set of strategic objectives that inform the risk management planning process. The planning process links risk management with the day-to-day activities of Units within Municipality.

The planning process is outlined, in detail, in Risk Management Implementation Plan 2023/24.

18. CONCLUSION

Risk Management is a powerful management tool to deal with uncertainties in the environment, and to establish pre-emptive mechanism to enhance service delivery, while narrowing the scope of corruption, misconduct, and unethical professional behaviour.

It is also an effective decision-making tool, to assist management to take the correct decisions in an uncertain environment. The development of a culture of risk management and specific procedures for implementation will assist Municipal servants to focus on risk analysis and response. This will improve the quality of strategic plans, which will assume both predictive and preventative dimensions.

To this end, the Municipality takes full responsibility to ensure that implementation of risk management takes place in all components.

19. STRATEGY REVIEW

The Risk Management Committee will annually review the strategy to ensure that it remains relevant with the Committee's purpose, authority, objectives, and responsibilities. All changes or amendments to the plan will be discussed and approved by the Accounting Officer.

Annexure B

APPROVED THE ORGANIZATIONAL STRUCTURE: 2025/26

Approved Organisational Structure

Thulamela Local Municipality

2025/2026 Financial year

THULAMELA LOCAL MUNICIPALITY COUNCIL	
OFFICE OF THE MUNICIPAL MANAGER PURPOSE: To manage development and planning, technical services, community services, budget and treasury and corporate services. Functions: 1. Manage internal audit. 2. Manage legal services. 3. Manage risk and security services. 4. Manage planning and development. 5. Manage technical services. 6. Manage community services. 7. Manage budget and treasury. 8. Manage corporate services. 9. Manage PMS services.	OFFICE OF THE MAYOR PURPOSE: To manage office of the Mayor and coordinate special programmes. Functions: 1. Plan, coordinate and manage activities in the office of the Mayor. 2. Provide transportation and to the Mayor.
1 Municipal Manager 1 Secretary (P6) SEE PAGE 2	1 Manager of the Mayor (PT1) 1 Personal Assistant (P4) 1 Secretary (P6) 1 Chauffeur (P8)
OFFICE OF THE SPEAKER PURPOSE: To manage office of the Speaker and coordinate Public participation programmes. Functions: 1. Provide Amministrative work to the office of the speaker 2. Manage Public Participation 3. Provide transportations to the Speaker	OFFICE OF THE CHIEF WHIP PURPOSE: To Provide Administration to the office of the Chief Whip Functions: 1. Provide Administrative work to the Chief Whip
1 Manager (P3) 1 Senior Admin Officer (P6) 1 Secretary (P6) 1 Public Participation Officer (P8) 1 Ward Committee Coordinator (P8) 1 Chairman (P8)	1 Administrative Clerk (P8)
COUNCIL SUPPORT SERVICES PURPOSE: To provide administration and council support Function: 1. Render administration services 2. Render secretarial services to council and committees	
1 Deputy Manager (P4) 3 Council support clerk (P8)	

OFFICE OF THE MUNICIPAL MANAGER PURPOSE: To manage development and planning, technical services, community services, budget and treasury and corporate services. Functions: 1. Manage internal audit. 2. Manage legal services. 3. Manage risk and security services. 4. Manage planning and development. 5. Manage technical services. 6. Manage community services. 7. Manage budget and treasury. 8. Manage corporate services. 9. Manage PMS services. 1 Municipal Manager 1 Secretary (P6)		DIVISION: INTERNAL AUDIT PURPOSE: To provide internal audit services. Functions: 1. Provide regularly audit. 2. Provide specialty audit. 1 Chief Audit Executive (P3) SEE PAGE 3		DIVISION: RISK AND SECURITY MANAGEMENT PURPOSE: To provide risk management services Functions: 1. Render risk management services 2. Coordinate fraud prevention activities. 3. Render security services. 1 Chief Risk Officer (P3) 1 Risk Officer (P5) SEE PAGE 4	
DIVISION: PROJECT MANAGEMENT UNIT PURPOSE: To provide project management and contract administration services. Functions: 1. Monitor and evaluate implementation of the IDP and SDBIP 2. Manage Municipal capital projects. 3. Manage Municipal M&G projects. 1 PMU Manager (P3) 3 PMU Engineer (P4) 1 Data Capturer (P10)		DEPARTMENT: PLANNING AND DEVELOPMENT Functions: 1. Render Spatial Planning and Land Use management. 2. Render development support services. 3. Render local economic development services. 4. Render organisational and individual performance management system. 5. Render integrated development services. 1 Senior Manager 1 Secretary (P6) SEE PAGE 5		DEPARTMENT: TECHNICAL SERVICES PURPOSE: To provide technical services Functions: 1. Construct and maintain gravel roads infrastructure. 2. Construct and maintain surface roads infrastructure. 3. Provide mechanical services. 4. Coordinate housing programs and electrification projects. 5. Provide project management and contract administration services. 1 Senior Manager 1 Secretary (P6) SEE PAGE 6	
DEPARTMENT: COMMUNITY SERVICES PURPOSE: To provide community services Functions: 1. Manage and monitor environmental and waste management services. 2. Manage and monitor Parks, Cemetery, sport and recreational services. 4. Manage registration and licensing services. 5. Provide Law enforcement services. 6. Provide special programmes services. 1 Senior Manager 1 Secretary (P6) SEE PAGE 7		DEPARTMENT: BUDGET AND TREASURY PURPOSE: To manage budget and treasury Functions: 1. Manage budget and financial management 2. Manage revenue 3. Manage expenditure 4. Manage assets. 5. Manage supply chain. 1 Chief Financial Officer 1 Secretary (P6) SEE PAGE 8		DEPARTMENT: CORPORATE SERVICES PURPOSE: To provide corporate services Functions: 1. Provide human resource services 2. Provide communications services 3. Provide records, auxiliary and transport services 4. Provide ICT services. 5. Provide council support services 1 Senior Manager 1 Secretary (P6) SEE PAGE 9	

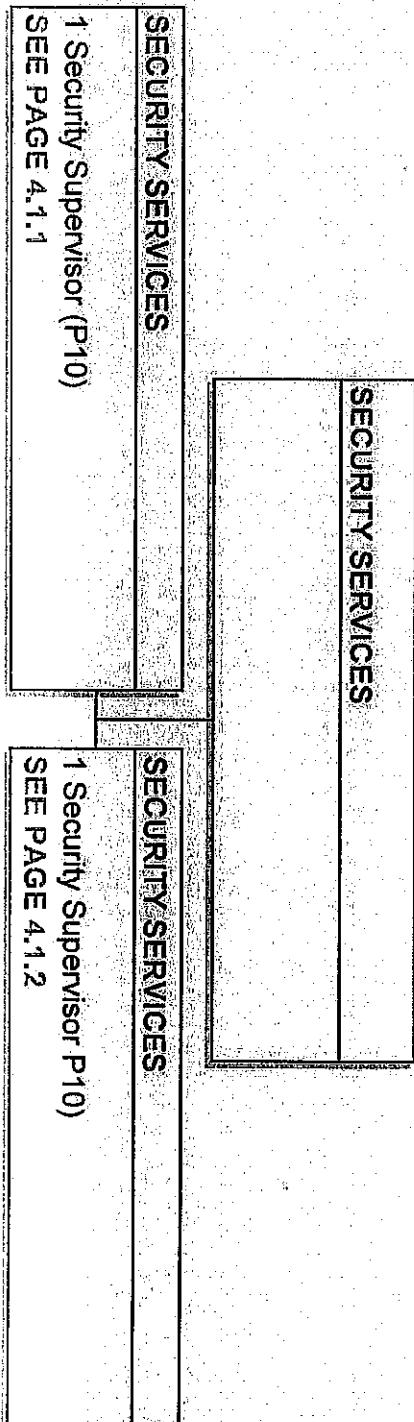
DIVISION: INTERNAL AUDIT
PURPOSE: To provide internal audit services
Functions: 1. Provide regularity audit. 2. Provide speciality audit.
1 Chief Audit Executive (P3)

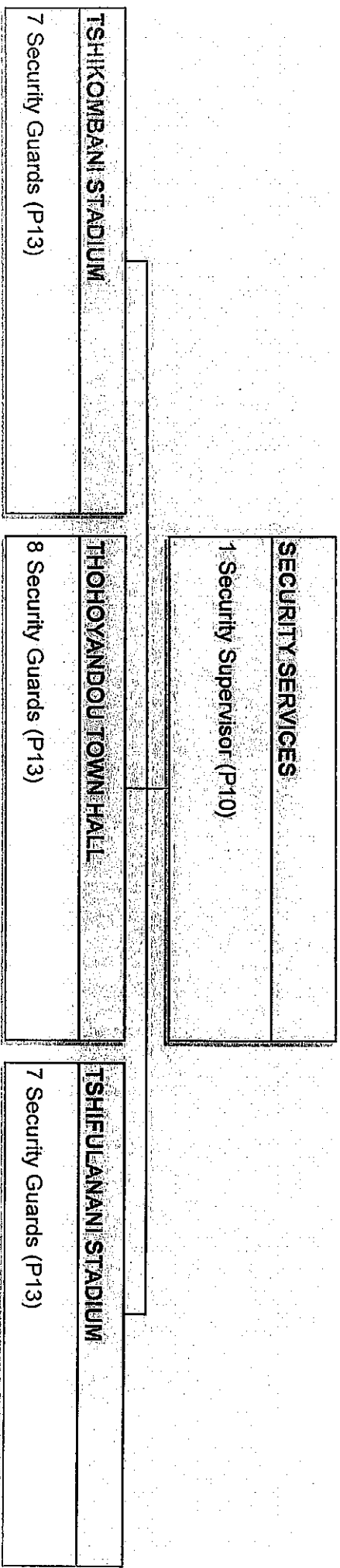
SECTION: REGULARITY AUDIT
PURPOSE: To provide regularity audit services
Functions: 1. Render risk based audit. 2. Render compliance audit.
1 Deputy Manager (P4) 1 Internal Auditor (P5) 1 Assistant Internal Auditor (P6)

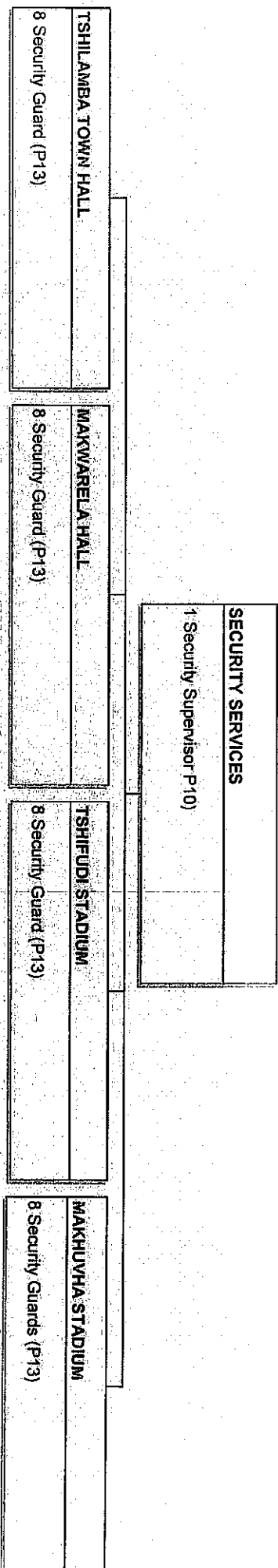
SECTION: SPECIALITY AUDIT
PURPOSE: To provide speciality audit services
Functions: 1. Render IT audit. 2. Render performance audit. 3. Render environmental audit.
1 Deputy Manager (P4) 1 Internal Auditor (P5)

DIVISION: RISK AND SECURITY MANAGEMENT
PURPOSE: To provide risk management services
Functions: 1. Render risk management services 2. Coordinate fraud prevention activities. 3. Render security services.
1 Chief Risk Officer (P3) 1 Risk Officer (P5)

SECURITY SERVICES
SEE PAGE 4.1







DEPARTMENT: PLANNING AND DEVELOPMENT
PURPOSE: To render development and planning services.
Functions:
1. Render Spatial Planning and Land Use management.
2. Render development support services.
3. Render local economic development services.
4. Render organisational and individual performance management system.
5. Render integrated development services.
1 Senior Manager
1 Secretary (P6)

DIVISION: SPATIAL PLANNING AND LAND USE MANAGEMENT
PURPOSE: To render Spatial Planning and Land Use management.
Functions:
1. Render spatial planning.
2. Render survey services.
3. Provide land use management services.
4. Provide building inspection.
1 Manager (P3)
SEE PAGE 5.1

DIVISION: DEVELOPMENT SUPPORT
PURPOSE: To render development support services.
Functions:
1. Render land administration and records.
2. Render property registration and licensing.
3. Render property valuation services.
4. Render GIS services.
SEE PAGE 5.2

DIVISION: LOCAL ECONOMIC DEVELOPMENT
PURPOSE: To render local economic development services.
Functions:
1. Render agricultural support.
2. Manage tourism and SMME support services.
1 Manager (P3)
SEE PAGE 5.3

DIVISION: IDP
PURPOSE: To render integrated development services.
Functions:
1. Coordinate the development and implementation of IDP.
1 Manager (P3)
3 IDP Coordinator (P5)

DIVISION: SPATIAL PLANNING AND LAND USE MANAGEMENT
PURPOSE: To render Spatial Planning and Land Use management.
Functions: 1. Render spatial planning 2. Render survey services 3. Provide land use management services. 4. Provide building inspection.
1 Manager (P3)

SECTION: SPATIAL PLANNING AND INSPECTION PURPOSE: To render Spatial Planning Functions: 1. Process land development applications. 2. Development of policies.	SECTION: SURVEY SERVICES PURPOSE: To render survey services Functions: 1. Provide site identification and demarcation services.	SECTION: LAND USE MANAGEMENT AND TRIBUNAL PURPOSE: To provide Land Use management Functions: 1. Render land use management and tribunal services.	SECTION: BUILDING INSPECTION PURPOSE: To render building services Functions: 1. Conduct building inspection. 3. Process building plans.
1 Manager: Spatial Planning & Inspection (P1H) 1 Town Planner (P5)	1 Chief Survey Technician (P4) 2 Survey Technician (P5) 11 General Assistant (P15)	1 Town Planner (P5)	1 Deputy Manager (P4) 2 Senior Building Control Officer (P5) 1 Building Control Clerk (P8)

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<table><tr><td colspan="2">DIVISION: DEVELOPMENT SUPPORT</td></tr><tr><td colspan="2">PURPOSE: To render development support services.</td></tr><tr><td colspan="2">Functions: 1. Render land administration and records. 2. Render property registration and licensing. 3. Render property valuation services. 4. Render GIS services.</td></tr></table>		DIVISION: DEVELOPMENT SUPPORT		PURPOSE: To render development support services.		Functions: 1. Render land administration and records. 2. Render property registration and licensing. 3. Render property valuation services. 4. Render GIS services.											
DIVISION: DEVELOPMENT SUPPORT																	
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<table><tr><td>SECTION: LAND REGISTRATION AND RECORDS</td><td>SECTION: PROPERTY REGISTRATION AND LICENSING</td></tr><tr><td>PURPOSE: To render land administration and records services.</td><td>PURPOSE: To render property registration and licensing services.</td></tr><tr><td>Functions: 1. Manage land records and sale of sites.</td><td>Functions: 1. Provide property registration and licensing.</td></tr><tr><td>1 Deputy Manager (P4) 2 Admin Officers (P6) 5 Administrative Clerk (P8)</td><td>1 Deputy Manager (P4) 1 Senior Administrative Clerk (P7) 3 Administrative Clerk (P8)</td></tr></table>	SECTION: LAND REGISTRATION AND RECORDS	SECTION: PROPERTY REGISTRATION AND LICENSING	PURPOSE: To render land administration and records services.	PURPOSE: To render property registration and licensing services.	Functions: 1. Manage land records and sale of sites.	Functions: 1. Provide property registration and licensing.	1 Deputy Manager (P4) 2 Admin Officers (P6) 5 Administrative Clerk (P8)	1 Deputy Manager (P4) 1 Senior Administrative Clerk (P7) 3 Administrative Clerk (P8)	<table><tr><td>SECTION: PROPERTY VALUATION</td><td>SECTION: GIS</td></tr><tr><td>PURPOSE: To render property valuation services.</td><td>PURPOSE: To render GIS services</td></tr><tr><td>Functions: 1. Render property valuation services.</td><td>Functions: 4. Render GIS services.</td></tr><tr><td>1 Property Valuer (P5)</td><td>1 Deputy Manager (P4) 1 GIS Technician (P5) 1 Chief SASO (P12)</td></tr></table>	SECTION: PROPERTY VALUATION	SECTION: GIS	PURPOSE: To render property valuation services.	PURPOSE: To render GIS services	Functions: 1. Render property valuation services.	Functions: 4. Render GIS services.	1 Property Valuer (P5)	1 Deputy Manager (P4) 1 GIS Technician (P5) 1 Chief SASO (P12)
SECTION: LAND REGISTRATION AND RECORDS	SECTION: PROPERTY REGISTRATION AND LICENSING																
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Functions: 1. Render property valuation services.	Functions: 4. Render GIS services.																
1 Property Valuer (P5)	1 Deputy Manager (P4) 1 GIS Technician (P5) 1 Chief SASO (P12)																

DIVISION: LOCAL ECONOMIC DEVELOPMENT
PURPOSE: To render local economic development services.
Functions: 1. Render agricultural support 2. Manage tourism and SMME support services.
1 Manager (P3)

SECTION: AGRICULTURE
PURPOSE: To render agricultural support
Functions: 1. Facilitate and promote agricultural activities.
1 Deputy Manager (P4)

SECTION: TOURISM AND SMME
PURPOSE: To manage tourism and SMME support services.
Functions: 1. Create an enabling environment for Tourism 2. Facilitate and promote SMME. 3. Registration of Hawkers and Spaza shops.
1 Deputy Manager (P4) 1 Admin Officer (P6)

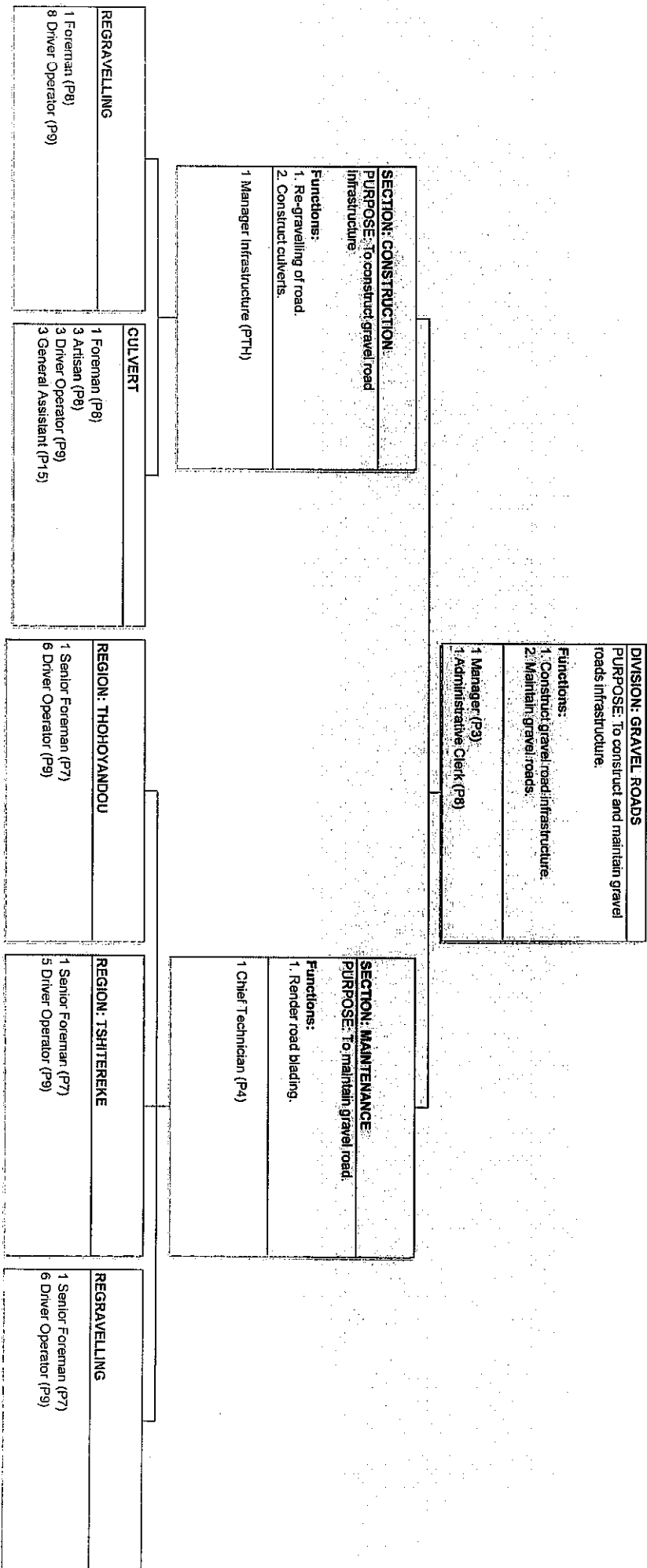
DEPARTMENT: TECHNICAL SERVICES	
PURPOSE: To provide technical services	
Functions: 1. Construct and maintain gravel roads infrastructure. 2. Construct and maintain surface roads infrastructure. 3. Provide mechanical services. 4. Coordinate housing programs and electrification projects 5. Provide project management and contract administration services.	
1 Senior Manager 1 Secretary (P6)	

DIVISION: GRAVEL ROADS	
PURPOSE: To construct and maintain gravel roads infrastructure.	
Functions: 1. Construct gravel road infrastructure. 2. Maintain gravel roads.	
1 Manager (P3) 1 Administrative Clerk (P8) SEE PAGE 6.1	

DIVISION: SURFACED ROADS	
PURPOSE: To construct and maintain surfaced roads infrastructure.	
Functions: 1. Construct and maintain surfaced roads infrastructure.	
1 Manager (P3) SEE PAGE 6.2	

DIVISION: MECHANICAL SERVICES	
PURPOSE: To provide mechanical services	
Functions: 1. Maintain and repair earthmoving machinery. 2. Maintain and repair vehicles, trucks and small equipment.	
SEE PAGE 6.3	

DIVISION: BUILDING, HOUSING AND ELECTRICITY	
PURPOSE: To provide building, housing and electricity services	
Functions: 1. Construction of municipal buildings. 2. Maintain municipal buildings. 3. Provide housing management services. 4. Provide electrical services.	
1 Manager (P3) SEE PAGE 6.4	



DIVISION: SURFACED ROADS
PURPOSE: To construct and maintain surfaced roads infrastructure.
Functions:
1. Construct and maintain surfaced roads infrastructure.
1 Manager

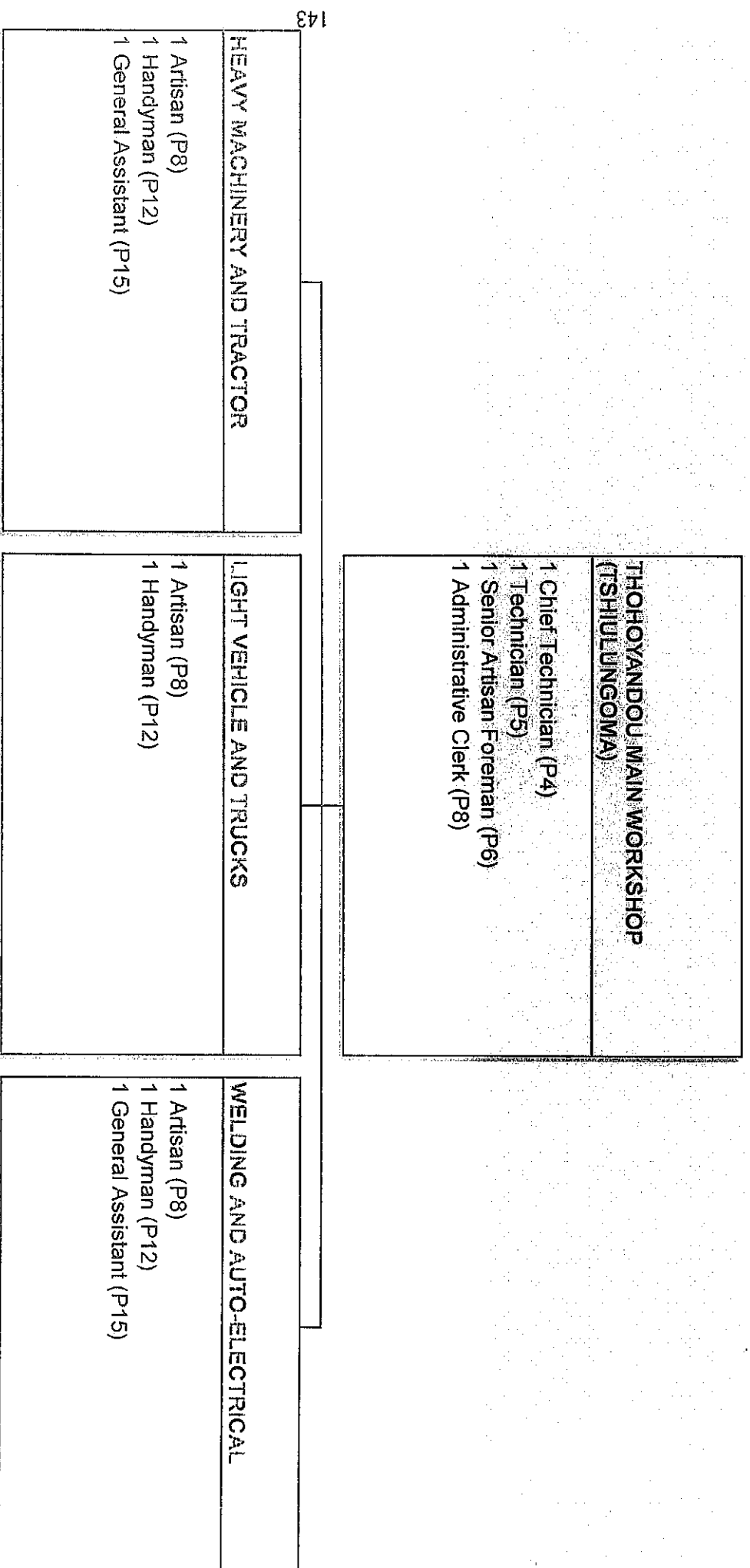
SECTION: CONSTRUCTION AND MAINTENANCE
PURPOSE: To construct and maintain surfaced roads infrastructure.
Functions:
1. Provide upgrading of gravel road to tar services.
2. Maintain surfaced roads.
3. Provide road marking services.
4. Provide drainage maintenance services.
1 Chief Technician (P4)
1 Technician (P5)

PATCH WORK
1 Foreman (P8)
2 Handyman (P12)
14 General Assistant (P15)

ROAD MARKING AND SIGNS
1 Foreman (P8)
1 Driver Operator (P9)
2 Handyman (P12)
2 General Assistant (P15)

DRAINAGE
1 Foreman (P8)
1 Driver Operator (P9)
1 General Assistant (P15)

7.3



DIVISION: BUILDING, HOUSING AND ELECTRICITY PURPOSE: To provide building, housing and electricity services. Functions: 1. Construction of municipal buildings. 2. Maintain municipal buildings. 3. Provide housing management services. 4. Provide electrical services. 1 Manager (P3)			
SECTION: BUILDING CONSTRUCTION PURPOSE: To provide construction of municipal buildings. Functions: 1. Construct municipal buildings and boundary walls. 1 Chief Technician (P4) 1 Senior Artisan Foreman (P6) 1 Artisan Foreman (P7) 1 General Assistant (P15)	SECTION: BUILDING MAINTENANCE PURPOSE: To provide maintenance of municipal buildings. Functions: 1. Maintain municipal buildings. 1 Facilities Management Officer (P5) 1 Artisan Foreman (P7) 3 Artisan (P8) 3 Handyman (P12) 6 General Assistant (P15)	SECTION: BENEFICIARY AND PROJECT MANAGEMENT PURPOSE: To provide housing management services Functions: 1. Render housing projects and management services. 2. Facilitate housing beneficiaries. 3. Inspectorate of RDP houses. 1 Senior Project Manager (P5) 4 Project Manager (P6) 1 Senior Administrator (P6) 2 Administrative Clerk (P8) 2 Data Capturer (P10)	SECTION: ELECTRICAL, PROJECT MANAGEMENT AND MAINTENANCE PURPOSE: To provide electrical services Functions: 1. Maintenance of electrical services. 1 Chief Technician (P4) 5 Artisan (P8) 1 Admin Clerk (P8) 2 Driver Operator (P9) 3 Handyman (P12) 2 General Assistant (P15)

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DIVISION: ENVIRONMENT AND WASTE MANAGEMENT
PURPOSE: To manage and monitor environmental and waste management services.
Functions: 1. Provide environmental services and climate change. 2. Provide waste management services.
1 Manager (P3)

SECTION: ENVIRONMENT AND CLIMATE CHANGE
PURPOSE: To Provide environmental services and climate change.
Functions: 1. Climate change mitigation and adaptation. 2. Intergration of climate change into projects. 3. Manage environmental risk assessment and monitoring. 4. Provide environmental impact assessment.
1 Environmental Officer (P6)

SECTION: WASTE MANAGEMENT SERVICES
PURPOSE: To provide waste management services.
Functions: 1. Provide refuse removal and landfill management services. 2. Provide cleaning services.
1 Chief Superintendent (P4) SEE PAGE 7.1.1

SECTION: WASTE MANAGEMENT SERVICES
PURPOSE: To provide waste management services.
Functions:
1. Provide refuse removal and landfill management services.
2. Provide cleaning services.
1 Chief Superintendent (P4)

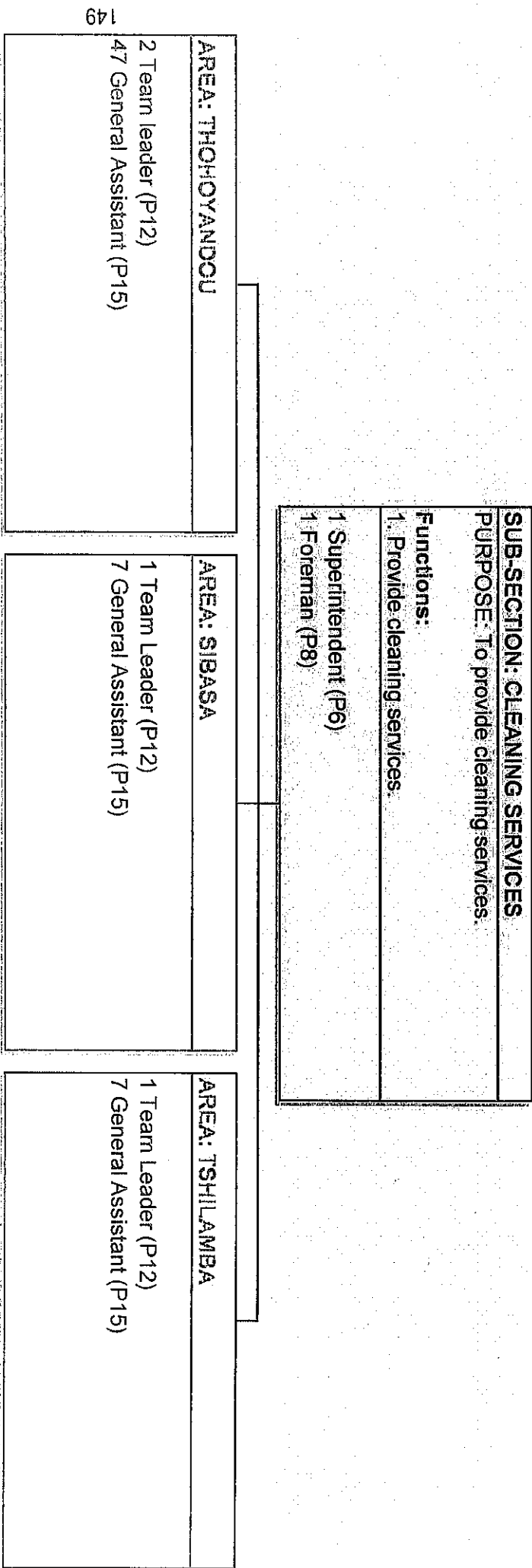
SUB-SECTION: REFUSE REMOVAL AND LANDFILL MANAGEMENT
PURPOSE: To provide refuse removal and landfill management services.
Functions:
1. Provide refuse removal services.
2. Provide landfill management services.
4 Superintendent (P6) SEE PAGE 7.1.1A

SUB-SECTION: CLEANING SERVICES
PURPOSE: To provide cleaning services.
Functions:
1. Provide cleaning services.
1 Superintendent (P6) 1 Foreman (P8) SEE PAGE 7.1.1B

SUB-SECTION: REFUSE REMOVAL AND LANDFILL MANAGEMENT	
PURPOSE: To provide refuse removal and landfill management services.	
Functions:	
1. Provide refuse removal services. 2. Provide landfill management services.	
4 Superintendent (P6)	
1 Foreman (P8)	

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AREA: THOHOYANDOU	
16 Driver Operator (P9) 48 General Assistant (P15)	
AREA: SIBASA	
5 Driver Operator (P9) 12 General Assistant (P15)	
AREA: TSHILAMBA	
4 Driver Operator (P9) 9 General Assistant (P15)	



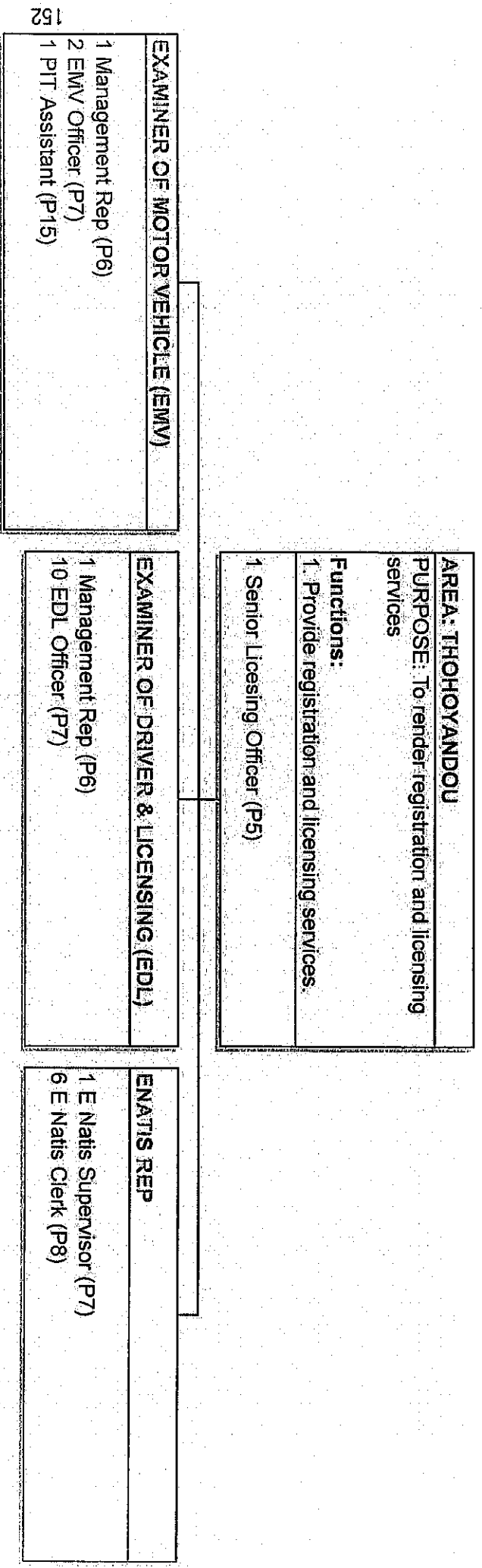
DIVISION: PARKS, CEMETRY, SPORTS AND RECREATIONAL SERVICES	
PURPOSE: To manage and monitor parks cemetery, sports & recreational services	
Functions:	
1. Maintain parks and cemeteries. 2. De-bushing and maintenance of municipal facilities 3. Render greening and nursery services. 4. Coordinate and support sport and recreation activities. 5. Develop and promote art, culture, heritage and library services.	
1 Manager (P3)	

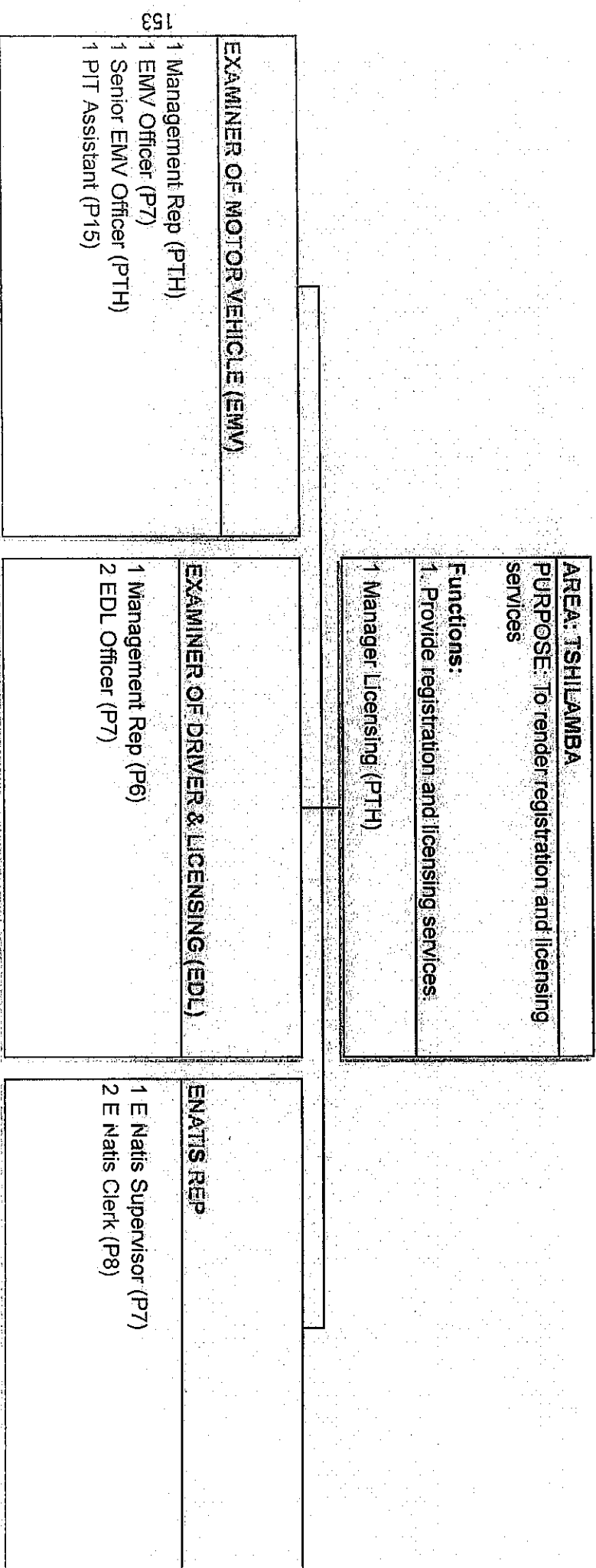
THOHOYANDOU AND MUTALE PARKS, GROUND AND MUNICIPAL FACILITIES	
1 Horticulturist (P6) 1 Foreman (P8) 4 Driver Operator (P9) 10 Grass Cutter (P9) 1 Supervisor (P12) 19 General Assistant (P15)	
SPORTS AND RECREATIONAL SERVICES	
1 Sport and recreational officer (P6) 2 Administrative Clerk (L8) 13 General Assistant (P15)	

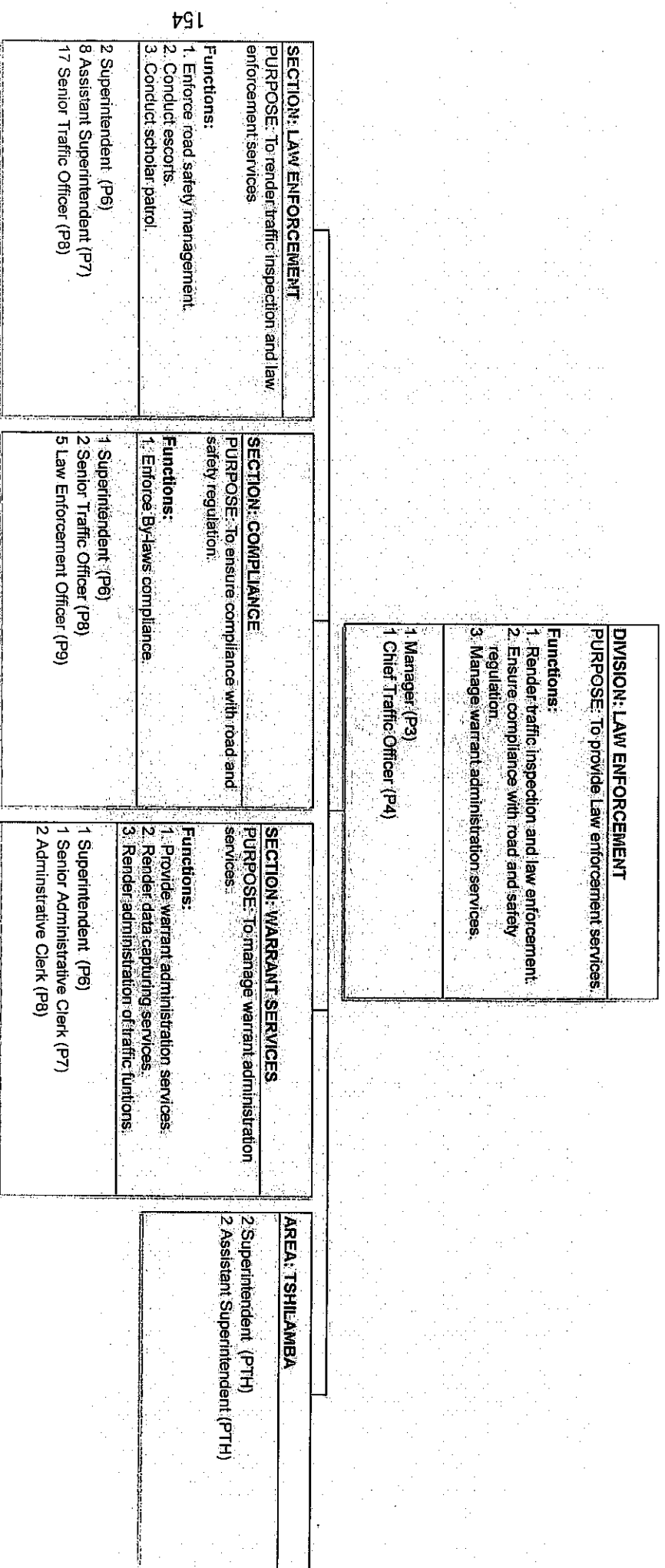
DIVISION: REGISTRATION AND LICENSING
PURPOSE: To manage registration and licensing services.
Functions:
1. Manage and monitor the examining and issuing of roadworthy certificates.
2. Manage and monitor the examining and issuing of learners and driving licenses.
3. Manage and monitor the examining and issuing of learners and driving schools instructors.
1 Manager (P3)

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AREA: THOHOYANDOU PURPOSE: To render registration and licensing services Functions: 1. Provide registration and licensing services. 1 Senior Licensing Officer (P5) SEE PAGE 7.3.1	AREA: TSHILAMBA PURPOSE: To render registration and licensing services Functions: 1. Provide registration and licensing services. 1 Manager Licensing (PTH) 1 Senior Licensing Officer (P5) SEE PAGE 7.3.2	AREA: MANDALA PURPOSE: To render registration and licensing services Functions: 1. Provide registration and licensing services. 3 E-Matis clerk (P8)
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DIVISION: SPECIAL PROGRAMMES
PURPOSE: To provide special programmes services.
Functions: 1. Coordinate disaster management 2. Coordinate disability, elderly, gender and HIV/AIDS programmes. 3. Coordinate moral regeneration youth and children programmes.
1 Manager (P3)

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SECTION: DISASTER MANAGEMENT
PURPOSE: To coordinate disaster management
Functions: 1. Ensure integrated institutional capacity building for disaster risk management. 2. Conduct disaster risk assessment. 3. Conduct disaster risk reduction. 4. Conduct disaster responses and recovery.
1 Disaster Management Officer (P8) 1 Senior Disaster Coordinator (P5)

SECTION: DISABILITY, ELDERLY, GENDER AND HIV/AIDS
PURPOSE: To coordinate disability, elderly, gender and HIV/AIDS programmes.
Functions: 1. Coordinate HIV/AIDS programmes. 2. Coordinate disability, elderly and gender programmes.
2 Coordinator (P6)

SECTION: YOUTH AND CHILDREN
PURPOSE: To coordinate moral regeneration youth and children programmes.
Functions: 1. Coordinate moral regeneration youth and children programmes.
1 Coordinator (P6)

DEPARTMENT: BUDGET AND TREASURY
PURPOSE: To manage budget and treasury
Functions:
1. Manage budget and financial management.
2. Manage revenue.
3. Manage expenditure.
4. Manage assets.
5. Manage supply chain.
1 Chief Financial Officer
1 Secretary (P6)

DIVISION: BUDGET AND FINANCIAL MANAGEMENT	DIVISION: REVENUE SERVICES	DIVISION: EXPENDITURE	DIVISION: ASSET MANAGEMENT	DIVISION: SUPPLY CHAIN MANAGEMENT
PURPOSE: To manage budget and financial reporting.	PURPOSE: To manage revenue.	PURPOSE: To manage expenditure.	PURPOSE: To manage assets.	PURPOSE: To manage supply chain.
Functions:	Functions:	Functions:	Functions:	Functions:
1. Manage AFS and bank reconciliations.	1. Provide cash management services.	1. Manage salary and projects payments.	1. Manage assets.	1. Manage demand.
2. Manage budget and reporting.	3. Render indigent services.	2. Manage creditor payments.	2. Render inventory management	2. Manage acquisition.
	4. Manage credit control/debt collection and customer services.	3. Manage submission of journals.		
		5. Manage supplier payments.		
		6. Submission of returns.		
1 Manager (P3)	1 Manager (P3)	1 Manager (P3)	1 Manager (P3)	1 Manager (P3)
SEE PAGE 8.1	SEE PAGE 8.2	1 Deputy Manager (P4)	1 Accountant (P5)	SEE PAGE 8.3
		1 Accountant (P5)	2 Senior Accounting Clerk (P7)	
		2 Senior Accounting Clerk (P7)	2 Stores Controller (P7)	
		2 Accounting Clerk (P8)	2 Stores Assistant (P10)	

THULAMELA LOCAL MUNICIPALITY APPROVED ORGANISATIONAL STRUCTURE (2025/26) FINANCIAL YEAR...

DIVISION: BUDGET AND FINANCIAL MANAGEMENT PURPOSE: To manage budget and financial reporting. Functions: 1. Manage AFS and bank reconciliations. 2. Manage budget and reporting.	
1 Manager (P3)	

SECTION: AFS AND BANK RECONCILIATION PURPOSE: To render AFS and bank reconciliations. Functions: 1. Preparation of bank reconciliation of all accounts. 2. Prepare financial statements. 3. Prepare and capture journals.	
1 Accountant (P5) 1 Senior Accounting Clerk (P7)	

SECTION: BUDGET AND REPORTING PURPOSE: To manage budget and reporting. Functions: 1. Monitor expenditure and revenue. 2. Render budget process. 3. Provide financial reports. 4. Monitor virement of funds and misallocation.	
1 Manager: Budget & Reporting (PTH) 2 Accountant (P5) 1 Senior Accounting Clerk (P7)	

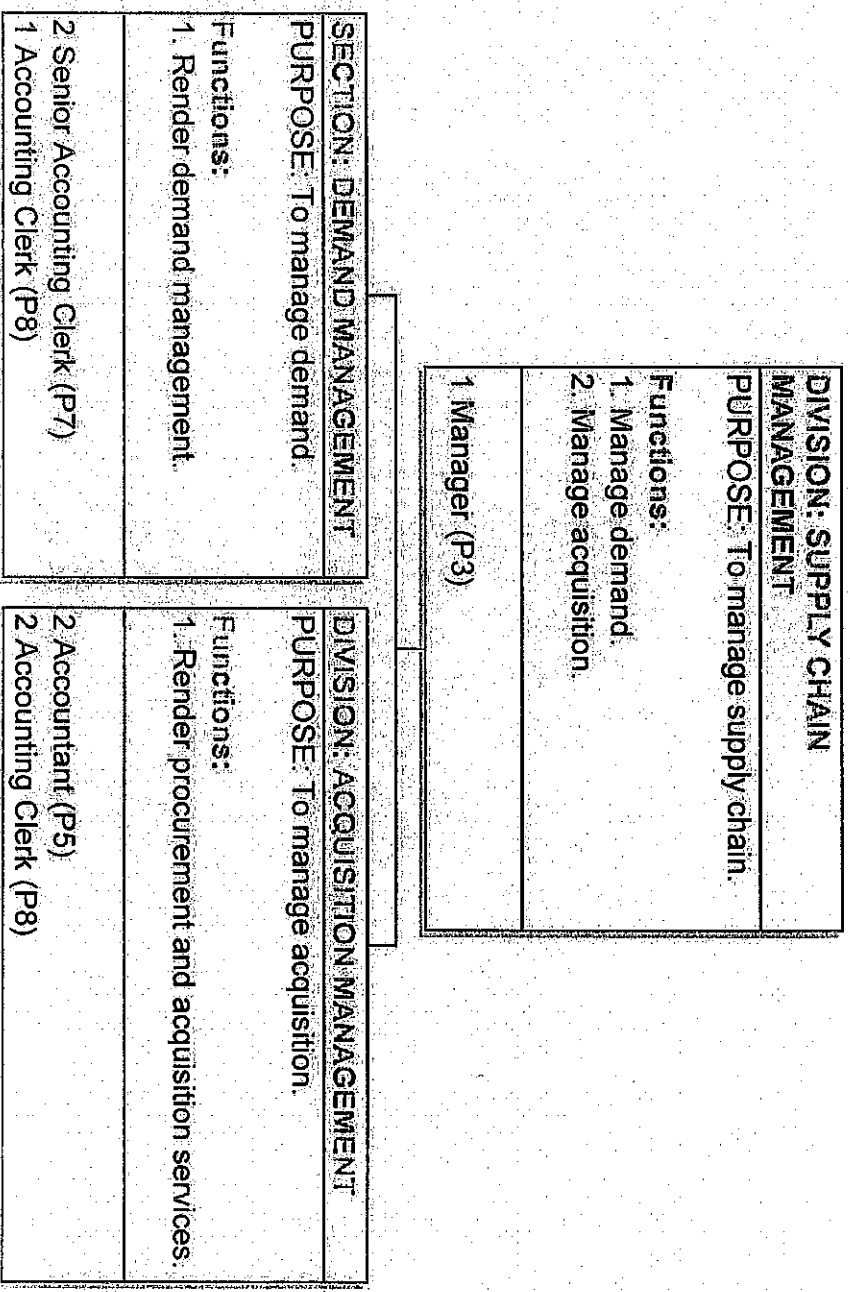
<table> <tr> <td colspan="2">DIVISION: REVENUE SERVICES</td><td colspan="3"></td></tr> <tr> <td colspan="2">PURPOSE: To manage revenue.</td><td colspan="3"></td></tr> <tr> <td colspan="2">Functions:</td><td colspan="3"></td></tr> <tr> <td colspan="2">1. Provide cash management services.</td><td colspan="3"></td></tr> <tr> <td colspan="2">2. Manage billing.</td><td colspan="3"></td></tr> <tr> <td colspan="2">3. Render indigent services</td><td colspan="3"></td></tr> <tr> <td colspan="2">4. Manage credit control, debt collection and customer services.</td><td colspan="3"></td></tr> <tr> <td colspan="2">1 Manager (P3)</td><td colspan="3"></td></tr> </table>					DIVISION: REVENUE SERVICES					PURPOSE: To manage revenue.					Functions:					1. Provide cash management services.					2. Manage billing.					3. Render indigent services					4. Manage credit control, debt collection and customer services.					1 Manager (P3)				
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1 Manager (P3)																																												
15 68	SECTION: CASH MANAGEMENT PURPOSE: To provide cash management services Functions: 1. Provide cash management services.	SECTION: BILLING SERVICES PURPOSE: To manage billing. Functions: 1. Manage billing. 2. Assess rates reconciliation. 3. Manage data capturing.	SECTION: INDIGENT SUPPORT PURPOSE: To render indigent support services. Functions: 1. Render indigent support services. 2. Capture indigent forms.	SECTION: CREDIT CONTROL, DEBT COLLECTION AND CUSTOMER CARE PURPOSE: To manage credit control, debt collection and customer services. Functions: 1. Manage customer care services. 2. Manage debt collection and credit control.																																								
	1 Accountant (P5)	1 Accountant (P5)	1 Accountant (P5)	1 Accountant (P5)																																								
	2 Senior Accounting Clerk (P7)	2 Accountant (PTH)	1 Senior Accounting Clerk (P7)																																									
	7 Cashier (P8)	1 Accounting Clerk (P8)	1 Accounting Clerk (P8)	SEE PAGE 8.2.1																																								
		2 Data Capturer (P10)																																										

THULAMELA LOCAL MUNICIPALITY APPROVED ORGANISATIONAL STRUCTURE (2025/26) FINANCIAL YEAR.

SECTION: CREDIT CONTROL, DEBT COLLECTION AND CUSTOMER CARE	
PURPOSE: To manage credit control, debt collection and customer services.	
Functions: 1. Manage customer care services. 2. Manage debt collection and credit control.	
1 Accountant (P5)	

SUB-SECTION: CUSTOMER SERVICES	
PURPOSE: To manage customer care services.	
Functions: 1. Provide customer care services.	
1 Senior Accountant Clerk (P7) 1 Accounting Clerk (P8)	

SUB-SECTION: DEBT COLLECTION AND CREDIT CONTROL	
PURPOSE: To manage credit control and debt collection.	
Functions: 1. Manage credit control services. 2. Manage debt collection services.	
3 Senior Accountant Clerk (P7) 2 Accounting Clerk (P8) 1 Driver (P10)	



DEPARTMENT: CORPORATE SERVICES PURPOSE: To provide corporate services.	
Functions: 1. Provide human resource services. 2. Provide communications services. 3. Provide records, auxiliary and transport services. 4. Provide ICT services. 5. Provide council support services.	1 Senior Manager 1 Secretary (P6)
SECTION: LEGAL SERVICES PURPOSE: To render legal services	Functions: 1. Drafting of contracts. 2. Provide legal opinions and advice. 3. Development of By-laws.
1 Manager (P3) 1 Deputy Manager (P4)	
DIVISION: HUMAN RESOURCE MANAGEMENT PURPOSE: To provide human resource services	Functions: 1. Provide personnel administration and organisational development services. 2. Provide training and development. 3. Provide payroll administration. 4. Provide employee wellness services. 5. Provide labour relations services.
1 Manager (P3) SEE PAGE 9.1	
DIVISION: COMMUNICATIONS SERVICES PURPOSE: To provide communications services	Functions: 1. Liaise and interact with the media and other stakeholders. 2. Organise, coordinate and manage events. 3. Manage and facilitate protocol services. 4. Develop, manage and monitor publications. 5. Provide marketing initiatives. 6. Administer and cascade Bafelo Pele programmes internally and externally.
1 Manager (P3) 1 Deputy Manager (P4) 1 Marketing Officer (P4) 1 Research Officer (P4) 1 Media Liaison Officer (P6) 1 Senior Coordinator Customer Care (P5)	
DIVISION: ICT SERVICES PURPOSE: To provide ICT services	Functions: 1. Manage hardware and software services. 2. Provide network and system administration. 3. Manage ICT disaster recovery. 4. Manage telecom and radio communication services. 5. Manage ICT security services.
1 Manager (P3) 1 Deputy Manager (P4) 1 System Administrator (P6) 1 Desktop Support Technician (P8) 1 IT Administrator (P7H) 1 Network Administrator (P8)	
SECTION: MPAC PURPOSE: To provide MPAC administration support	Functions: 1. Render administration services. 2. Render secretariat services to MPAC committees.
1 MPAC Officer (P6) 1 MPAC Clerk (P8)	
DIVISION: PERFORMANCE MANAGEMENT SERVICES PURPOSE: To render organisational and individual performance management system.	Functions: 1. Improve organizational/individual performance by fostering accountability. 2. Conduct organisational and individual performance monitoring and evaluation. 3. Coordinate back to basics. 4. Facilitate signing of performance agreements for all employees. 5. Assist all employees in developing Personal Development Plans and Work Plans 6. Arrange and facilitate individual performance assessment (quarterly)
1 Manager (P3) 2 Deputy Manager (P4) 2 PMS Officer (P6) 2 PMS Clerk (P8)	

DIVISION: HUMAN RESOURCE MANAGEMENT
PURPOSE: To provide human resource services
Functions: 1. Provide personnel administration and organisational development services. 2. Provide training and development. 3. Provide payroll administration. 4. Provide employee wellness services. 5. Provide labour relations services.
1 Manager (P3)

SECTION: PERSONNEL ADMINISTRATION AND ORGANISATIONAL DEVELOPMENT PURPOSE: To provide personnel administration and organisational development services Functions: 1. Manage recruitment and selection. 2. Manage employee benefits. 3. Manage personnel administration. 5. Manage employment equity. 6. Manage organisational structure, job evaluation and Job Description. 7 Manager employee recruitment 8 Manage employee pension	SECTION: PAYROLL ADMINISTRATION PURPOSE: To provide payroll administration Functions: 1. Manage compensation of employees. 2. Create, manage and maintain database of employee.	SECTION: LABOUR RELATIONS PURPOSE: To provide labour relations services Functions: 1. Manage labour disputes. 2. Manage functionality of the LLF.
1 Deputy Manager (P4) 4 Personnel Officer(P6) 1 Senior HR Officer (PTH) 4 Personnel Clerk (P8) 1 OD Officer (P6)	1 Deputy Manager (P4) 1 Senior Payroll Officer (P5) 1 Payroll Officer (P7) 2 Payroll Clerk (P8)	1 Deputy Manager (P4)

SECTION: TRAINING AND DEVELOPMENT PURPOSE: To provide training and development. Functions: 1. Manage skills plan development. 2. Coordinate training.	SECTION: EMPLOYEE WELLNESS PROGRAMME PURPOSE: To provide employee wellness services Functions: 1. Provide employee assistance programme. 2. Provide occupational health and safety.	SECTION: RECORDS, AUXILIARY AND FLEET SERVICES PURPOSE: To render auxiliary, fleet services Functions: 1. Coordinate fleet services. 2. Coordinate printing services. 3. Coordinate switchboard services. 4. Render records and registry services
1 Deputy Manager (P4) 1 Skill Development Facilitator (PTH)	1 Deputy Manager (P4) 1 EWP Officer (P5) 1 OHS Practitioner (P6)	1 Deputy Manager (P4) 2 Fleet Officer (P6) 2 Fleet Clerk (P8) 2 Switchboard Operator (P8) 1 Printing Operator (P10) 3 Records Clerk (P8) 2 Driver (P10)

ANNEXURE C

EMPLOYEMENT EQUITY



PLEASE READ THIS FIRST

SECTION A: EMPLOYER DETAILS & INSTRUCTIONS

PURPOSE OF THIS FORM

This form enables employers to comply with Section 21 of the Employment Equity Act 55 of 1998, as amended.

This form contains the format for employment equity reporting by designated employers to the Department of Employment and Labour.

WHO COMPLETES THIS FORM?

All designated employers. Employers who wish to voluntarily comply with Chapter 3 of the Act are also required to complete this form.

WHEN SHOULD EMPLOYERS REPORT?

Designated employers must submit their report annually on the first working day of October or by 15 January of the following year in the case of electronic reporting.

Employers who become designated on or after the first working day of April but before the first working day of October must only submit their first report on the first working day of October of the following year.

SEND TO:

Employment Equity Registry
The Department of Employment and Labour
Private Bag X117
Pretoria 0001

Online Reporting:
www.labour.gov.za
Helpline: 0860101018

NO FAXED OR E-MAILED REPORTS WILL BE ACCEPTED

Trade name	THULAMELA MUNICIPALITY
DTI registration name	THULAMELA MUNICIPALITY
DTI registration number	
PAYE/SARS number	7780727329
UIF reference number	4780727329
EE reference number	14791
Seta classification	LOCAL GOVERNMENT, WATER & RELATED SERVICES SECTOR
Industry/Sector	ADMINISTRATIVE AND SUPPORT ACTIVITIES
Industry Sub Sector	Office administrative, office support and other business support activities such as photocopying, document preparation
Bargaining Council	South African Local Government
Telephone number	0159627500
Postal address	PRIVATE BAG X 5066 THOHOYANDOU THOHOYANDOU
City/Town	PIETERSBURG
Postal code	0950
Province	LIMPOPO
Physical address	OLD AGRIVEN BUILDING THOHOYANDOU THOHOYANDOU
City/Town	PIETERSBURG
Postal code	0950
Province	LIMPOPO
Details of CEO/ Accounting Officer at the time of submitting this report	
Name and surname	HLENGANI EMMANUEL MALULEKE
Telephone number	0159627623
Fax number	0159624020
Email address	malulekehe@thulamela.gov.za
Details of Employment Equity Senior Manager at the time of submitting this report	
Name and surname	TODANI NYAMBENI ANNE
Telephone number	0159627686
Fax number	0159624020
Email address	todanina@thulamela.gov.za
Information about the organization at the time of submitting this report	
Business type	Local Government
Number of employees in the organization	150 or more
Is your organization an organ of State?	Yes
Is your organisation part of a group / holding company? If yes, please provide the name.	No
Year for which this report is submitted	2021

Please indicate below the preceding twelve month period the report covers (except for first time reporting where the period may be shorter):

From (date): 01/10/2020

To (date): 30/09/2021

Please indicate below the duration of your current employment equity plan:

From (date): 01/10/2021

To (date): 30/09/2024

PLEASE READ THIS FIRST

- a. The report should cover a twelve month period, except for first time reporting where this may not be possible and the months covered should be consistent from year to year for the duration of the plan.
- b. Employers must complete the EEA2 and the EEA4 forms and submit them together to the Department of Employment and Labour. Reports submitted by employers to the Department may only be hand delivered, posted or submitted online by the first working day of October or by 15 January of the following year only in the case of electronic reporting.
- c. An employer who becomes designated on or after the first working day of April, but before the first working day of October, must only submit its first report on the first working day of October in the following year.
- d. "Designated groups" mean Black people (i.e. Africans, Coloureds and Indians), women and people with disabilities who are citizens of the Republic of South Africa by birth or descent; or became citizens of the Republic of South Africa by naturalization (i) before 27 April 1994 or (ii) after 26 April 1994 and who would have been entitled to acquire citizenship by naturalisation prior to that date but who were precluded by apartheid policies.
- e. The alphabets "A", "C", "I", "W", "M" and "F" used in the tables have the following corresponding meanings and must be interpreted as "Africans", "Coloureds", "Indians", "Whites", "Males" and "Females" respectively.
- f. "Temporary employees" are those employees employed for less than three months.
- g. Guidelines on occupational levels are provided in the EEA9 Annexure of these regulations.
- h. Numerical goals must include the entire workforce profile, and not the difference between the current workforce profile and the projected workforce profile the employer seeks to achieve at the end of its employment equity plan (EE Plan).
- i. Numerical targets must include the entire workforce profile, and not the difference between the current workforce profile and the projected workforce profile the employer seeks to achieve by the next reporting period.
- j. All areas of the form must be fully and accurately completed and submitted by employers. Designated employers who fail to observe this provision will be deemed not to have reported.
- k. Employers must not leave blank spaces, use 'not applicable' (NA) or a 'dash' (-) when referring to the value "0" (Zero) or the word "No".

SECTION B: WORKFORCE PROFILE

1. WORKFORCE PROFILE

1.1 Please report the total number of employees (including employees with disabilities) in each of the following occupational levels: Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Occupational Levels	Male				Female				Foreign Nationals		Total
	A	C	I	W	A	C	I	W	Male	Female	
Top management	1	0	0	0	0	0	0	0	0	0	1
Senior management	3	0	0	0	2	0	0	0	0	0	5
Professionally qualified and experienced specialists and mid-management	53	0	0	0	25	0	0	0	1	0	79
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	64	0	0	0	61	0	0	0	0	0	125
Semi-skilled and discretionary decision making	64	0	0	0	33	0	0	0	0	0	97
Unskilled and defined decision making	138	0	0	0	122	0	0	0	0	0	260
TOTAL PERMANENT	323	0	0	0	243	0	0	0	1	0	567
Temporary employees	18	0	0	0	21	0	0	0	0	0	39
GRAND TOTAL	341	0	0	0	264	0	0	0	1	0	606

1.2 Please report the total number of employees with disabilities only in each of the following occupational levels: Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Occupational Levels	Male				Female				Foreign Nationals		Total
	A	C	I	W	A	C	I	W	Male	Female	
Top management	0	0	0	0	0	0	0	0	0	0	0
Senior management	0	0	0	0	0	0	0	0	0	0	0
Professionally qualified and experienced specialists and mid-management	0	0	0	0	0	0	0	0	0	0	0
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	1	0	0	0	1	0	0	0	0	0	2
Semi-skilled and discretionary decision making	0	0	0	0	0	0	0	0	0	0	0
Unskilled and defined decision making	5	0	0	0	1	0	0	0	0	0	6
TOTAL PERMANENT	6	0	0	0	2	0	0	0	0	0	8
Temporary employees	0	0	0	0	0	0	0	0	0	0	0
GRAND TOTAL	6	0	0	0	2	0	0	0	0	0	8

SECTION C: WORKFORCE MOVEMENT

2. Recruitment

2.1 Please report the total number of new recruits, including people with disabilities. Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Occupational Levels	Male				Female				Foreign Nationals		Total
	A	C	I	W	A	C	I	W	Male	Female	
Top management	0	0	0	0	0	0	0	0	0	0	0
Senior management	0	0	0	0	0	0	0	0	0	0	0
Professionally qualified and experienced specialists and mid-management	0	0	0	0	0	0	0	0	0	0	0
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	1	0	0	0	1	0	0	0	0	0	2
Semi-skilled and discretionary decision making	5	0	0	0	4	0	0	0	0	0	9
Unskilled and defined decision making	0	0	0	0	0	0	0	0	0	0	0
TOTAL PERMANENT	6	0	0	0	5	0	0	0	0	0	11
Temporary employees	12	0	0	0	15	0	0	0	0	0	27
GRAND TOTAL	18	0	0	0	20	0	0	0	0	0	38

3. Promotion

3.1 Please report the total number of promotions into each occupational level, including people with disabilities. Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Occupational Levels	Male				Female				Foreign Nationals		Total
	A	C	I	W	A	C	I	W	Male	Female	
Top management	0	0	0	0	0	0	0	0	0	0	0
Senior management	0	0	0	0	0	0	0	0	0	0	0
Professionally qualified and experienced specialists and mid-management	0	0	0	0	0	0	0	0	0	0	0
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled and discretionary decision making	0	0	0	0	0	0	0	0	0	0	0
Unskilled and defined decision making	0	0	0	0	0	0	0	0	0	0	0
TOTAL PERMANENT	0	0	0	0	0	0	0	0	0	0	0
Temporary employees	0	0	0	0	0	0	0	0	0	0	0
GRAND TOTAL	0	0	0	0	0	0	0	0	0	0	0

4. Termination

4.1 Please report the total number of terminations in each occupational level, including people with disabilities.

Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Occupational Levels	Male				Female				Foreign Nationals		Total
	A	C	I	W	A	C	I	W	Male	Female	
Top management	0	0	0	0	0	0	0	0	0	0	0
Senior management	0	0	0	0	0	0	0	0	0	0	0
Professionally qualified and experienced specialists and mid-management	0	0	0	0	1	0	0	0	0	0	1
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	4	0	0	0	2	0	0	0	0	0	6
Semi-skilled and discretionary decision making	2	0	0	0	3	0	0	0	0	0	5
Unskilled and defined decision making	5	0	0	0	2	0	0	0	0	0	7
TOTAL PERMANENT	11	0	0	0	8	0	0	0	0	0	19
Temporary employees	15	0	0	0	22	0	0	0	0	0	37
GRAND TOTAL	26	0	0	0	30	0	0	0	0	0	56

SECTION D: SKILLS DEVELOPMENT

5. Skills Development

5.1 Please report the total number of people including people with disabilities, who received training ONLY for the purpose of achieving the numerical goals, and not the number of training courses attended by individuals. Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Occupational Levels	Male				Female				Total
	A	C	I	W	A	C	I	W	
Top management	0	0	0	0	0	0	0	0	0
Senior management	2	0	0	0	2	0	0	0	4
Professionally qualified and experienced specialists and mid-management	2	0	0	0	3	0	0	0	5
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	0	0	0	0	0	0	0	0	0
Semi-skilled and discretionary decision making	4	0	0	0	6	0	0	0	10
Unskilled and defined decision making	5	0	0	0	8	0	0	0	13
TOTAL PERMANENT	13	0	0	0	19	0	0	0	32
Temporary employees	0	0	0	0	0	0	0	0	0
GRAND TOTAL	13	0	0	0	19	0	0	0	32

SECTION E: NUMERICAL GOALS & TARGETS

6. Numerical Goals

6.1 Please indicate the numerical goals as contained in the EE Plan (i.e. the entire workforce profile including people with disabilities) you project to achieve at the end of your current Employment Equity Plan in terms of occupational levels. Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Occupational Levels	Male				Female				Foreign Nationals		Total
	A	C	I	W	A	C	I	W	Male	Female	
Top management	1	0	0	0	0	0	0	0	0	0	1
Senior management	3	0	0	0	2	0	0	0	0	0	5
Professionally qualified and experienced specialists and mid-management	53	0	0	0	26	0	0	0	1	0	80
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	64	0	0	0	62	0	0	0	0	0	126
Semi-skilled and discretionary decision making	64	0	0	0	34	0	0	0	0	0	98
Unskilled and defined decision making	138	0	0	0	122	0	0	0	0	0	260
TOTAL PERMANENT	323	0	0	0	246	0	0	0	1	0	570
Temporary employees	22	0	0	0	25	0	0	0	0	0	47
GRAND TOTAL	345	0	0	0	271	0	0	0	1	0	617

7. Numerical Targets

7.1 Please indicate the numerical targets as contained in the EE Plan (i.e. the workforce profile including people with disabilities) you project to achieve at the end of the next reporting cycle, in terms of occupational levels. Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Occupational Levels	Male				Female				Foreign Nationals		Total
	A	C	I	W	A	C	I	W	Male	Female	
Top management	1	0	0	0	0	0	0	0	0	0	1
Senior management	3	0	0	0	2	0	0	0	0	0	5
Professionally qualified and experienced specialists and mid-management	53	0	0	0	25	0	0	0	1	0	79
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	64	0	0	0	61	0	0	0	0	0	125
Semi-skilled and discretionary decision making	64	0	0	0	33	0	0	0	0	0	97
Unskilled and defined decision making	138	0	0	0	122	0	0	0	0	0	260
TOTAL PERMANENT	323	0	0	0	243	0	0	0	1	0	567
Temporary employees	18	0	0	0	21	0	0	0	0	0	39
GRAND TOTAL	341	0	0	0	264	0	0	0	1	0	606

SECTION F: MONITORING & EVALUATION

8. Consultation

8.1 Please indicate below the stakeholders that were involved in the consultation process when developing and implementing your Employment Equity Plan and the preparation of this Employment Equity Report.

Consultation	Yes	No
Consultative body or employment equity forum	Yes	
Registered trade union (s)	Yes	
Employees	Yes	

9. Barriers and affirmative action measures

9.1 Please indicate which categories of employment policy or practice barriers to employment equity were identified. If your answer is 'Yes' to barriers in any of the categories, please indicate whether or not there are affirmative action measures developed and the time-frames to overcome them.

Categories	Barriers	Affirmative Action Measures	Timeframe for Implementation of AA Measures	
			Start Date (DD/MM/YYYY)	End Date (DD/MM/YYYY)
Recruitment Procedures	Yes	Yes	01/10/2021	30/09/2024
Advertising Positions	Yes	Yes	01/10/2021	30/09/2024
Selection criteria	Yes	Yes	01/10/2021	30/09/2024
Appointments	Yes	Yes	01/10/2021	30/09/2024
Job classification and grading	Yes	Yes	01/10/2021	30/09/2024
Remuneration and benefits	Yes	Yes	01/10/2021	30/09/2024
Terms and conditions of employment	No	No		
Job assignments	No	No		
Work environment and facilities	Yes	Yes	01/10/2021	30/09/2024
Training and development	Yes	Yes	01/10/2021	30/09/2024
Performance and evaluation systems	Yes	Yes	01/10/2021	30/09/2024
Promotions	No	No		
Transfers	No	No		
Succession and experience planning	No	No		
Disciplinary measures	No	No		
Dismissals	No	No		
Retention of designated groups	Yes	Yes	01/10/2021	30/09/2024
Corporate culture	Yes	Yes	01/10/2021	30/09/2024
Reasonable accommodation	Yes	Yes	01/10/2021	30/09/2024
HIV and AIDS education and prevention programmes	Yes	Yes	01/10/2021	30/09/2022
Assigned senior manager(s) to manage EE implementation	No	No		
Budget allocation in support of employment equity goals	No	No		
Time off for employment equity consultative committee to meet	No	No		

10. Monitoring and evaluation of implementation:

10.1 How regularly do you monitor progress on the implementation of the Employment Equity Plan? Please choose one.

Monthly	Quarterly
	Quarterly

10.2 Did you achieve the annual objectives as set out in your Employment Equity Plan for this period?

Yes	No	Please explain
	No	Due to financial Constraints

EEA2 Section G: Signature of the Chief Executive Officer / Accounting Officer

Chief Executive Officer / Accounting Officer
I HLENGANI EMMANUEL MALULEKE (full Name) CEO/Accounting Officer of THULAMELA MUNICIPALITY hereby declare that I have read, approved and authorized this information. Signed on this 22nd day of December (month) year 2021 At (place) : THULAMELA MUNICIPALITY Chief Executive Officer/Accounting Officer

ANNEXURE D

WORKPLACE SKILLS PLAN AND ANNUAL TRAINING REPORT

Thulamela Local - L780727329
 Civic Center
 Old Agiven building
 Thohoyandou
 0959
 Limpopo

Workplace Skills Plan And Annual Training Report	
Reference number	L780727329-25
ATR/WSP Period	2024/2025
Workplace Skills Plan Report Period	1 May 2024 - 30 April 2025
Annual Training Report Period	1 May 2023 - 30 April 2024
Closing Date	30 April 2024
Submitted	Yes
Date Submitted	24 April 2024 15:12

Administrative Details as at 2024

Organisation Details	
Name of Municipality/Entity	Thulamela Local
Skills Development Levy (SDL) No	L780727329
Demarcation Code	LIM343
Municipal Type	Local Municipality
Sic Code	91202
Contact Person	Ms Marodzi Bia Bia
Telephone	015 962 7500
Fax	015 962 4020
Physical Address	Civic Center Old Agiven building Thohoyandou 0959
Postal Address	Thulamela Municipality P/Bag X5066 Thohoyandou 0950
Province	Limpopo

B1. Employee Summary as at 2024

Total Number of Councillors/Employees Per Occupational Category, Population Group, Disability Status, And Age Group																						
Occupation Category	Ofc Code	Occupation	FA	FC	FI	FW	MA	MC	MI	MW	Total	DA	DC	DI	DW	Total	< 35	35 - 55	55 >	Total	Non SA	
LEGISLATOR S	2021-111101-1	Member of Mayoral Committee	4	0	0	0	5	0	0	0	9	1	0	0	0	1	0	3	6	9	0	
LEGISLATOR S	2021-111101-2	Speaker (Local or Provincial Government)	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1	0	1	0	
LEGISLATOR S	2021-111101-4	Member of Executive Council (MEC)	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	1	0	
LEGISLATOR S	2021-111101-8	Councillor	28	0	0	0	32	0	0	0	60	1	0	0	0	1	5	29	26	60	0	
LEGISLATOR S	2021-111101-9	Mayor	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	1	0	
LEGISLATOR S	2021-111301	Traditional Leader	0	0	0	0	1	0	0	0	1	0	0	0	0	0	0	0	1	1	0	
LEGISLATORS Totals			35	0	0	0	38	0	0	0	73	2	0	0	0	2	5	33	35	73	0	
MANAGERS	2021-111203-5	Municipal Manager	0	0	0	0	1	0	0	0	1	0	0	0	0	0	0	0	1	1	0	
MANAGERS	2021-111204-5	Spokesperson	0	0	0	0	1	0	0	0	1	0	0	0	0	0	0	0	1	1	0	
MANAGERS	2021-111207-1	Superintendent-general	4	0	0	0	1	0	0	0	5	0	0	0	0	0	0	5	0	5	0	
MANAGERS	2021-121101	Finance Manager	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1	0	1	0	
MANAGERS	2021-121101-7	Budgeting Manager	4	0	0	0	0	0	0	0	4	0	0	0	0	0	0	2	2	4	0	
MANAGERS	2021-121102	Payroll Manager	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1	0	1	0	
MANAGERS	2021-121104	Internal Audit Manager	2	0	0	0	0	0	0	0	2	0	0	0	0	0	0	2	0	2	0	
MANAGERS	2021-121201	Human Resource Manager	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	1	0	
MANAGERS	2021-121202-1	Human Resources Development Manager	0	0	0	0	1	0	0	0	1	0	0	0	0	0	0	0	1	1	0	
MANAGERS	2021-121202-7	Training & Development Manager	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	1	0	
MANAGERS	2021-121204	Recruitment Manager	0	0	0	0	1	0	0	0	1	0	0	0	0	0	0	0	1	1	0	
MANAGERS	2021-121207	Personnel Manager	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1	0	1	0	
MANAGERS	2021-121301-2	Strategic Planning Manager	0	0	0	0	1	0	0	0	1	0	0	0	0	0	0	1	0	1	0	
MANAGERS	2021-121301-4	Policy Development Manager	0	0	0	0	1	0	0	0	1	0	0	0	0	0	0	0	1	1	0	
MANAGERS	2021-121301-5	Corporate Planning Manager	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1	0	1	0	
MANAGERS	2021-121905	Programme or Project Manager	0	0	0	0	1	0	0	0	1	0	0	0	0	0	0	1	0	1	0	
MANAGERS	2021-121905-1	Project Director	0	0	0	0	1	0	0	0	1	0	0	0	0	0	0	0	1	1	0	
MANAGERS	2021-121908-6	Management System Auditor	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1	0	1	0	
MANAGERS	2021-132301-3	Building and Construction Manager	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	1	0	
MANAGERS	2021-132401-12	Supply Chain Manager	0	0	0	0	1	0	0	0	1	0	0	0	0	0	0	1	0	1	0	
MANAGERS	2021-132403	Road Transport Manager	2	0	0	0	2	0	0	0	4	0	0	0	0	0	0	3	1	4	0	
MANAGERS	2021-133101-3	ICT / IT Manager	0	0	0	0	1	0	0	0	1	0	0	0	0	0	0	1	0	1	0	

PROFESSION ALS	2021-242303-5	Personnel Officer	2	0	0	0	0	1	0	0	0	0	3	0	0	0	0	0	3	0	
PROFESSION ALS	2021-243103-4	Marketing Officer	0	0	0	0	0	1	0	0	0	0	1	0	0	0	0	1	1	0	
PROFESSION ALS	2021-243201	Communication Coordinator	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1	1	0	
PROFESSION ALS	2021-243201-11	Coordinator External / Internal Communication	0	0	0	0	1	0	0	0	0	0	1	0	0	0	0	1	1	0	
PROFESSION ALS	2021-243201-5	Media Liaison Officer	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1	1	0	
PROFESSION ALS	2021-243204-10	Sports Event Organiser	0	0	0	0	1	0	0	0	0	0	1	0	0	0	0	1	1	0	
PROFESSION ALS	2021-251101-9	Computer Analyst	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1	1	0	
PROFESSION ALS	2021-252302	Network Analyst	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1	1	0	
PROFESSION ALS	2021-261107	Legal Manager	1	0	0	0	1	0	0	0	0	0	2	0	0	0	2	0	2	0	
PROFESSION ALS	2021-262201-7	Coordinator Heritage General Collections Management	0	0	0	0	1	0	0	0	0	0	1	0	0	0	0	1	1	0	
PROFESSION ALS	2021-262202-6	Records Manager	0	0	0	0	1	0	0	0	0	0	1	0	0	0	0	1	1	0	
PROFESSION ALS	2021-263501-5	HIV / Aids Counsellor	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1	1	0	
PROFESSION ALS	2021-263506-1	Community Corrections Officer	10	0	0	0	11	0	0	0	0	0	21	0	0	0	21	0	21	0	
PROFESSION ALS	2021-263510	Employee Wellness Practitioner	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1	1	0	
PROFESSION ALS	2021-263512	Community Development Practitioner	7	0	0	0	12	0	0	0	0	0	19	0	0	0	3	11	5	19	0
PROFESSION ALS	2021-265904	Community Arts Worker	0	0	0	0	1	0	0	0	0	0	1	0	0	0	0	1	1	0	
PROFESSION ALS	2021-265904-2	Community Cultural Development Officer	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1	1	0	
PROFESSIONALS Totals			52	0	0	0	54	0	0	0	0	0	106	0	0	0	9	79	18	106	0
TECHNICIANS AND ASSOCIATE PROFESSIONALS	2021-311201	Civil Engineering Technician	6	0	0	0	5	0	0	0	0	0	11	0	0	0	4	6	1	11	0
TECHNICIANS AND ASSOCIATE PROFESSIONALS	2021-311201-2	Building Engineering Technician	1	0	0	0	1	0	0	0	0	0	2	0	0	0	0	2	0	2	0
TECHNICIANS AND ASSOCIATE PROFESSIONALS	2021-311201-9	Civil Engineering Assistant	0	0	0	0	1	0	0	0	0	0	1	0	0	0	0	0	1	1	0

TECHNICIANS AND ASSOCIATE PROFESSION ALS	2021-311202-5	Surveying Technician	0	0	0	0	2	0	0	0	0	2	0	0	0	0	0	0	2	0
TECHNICIANS AND ASSOCIATE PROFESSION ALS	2021-311203-1	Town Planning Research Technician	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1	0
TECHNICIANS AND ASSOCIATE PROFESSION ALS	2021-311301-5	Electrical Engineering Technical Officer	0	0	0	0	2	0	0	0	0	2	0	0	0	0	0	0	2	0
TECHNICIANS AND ASSOCIATE PROFESSION ALS	2021-311501	Mechanical Engineering Technician	1	0	0	0	1	0	0	0	0	2	0	0	0	0	1	0	2	0
TECHNICIANS AND ASSOCIATE PROFESSION ALS	2021-311501-1	Automotive Engineering Technician	0	0	0	0	1	0	0	0	0	1	0	0	0	0	1	0	1	0
TECHNICIANS AND ASSOCIATE PROFESSION ALS	2021-312103-2	Fitter Foreman	0	0	0	0	2	0	0	0	0	2	0	0	0	0	2	0	2	0
TECHNICIANS AND ASSOCIATE PROFESSION ALS	2021-312103-4	Planned Maintenance Foreman	0	0	0	0	1	0	0	0	0	1	0	0	0	0	1	0	1	0
TECHNICIANS AND ASSOCIATE PROFESSION ALS	2021-312301-1	Building Construction Supervisor	0	0	0	0	1	0	0	0	0	1	0	0	0	0	1	0	1	0
TECHNICIANS AND ASSOCIATE PROFESSION ALS	2021-314201-13	Horticultural Technical Officer	0	0	0	0	1	0	0	0	0	1	0	0	0	0	1	0	1	0
TECHNICIANS AND ASSOCIATE PROFESSION ALS	2021-331201-6	Financial Accounting Plan Officer	1	0	0	0	0	0	0	0	0	1	0	0	0	0	1	0	1	0
TECHNICIANS AND ASSOCIATE PROFESSION ALS	2021-331503-11	Examiner Pension Claims	0	0	0	0	1	0	0	0	0	1	0	0	0	0	0	1	0	0
TECHNICIANS AND ASSOCIATE PROFESSION ALS	2021-334302-2	Administrative Secretary	2	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0	2	0

TECHNICIANS AND ASSOCIATE PROFESSIONALS	2021-335401	Driving license examiner	0	0	0	0	0	1	0	0	0	0	1	0	0	0	0	0	0	0	1	0
TECHNICIANS AND ASSOCIATE PROFESSIONALS	2021-335913	Building Inspector	0	0	0	0	0	3	0	0	0	0	3	0	0	0	0	0	0	0	3	0
TECHNICIANS AND ASSOCIATE PROFESSIONALS	2021-335913-1	Building Site Inspector	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1	0	
TECHNICIANS AND ASSOCIATE PROFESSIONALS	2021-335913-2	Building Surveyor	0	0	0	0	0	1	0	0	0	0	1	0	0	0	0	0	0	1	0	
TECHNICIANS AND ASSOCIATE PROFESSIONALS	2021-341201-3	Community Development Officer	4	0	0	0	0	2	0	0	0	0	6	0	0	0	0	0	0	6	0	
TECHNICIANS AND ASSOCIATE PROFESSIONALS	2021-341201-4	Community Development Worker	5	0	0	0	0	3	0	0	0	0	8	0	0	0	0	0	0	8	0	
TECHNICIANS AND ASSOCIATE PROFESSIONALS	2021-341203-3	Community Service Worker	3	0	0	0	0	7	0	0	0	0	10	1	0	0	0	1	7	2	10	
TECHNICIANS AND ASSOCIATE PROFESSIONALS	2021-351301	Computer Network Technician	0	0	0	0	0	1	0	0	0	0	1	0	0	0	0	0	1	0	0	
TECHNICIANS AND ASSOCIATE PROFESSIONALS	2021-351302-4	GIS Assistant / Consultant / Officer / Operator / Specialist / Technician	0	0	0	0	0	2	0	0	0	0	2	0	0	0	0	0	2	0	0	
TECHNICIANS AND ASSOCIATE PROFESSIONALS	2021-351302-6	Technical Support Specialist	0	0	0	0	0	1	0	0	0	0	1	0	0	0	0	0	0	1	0	
TECHNICIANS AND ASSOCIATE PROFESSIONALS Totals			25	0	0	0	0	40	0	0	0	0	65	1	0	0	0	1	6	45	14	65
CLERICAL SUPPORT WORKERS	2021-411101	General Clerk	2	0	0	0	0	3	0	0	0	0	5	0	0	0	0	0	0	3	2	5
CLERICAL SUPPORT WORKERS	2021-411101-12	Community Services Clerk	0	0	0	0	0	1	0	0	0	0	1	0	0	0	0	0	1	0	0	1

CLERICAL SUPPORT WORKERS	2021-411101-9	Administration Clerk / Officer	22	0	0	0	0	10	0	0	0	0	0	0	32	0	0	0	0	0	2	22	8	32	0
CLERICAL SUPPORT WORKERS	2021-412101	Secretary (General)	2	0	0	0	0	2	0	0	0	0	0	0	4	0	0	0	0	0	0	2	2	4	0
CLERICAL SUPPORT WORKERS	2021-413201-5	Computer Clerk	1	0	0	0	1	0	0	0	0	0	0	0	2	0	0	0	0	0	1	1	0	2	0
CLERICAL SUPPORT WORKERS	2021-413201-8	Data Capturer	2	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0	0	0	2	0	0	2	0
CLERICAL SUPPORT WORKERS	2021-422301	Switchboard Operator	2	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0	0	0	2	0	0	2	0
CLERICAL SUPPORT WORKERS	2021-422901	Admissions Clerk	0	0	0	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	1	0
CLERICAL SUPPORT WORKERS	2021-431101-6	Accounting Clerk	12	0	0	0	7	0	0	0	0	0	0	0	19	0	0	0	0	0	4	10	5	19	0
CLERICAL SUPPORT WORKERS	2021-431301	Payroll Clerk	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	1	0
CLERICAL SUPPORT WORKERS	2021-431301-5	Payroll Assistant	0	0	0	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	1	0	0	1	0
CLERICAL SUPPORT WORKERS	2021-432101-16	Stock Control Clerk	0	0	0	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	1	0
CLERICAL SUPPORT WORKERS	2021-432101-4	Stores Clerk / Officer	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1	0	0	1	0
CLERICAL SUPPORT WORKERS	2021-432201-2	Printing Coordinator	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	1	0
CLERICAL SUPPORT WORKERS	2021-441301	Coding Clerk	0	0	0	0	2	0	0	0	0	0	0	0	2	0	0	0	0	0	0	2	0	2	0
CLERICAL SUPPORT WORKERS	2021-441501-13	Listing Clerk	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	1	0
CLERICAL SUPPORT WORKERS	2021-441601	Human Resources Clerk	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1	0	0	1	0
CLERICAL SUPPORT WORKERS	2021-441601-5	Personnel Records Clerk	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	1	0
CLERICAL SUPPORT WORKERS	2021-441903-1	Administration Officer	2	0	0	0	3	0	0	0	0	0	0	0	5	0	0	0	0	0	1	4	0	5	0
CLERICAL SUPPORT WORKERS	2021-441903-14	Project Controller	0	0	0	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	1	0
CLERICAL SUPPORT WORKERS	2021-441903-15	Senior Officer	1	0	0	0	1	0	0	0	0	0	0	0	2	0	0	0	0	0	1	1	1	2	0

SKILLED AGRICULTURAL, FORESTRY, FISHERY, CRAFT AND RELATED TRADES WORKERS	2021-671101	Electrician	0	0	0	0	2	0	0	0	0	2	0	0	0	0	0	0	1	1	2	0
SKILLED AGRICULTURAL, FORESTRY, FISHERY, CRAFT AND RELATED TRADES WORKERS	2021-671208-7	Automotive Electrician	0	0	0	0	1	0	0	0	0	1	0	0	0	0	0	0	1	0	1	0
SKILLED AGRICULTURAL, FORESTRY, FISHERY, CRAFT AND RELATED TRADES WORKERS Totals																						
PLANT AND MACHINE OPERATORS AND ASSEMBLERS	2021-714101-19	Rubber Milling Machine Operator	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	1	0
PLANT AND MACHINE OPERATORS AND ASSEMBLERS	2021-716109-5	Grain Cleaner / Dryer / Crusher	0	0	0	0	1	0	0	0	0	1	0	0	0	0	0	0	1	0	1	0
PLANT AND MACHINE OPERATORS AND ASSEMBLERS	2021-732101-7	Driver-messenger	0	0	0	0	1	0	0	0	0	1	0	0	0	0	0	0	1	0	1	0
PLANT AND MACHINE OPERATORS AND ASSEMBLERS	2021-733201-3	Dumper Truck Driver	1	0	0	0	1	0	0	0	0	2	0	0	0	0	0	0	2	0	2	0
PLANT AND MACHINE OPERATORS AND ASSEMBLERS	2021-733208-7	Mechanical Loader Operator	0	0	0	0	1	0	0	0	0	1	0	0	0	0	0	0	1	0	1	0
PLANT AND MACHINE OPERATORS AND ASSEMBLERS	2021-734101-8	Tractor Driver	0	0	0	0	1	0	0	0	0	1	0	0	0	0	0	0	1	1	1	0

B2. Interns Funded By Others Summary as at 2024

Number of Interns Funded by other given structured work experience as at 2024 by Occupational Category, Population Group, Disability status, and Age Group																					
Occupation Category	Ofo Code	Occupation	FA	FC	FI	FW	MA	MC	MI	MW	Total	DA	DC	DI	DW	Total	< 35	35 - 55	55 >	Total	Non SA
PROFESSION	2021-241106	Accountant in Practice	5	0	0	0	4	0	0	0	9	0	0	0	0	9	0	0	0	9	0
PROFESSIONALS			5	0	0	0	4	0	0	0	9	0	0	0	0	9	0	0	0	9	0
Totals																					
TECHNICIANS AND ASSOCIATE PROFESSION	2021-311201	Civil Engineering Technician	0	0	0	0	1	0	0	0	1	0	0	0	0	1	0	0	0	1	0
ALS																					
TECHNICIANS AND ASSOCIATE PROFESSIONALS			0	0	0	0	1	0	0	0	1	0	0	0	0	1	0	0	0	1	0
Totals																					
CLERICAL SUPPORT WORKERS	2021-411101-9	Administration Clerk / Officer	1	0	0	0	1	0	0	0	2	0	0	0	0	2	0	0	0	2	0
CLERICAL SUPPORT WORKERS			1	0	0	0	1	0	0	0	2	0	0	0	0	2	0	0	0	2	0
Totals																					
ELEMENTARY OCCUPATIONS	2021-821401	Garden Workers	0	0	0	0	1	0	0	0	1	0	0	0	0	1	0	0	0	1	0
ALS																					
ELEMENTARY OCCUPATIONS	2021-831301-9	Road Construction / Maintenance Labourer	0	0	0	0	1	0	0	0	1	0	0	0	0	1	0	0	0	1	0
ALS																					
ELEMENTARY OCCUPATIONS	2021-861101	Recycling or Rubbish Collector	1	0	0	0	0	0	0	0	1	0	0	0	0	1	0	0	0	1	0
ALS																					
ELEMENTARY OCCUPATIONS			1	0	0	0	2	0	0	0	3	0	0	0	0	3	0	0	0	3	0
Totals																					
Totals			7	0	0	0	8	0	0	0	15	0	0	0	0	15	0	0	0	15	0

B4. WIL Funded Interns Summary as at 2024

Number of Interns given structured work experience as at 2024 by Occupational Category, Population Group, Disability status, and Age Group																				
Occupation Category	Oto Code	Occupation	SA	EG	F	PV	MA	MC	MJ	KW	Total	DA	DC	D	DU	Total	35	39-50	55+	Total
																				Non SA

C1. Qualification Profile as at 2024

Qualification Profile															
Occupation Category	Ofo Code	Occupation	Below NQF Level	NQF Level 1	NQF Level 2	NQF Level 3	NQF Level 4	NQF Level 5	NQF Level 6	NQF Level 7	NQF Level 8	NQF Level 9	NQF Level 10	Other	Total
LEGISLATORS	2021-111101-1	Member of Mayoral Committee	0	0	1	0	1	0	4	0	3	0	0	0	9
LEGISLATORS	2021-111101-2	Speaker (Local or Provincial Government)	0	0	0	0	0	1	0	0	0	0	0	0	1
LEGISLATORS	2021-111101-4	Member of Executive Council (MEC)	0	0	0	0	1	0	0	0	0	0	0	0	1
LEGISLATORS	2021-111101-8	Councillor	4	0	2	1	30	2	13	3	4	1	0	0	60
LEGISLATORS	2021-111101-9	Mayor	0	0	0	0	0	0	0	0	1	0	0	0	1
LEGISLATORS	2021-111301	Traditional Leader	1	0	0	0	0	0	0	0	0	0	0	0	1
LEGISLATORS Totals			5	0	3	1	32	2	18	3	8	1	0	0	73
MANAGERS	2021-111203-5	Municipal Manager	0	0	0	0	0	0	0	0	0	1	0	0	1
MANAGERS	2021-111204-5	Spokesperson	0	0	0	0	0	0	0	1	0	0	0	0	1
MANAGERS	2021-111207-1	Superintendent-general	0	0	0	0	0	2	2	1	0	0	0	0	5
MANAGERS	2021-121101	Finance Manager	0	0	0	0	0	0	0	0	1	0	0	0	1
MANAGERS	2021-121101-7	Budgeting Manager	0	0	0	0	0	0	0	2	1	1	0	0	4
MANAGERS	2021-121102	Payroll Manager	0	0	0	0	0	0	0	0	1	0	0	0	1
MANAGERS	2021-121104	Internal Audit Manager	0	0	0	0	0	0	0	2	0	0	0	0	2
MANAGERS	2021-121201	Human Resource Manager	0	0	0	0	0	0	1	0	0	0	0	0	1
MANAGERS	2021-121202-1	Human Resources Development Manager	0	0	0	0	0	0	0	1	0	0	0	0	1
MANAGERS	2021-121202-7	Training & Development Manager	0	0	0	0	0	0	0	0	1	0	0	0	1
MANAGERS	2021-121204	Recruitment Manager	0	0	0	0	0	0	0	1	0	0	0	0	1
MANAGERS	2021-121207	Personnel Manager	0	0	0	0	0	0	0	0	1	0	0	0	1
MANAGERS	2021-121301-2	Strategic Planning Manager	0	0	0	0	0	0	0	1	0	0	0	0	1
MANAGERS	2021-121301-4	Policy Development Manager	0	0	0	0	0	0	1	0	0	0	0	0	1
MANAGERS	2021-121301-5	Corporate Planning Manager	0	0	0	0	0	0	0	1	0	0	0	0	1
MANAGERS	2021-121905	Programme or Project Manager	0	0	0	0	0	0	1	0	0	0	0	0	1
MANAGERS	2021-121905-1	Project Director	0	0	0	0	0	0	1	0	0	0	0	0	1
MANAGERS	2021-121908-6	Management System Auditor	0	0	0	0	0	0	0	0	1	0	0	0	1
MANAGERS	2021-132301-3	Building and Construction Manager	0	0	0	0	0	0	0	0	0	1	0	0	1
MANAGERS	2021-132401-12	Supply Chain Manager	0	0	0	0	0	0	0	1	0	0	0	0	1
MANAGERS	2021-132403	Road Transport Manager	0	0	0	0	1	0	1	2	0	0	0	0	4
MANAGERS	2021-133101-3	ICT / IT Manager	0	0	0	0	0	0	0	1	0	0	0	0	1
MANAGERS	2021-133102-1	ICT / IT / Computer Service Manager	0	0	0	0	0	0	1	0	0	0	0	0	1
MANAGERS	2021-134301	Special Care Accommodation Manager	0	0	0	0	0	0	0	0	0	1	0	0	1
MANAGERS	2021-134402	Community Development Manager	0	0	0	0	0	2	2	1	0	0	0	0	5
MANAGERS	2021-134901	Environmental Manager	0	0	0	0	0	0	0	1	0	0	0	0	1
MANAGERS	2021-134904-2	Accounting Practice Manager	0	0	0	0	0	0	0	2	0	0	0	0	2

PROFESSIONALS Totals		0	0	0	0	0	2	7	32	29	36	0	0	0	0	106
TECHNICIANS AND ASSOCIATE PROFESSIONALS	2021-311201	Civil Engineering Technician	0	0	0	0	0	3	5	1	2	0	0	0	0	11
TECHNICIANS AND ASSOCIATE PROFESSIONALS	2021-311201-2	Building Engineering Technician	0	0	0	0	0	0	0	0	2	0	0	0	0	2
TECHNICIANS AND ASSOCIATE PROFESSIONALS	2021-311201-9	Civil Engineering Assistant	0	0	0	0	0	0	0	1	0	0	0	0	0	1
TECHNICIANS AND ASSOCIATE PROFESSIONALS	2021-311202-5	Surveying Technician	0	0	0	0	0	0	1	1	0	0	0	0	0	2
TECHNICIANS AND ASSOCIATE PROFESSIONALS	2021-311203-1	Town Planning Research Technician	0	0	0	0	0	1	0	0	0	0	0	0	0	1
TECHNICIANS AND ASSOCIATE PROFESSIONALS	2021-311301-5	Electrical Engineering Technical Officer	0	0	0	0	0	1	0	0	1	0	0	0	0	2
TECHNICIANS AND ASSOCIATE PROFESSIONALS	2021-311501	Mechanical Engineering Technician	0	0	0	0	0	0	2	0	0	0	0	0	0	2
TECHNICIANS AND ASSOCIATE PROFESSIONALS	2021-311501-1	Automotive Engineering Technician	0	0	0	0	0	1	0	0	0	0	0	0	0	1
TECHNICIANS AND ASSOCIATE PROFESSIONALS	2021-312103-2	Fitter Foreman	0	0	0	0	0	0	2	0	0	0	0	0	0	2
TECHNICIANS AND ASSOCIATE PROFESSIONALS	2021-312103-4	Planned Maintenance Foreman	0	0	0	0	0	0	0	1	0	0	0	0	0	1
TECHNICIANS AND ASSOCIATE PROFESSIONALS	2021-312301-1	Building Construction Supervisor	0	0	0	0	0	0	1	0	0	0	0	0	0	1
TECHNICIANS AND ASSOCIATE PROFESSIONALS	2021-314201-13	Horticultural Technical Officer	0	0	0	0	0	0	1	0	0	0	0	0	0	1
TECHNICIANS AND ASSOCIATE PROFESSIONALS	2021-331201-6	Financial Accounting Plan Officer	0	0	0	0	0	0	0	1	0	0	0	0	0	1
TECHNICIANS AND ASSOCIATE PROFESSIONALS	2021-331503-11	Examiner Pension Claims	0	0	0	0	0	1	0	0	0	0	0	0	0	1
TECHNICIANS AND ASSOCIATE PROFESSIONALS	2021-334302-2	Administrative Secretary	0	0	0	0	0	0	1	0	1	0	0	0	0	2
TECHNICIANS AND ASSOCIATE PROFESSIONALS	2021-335401	Driving license examiner	0	0	0	0	0	0	1	0	0	0	0	0	0	1
TECHNICIANS AND ASSOCIATE PROFESSIONALS	2021-335913	Building Inspector	0	0	0	0	0	1	1	1	0	0	0	0	0	3
TECHNICIANS AND ASSOCIATE PROFESSIONALS	2021-335913-1	Building Site Inspector	0	0	0	0	0	1	0	0	0	0	0	0	0	1

TECHNICIANS AND ASSOCIATE PROFESSIONALS	2021-335913-2	Building Surveyor	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1
TECHNICIANS AND ASSOCIATE PROFESSIONALS	2021-341201-3	Community Development Officer	0	0	0	0	0	0	0	1	1	0	4	0	0	0	6	
TECHNICIANS AND ASSOCIATE PROFESSIONALS	2021-341201-4	Community Development Worker	0	0	0	0	0	0	1	3	3	1	0	0	0	8		
TECHNICIANS AND ASSOCIATE PROFESSIONALS	2021-341203-3	Community Service Worker	0	0	0	0	1	1	3	0	3	2	0	0	10			
TECHNICIANS AND ASSOCIATE PROFESSIONALS	2021-351301	Computer Network Technician	0	0	0	0	0	0	1	0	0	0	0	0	1			
TECHNICIANS AND ASSOCIATE PROFESSIONALS	2021-351302-4	GIS Assistant / Consultant / Officer /Operator / Specialist / Technician	0	0	0	0	0	2	0	0	0	0	0	0	2			
TECHNICIANS AND ASSOCIATE PROFESSIONALS	2021-351302-6	Technical Support Specialist	0	0	0	0	0	0	1	0	0	0	0	0	1			
TECHNICIANS AND ASSOCIATE PROFESSIONALS Totals			0	0	0	0	0	1	12	23	10	12	7	0	0	65		
CLERICAL SUPPORT WORKERS	2021-411101	General Clerk	0	2	0	1	2	0	0	0	0	0	0	0	0	5		
CLERICAL SUPPORT WORKERS	2021-411101-12	Community Services Clerk	0	0	0	0	0	0	0	0	1	0	0	0	1			
CLERICAL SUPPORT WORKERS	2021-411101-9	Administration Clerk / Officer	0	0	4	1	7	2	18	0	0	0	0	0	32			
CLERICAL SUPPORT WORKERS	2021-412101	Secretary (General)	0	0	0	0	0	0	4	0	0	0	0	0	4			
CLERICAL SUPPORT WORKERS	2021-413201-5	Computer Clerk	0	0	0	0	1	0	1	0	0	0	0	0	2			
CLERICAL SUPPORT WORKERS	2021-413201-8	Data Capturer	0	0	0	0	2	0	0	0	0	0	0	0	2			
CLERICAL SUPPORT WORKERS	2021-422301	Switchboard Operator	0	0	0	0	1	0	1	0	0	0	0	0	2			
CLERICAL SUPPORT WORKERS	2021-422901	Admissions Clerk	0	0	0	0	0	0	1	0	0	0	0	0	1			
CLERICAL SUPPORT WORKERS	2021-431101-6	Accounting Clerk	0	0	0	0	0	1	12	3	3	0	0	0	19			
CLERICAL SUPPORT WORKERS	2021-431301	Payroll Clerk	0	0	0	0	0	0	0	1	0	0	0	0	1			
CLERICAL SUPPORT WORKERS	2021-431301-5	Payroll Assistant	0	0	0	0	0	0	1	0	0	0	0	0	1			

D1. Employee Movement Between 1 May 2023 - 30 April 2024

Number of new Employee Recruits By Occupation Category, Gender, Population Group, Disability and Age																				
Occupation Category	Ofo Code	Occupation	FA	FC	FI	FW	MA	MC	MI	MW	Total	DA	DC	DI	DW	Total	< 35	35 - 55	55 >	
MANAGER S	2021-121104	Internal Audit Manager	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1	0	0
MANAGERS Totals			1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1	0	0
TECHNICIANS AND ASSOCIATE PROFESSIONALS	2021-311201	Civil Engineering Technician	0	0	0	0	1	0	0	0	1	0	0	0	0	0	0	1	0	0
TECHNICIANS AND ASSOCIATE PROFESSIONALS Totals			0	0	0	0	1	0	0	0	1	0	0	0	0	0	0	1	0	0
Totals			1	0	0	0	1	0	0	0	2	0	0	0	0	0	0	2	0	0

E1. Planned Training Budget for 1 May 2024 - 30 April 2025

Planned Training Budget						
Funding Source	Planned Training Budget - Employed	Planned Training Budget - Unemployed	Actual Expenditure - Employed	Actual Expenditure - Unemployed	Committed Expenditure - Employed	Committed Expenditure - Unemployed
Mandatory Grant Funds	503 355				503 355	
Outstanding Mandatory Grant funds from previous year	0 00				0 00	
Discretionary Grants funds	400 000	345 600			400 000	345 600
Additional funding (Municipality/entity, donor funds, other government funds etc)	1 987 400	250 800			1 987 400	250 800
Totals	2890755	596400	0	0	2890755	596400

E2. Total Planned Training Beneficiaries for 1 May 2024 - 30 April 2025

Total Planned Training Beneficiaries								
LGSETA Strategic Focus Area	Municipal Key Performance Area	Main IDP Priority Linked to Key Performance Area	Female - Employed	Male - Employed	Total	Female - Unemployed	Male - Unemployed	Total
Enhancing Good Governance, Leadership and Management Capabilities	Good Governance and the linking of democracy	Good Governance and the linking democracy	0	0	0	8	8	16
Promoting Sound Financial Management & Financial Viability	Municipal Financial Viability and Management	Municipal financial viability	10	4	14	5	5	10
Enhancing Infrastructure and Service Delivery	Basic Service Delivery and Infrastructure Development	Basic Service Delivery and Infrastructure Development	70	71	141	8	10	18
Enhancing Municipal Planning	Municipal Transformation and Institutional Development	Municipal Transformation and Institutional Development	0	0	0	6	8	14
Promoting Spatial Transformation and Inclusion	Sustainable Local Economic Development		2	11	13			0
Totals			82	86	168	27	31	58

E3. Total Actual Adult Education and Training beneficiaries to be trained from 30 April 2024

Total Actual Adult Education and Training beneficiaries to be trained										
AET Level	Female LGSETA funded - Employed	Female Other funded - Employed	Male LGSETA funded - Employed	Male Other funded - Employed	Total	Female LGSETA funded - Unemployed	Female Other funded - Unemployed	Male LGSETA funded - Unemployed	Male Other funded - Unemployed	Total
AET Level 1	0	0	0	0	0	0	0	0	0	0
AET Level 2	0	0	0	0	0	0	0	0	0	0
AET Level 3	0	0	0	0	0	0	0	0	0	0
AET Level 4	0	0	0	0	0	0	0	0	0	0
National Senior Certificate	0	0	0	0	0	0	0	0	0	0
Totals	0	0	0	0	0	0	0	0	0	0

E4. Total Planned Workplace Training systems beneficiaries from 30 April 2024

Total Planned Workplace Training systems beneficiaries					
Type	Female Beneficiaries		Male Beneficiaries		Total
Skills Development Facilitator	1		0		1
Local Labour Forum	3		7		10
Training Committee	2		8		10
Totals	6		15		21
				Total number of training interventions	Total number of training interventions funded by LGSETA
				1	1
				1	0
				1	1
				3	2

E5. NUMBER OF PLANNED TRAINING BENEFICIARIES BY OCCUPATION CATEGORY, GENDER, POPULATION GROUP, DISABILITY AND AGE - EMPLOYED

NUMBER OF PLANNED TRAINING BENEFICIARIES BY OCCUPATION CATEGORY, GENDER, POPULATION GROUP, DISABILITY AND AGE - EMPLOYED																				
Occupation Category	Ofc Code	Occupation	FA	FC	FI	FW	MA	MC	MI	MW	Total	DA	DC	DI	DW	Total	< 35	35 - 55	55 >	Total
LEGISLATORS	2021-111101-8	Councillor	0	0	0	0	1	0	0	0	1	0	0	0	0	0	0	1	0	1
LEGISLATORS Totals			0	0	0	0	1	0	0	0	1	0	0	0	0	0	0	1	0	1
MANAGERS	2021-111203-5	Municipal Manager	0	0	0	0	1	0	0	0	1	0	0	0	0	0	0	0	1	1
MANAGERS	2021-111204-5	Spokesperson	0	0	0	0	1	0	0	0	1	0	0	0	0	0	0	0	1	1
MANAGERS	2021-111207-1	Superintendent-general	0	0	0	0	1	0	0	0	1	0	0	0	0	0	0	0	1	1
MANAGERS	2021-121101	Finance Manager	2	0	0	0	1	0	0	0	3	0	0	0	0	0	0	3	0	3
MANAGERS	2021-121101-7	Budgeting Manager	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1	0	1
MANAGERS	2021-121104	Internal Audit Manager	4	0	0	0	0	0	0	0	4	0	0	0	0	0	0	2	2	4
MANAGERS	2021-121104	Internal Audit Manager	2	0	0	0	0	0	0	0	2	0	0	0	0	0	0	2	0	2
MANAGERS	2021-121201	Human Resource Manager	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	1
MANAGERS	2021-121202-1	Human Resources Development Manager	0	0	0	0	1	0	0	0	1	0	0	0	0	0	0	0	1	1
MANAGERS	2021-121207	Personnel Manager	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1	0	1
MANAGERS	2021-121301-2	Strategic Planning Manager	0	0	0	0	1	0	0	0	1	0	0	0	0	0	0	1	0	1
MANAGERS	2021-121301-4	Policy Development Manager	0	0	0	0	1	0	0	0	1	0	0	0	0	0	0	0	1	1
MANAGERS	2021-121301-5	Corporate Planning Manager	0	0	0	0	1	0	0	0	1	0	0	0	0	0	0	0	1	1
MANAGERS	2021-121301-5	Corporate Planning Manager	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1	0	1
MANAGERS	2021-121905-1	Project Director	0	0	0	0	1	0	0	0	1	0	0	0	0	0	0	0	1	1
MANAGERS	2021-121908-6	Management System Auditor	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1	0	1
MANAGERS	2021-132401-12	Supply Chain Manager	0	0	0	0	1	0	0	0	1	0	0	0	0	0	0	1	0	1
MANAGERS	2021-132403	Road Transport Manager	1	0	0	0	2	0	0	0	3	0	0	0	0	0	0	2	1	3
MANAGERS	2021-134301	Special Care Accommodation Manager	0	0	0	0	1	0	0	0	1	0	0	0	0	0	0	1	0	1
MANAGERS	2021-134402	Community Development Manager	1	0	0	0	3	0	0	0	4	0	0	0	0	0	0	3	1	4
MANAGERS	2021-134901	Environmental Manager	0	0	0	0	1	0	0	0	1	0	0	0	0	0	0	0	1	1
MANAGERS	2021-134904-2	Accounting Practice Manager	0	0	0	0	1	0	0	0	1	0	0	0	0	0	0	1	0	1
MANAGERS	2021-134919	Traffic and Law Enforcement Manager	0	0	0	0	2	0	0	0	2	0	0	0	0	0	0	0	2	2
MANAGERS	2021-143904-2	Security Risk Assessment Manager	0	0	0	0	1	0	0	0	1	0	0	0	0	0	0	1	0	1
MANAGERS Totals			15	0	0	0	19	0	0	0	34	0	0	0	0	0	0	21	13	34
PROFESSION ALS	2021-214202-5	GIS and Landuse Technologist	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1	0	1
PROFESSION ALS	2021-216401-3	Traffic and Transport Planner	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	1

TECHNICIANS AND ASSOCIATE PROFESSION ALS	2021-335401	Driving license examiner	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1
TECHNICIANS AND ASSOCIATE PROFESSION ALS	2021-335913	Building Inspector	0	0	0	0	2	0	0	0	2	0	0	0	0	0	0	0	2	2
TECHNICIANS AND ASSOCIATE PROFESSION ALS	2021-335913-1	Building Site Inspector	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	1
TECHNICIANS AND ASSOCIATE PROFESSION ALS	2021-335913-2	Building Surveyor	0	0	0	0	1	0	0	0	1	0	0	0	0	0	0	0	1	1
TECHNICIANS AND ASSOCIATE PROFESSION ALS	2021-341201-3	Community Development Officer	4	0	0	0	2	0	0	0	6	0	0	0	0	0	0	0	6	6
TECHNICIANS AND ASSOCIATE PROFESSION ALS	2021-341201-4	Community Development Worker	2	0	0	0	0	0	0	0	2	0	0	0	0	0	0	1	1	2
TECHNICIANS AND ASSOCIATE PROFESSION ALS	2021-341203-3	Community Service Worker	1	0	0	0	6	0	0	0	7	1	0	0	0	1	0	5	2	7
TECHNICIANS AND ASSOCIATE PROFESSION ALS	2021-351301	Computer Network Technician	0	0	0	0	1	0	0	0	1	0	0	0	0	0	1	0	1	1
TECHNICIANS AND ASSOCIATE PROFESSION ALS	2021-351302-4	GIS Assistant / Consultant / Officer / Operator / Specialist / Technician	0	0	0	0	1	0	0	0	1	0	0	0	0	0	0	1	0	1
TECHNICIANS AND ASSOCIATE PROFESSIONALS Totals			16	0	0	0	29	0	0	0	45	1	0	0	0	1	6	31	8	45
CLERICAL SUPPORT WORKERS	2021-411101-12	Community Services Clerk	0	0	0	0	1	0	0	0	1	0	0	0	0	0	0	1	0	1
CLERICAL SUPPORT WORKERS	2021-411101-9	Administration Clerk / Officer	6	0	0	0	7	0	0	0	13	0	0	0	0	0	3	10	0	13
CLERICAL SUPPORT WORKERS	2021-412101	Secretary (General)	2	0	0	0	2	0	0	0	4	0	0	0	0	0	0	2	2	4
CLERICAL SUPPORT WORKERS	2021-422301	Switchboard Operator	2	0	0	0	0	0	0	0	2	0	0	0	0	0	0	2	0	2

SKILLED AGRICULTURAL FORESTRY, FISHERY, CRAFT AND RELATED TRADES WORKERS	2021-641501-1	Building Maintenance Repairman	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
SKILLED AGRICULTURAL FORESTRY, FISHERY, CRAFT AND RELATED TRADES WORKERS	2021-671101	Electrician	0	0	0	0	0	2	0	0	0	0	2	0	0	0	0	0	0	1	2
SKILLED AGRICULTURAL FORESTRY, FISHERY, CRAFT AND RELATED TRADES WORKERS	2021-671208-7	Automotive Electrician	0	0	0	0	0	1	0	0	0	0	1	0	0	0	0	0	0	0	1
SKILLED AGRICULTURAL FORESTRY, FISHERY, CRAFT AND RELATED TRADES WORKERS	2021-714101-19	Rubber Milling Machine Operator	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1	1
PLANT AND MACHINE OPERATORS AND ASSEMBLERS	2021-716109-5	Grain Cleaner / Dryer / Crusher	0	0	0	0	0	1	0	0	0	0	1	0	0	0	0	0	1	0	1
PLANT AND MACHINE OPERATORS AND ASSEMBLERS	2021-732101-7	Driver-messenger	0	0	0	0	0	1	0	0	0	0	1	0	0	0	0	0	1	0	1
PLANT AND MACHINE OPERATORS AND ASSEMBLERS	2021-733201-3	Dumper Truck Driver	1	0	0	0	0	1	0	0	0	0	2	0	0	0	0	0	2	0	2
PLANT AND MACHINE OPERATORS AND ASSEMBLERS	2021-733208-7	Mechanical Loader Operator	0	0	0	0	0	1	0	0	0	0	1	0	0	0	0	0	1	0	1
PLANT AND MACHINE OPERATORS AND ASSEMBLERS	2021-734101-8	Tractor Driver	0	0	0	0	0	1	0	0	0	0	1	0	0	0	0	0	0	1	1
Totals			0	0	0	0	0	4	0	0	0	0	4	0	0	0	0	0	0	3	4

ELEMENTARY OCCUPATION S	2021-862202-5	General Worker	34	0	0	0	42	0	0	0	76	1	0	0	0	1	6	54	16	76
ELEMENTARY OCCUPATION S	2021-862919-1	Mechanic Assistant	0	0	0	0	1	0	0	0	1	0	0	0	0	0	0	1	0	1
ELEMENTARY OCCUPATIONS Totals			41	0	0	0	54	0	0	0	95	1	0	0	0	1	13	65	17	95

E6. List of learning interventions by name - Employed

List of learning interventions by name - Employed												
LGSETA Strategic Focus Area	Municipal Key Performance Area	Skills Gap	Type of learning intervention	Qualification/Trade Title	SACA/Trade ID	Learnership Code	Learnership Title	Name of learning intervention (Other)	Work Experience	NQF Level	Funded By	Number trained in this learning intervention
Promoting Sound Financial Management & Financial Viability	Municipal Financial Viability and Management		Learnership	Certificate: Municipal Financial Management	48965					NQF Level 6	Other Municipality funding	15
Enhancing Infrastructure and Service Delivery	Basic Service Delivery and Infrastructure Development	Traffic Policing	Skills Programme towards a Qualification	Occupational Certificate: Fitness Instructor	118689			Firearm Training		NQF Level 4	Other Municipality funding	48
Enhancing Infrastructure and Service Delivery	Basic Service Delivery and Infrastructure Development	Grader Operator	Skills Programme towards a Qualification	Occupational Certificate: Automotive Clutch and Brake Repairer	118729			Operate a rigid body dump truck		NQF Level 2	Other Municipality funding	21
Promoting Spatial Transformation and Inclusion	Sustainable Local Economic Development	Community Development	Skills Programme towards a Qualification	National Certificate: Environmental Practice	49605			Methods to construct and maintain drainage.		NQF Level 2	Other Municipality funding	13
Enhancing Infrastructure and Service Delivery	Basic Service Delivery and Infrastructure Development	Diesel Mechanic Skills	Skills Programme towards a Qualification	Occupational Certificate: Automotive Clutch and Brake Repairer	118729			Diesel Mechanic; (Phase 2 (Engine))		NQF Level 2	Other Municipality funding	15
Enhancing Infrastructure and Service Delivery	Basic Service Delivery and Infrastructure Development	Cleaning Skills	Skills Programme towards a Qualification	National Certificate: Environmental Practice	49605			Specialist Hygiene and Cleaning Services		NQF Level 2	Other Municipality funding	33
Enhancing Infrastructure and Service Delivery	Basic Service Delivery and Infrastructure Development	Project Management	Skills Programme towards a Qualification	Further Education and Training Certificate: Community Development	67509			Project Management		NQF Level 4	Other Municipality funding	10
Enhancing Infrastructure and Service Delivery	Basic Service Delivery and Infrastructure Development	Office Administration	Short Course: Non-credit					Customer Management		Below NQF Level 1	Other Municipality funding	25
Totals												180

E7. NUMBER OF PLANNED TRAINING BENEFICIARIES BY OCCUPATION CATEGORY, GENDER, POPULATION GROUP, GENDER, POPULATION GROUP, DISABILITY AND AGE - GROUP, DISABILITY AND AGE for 30 April 2024 - Unemployed

NUMBER OF PLANNED TRAINING BENEFICIARIES BY OCCUPATION CATEGORY, GENDER, POPULATION GROUP, DISABILITY AND AGE - Unemployed																					
Occupation Category	Ofo Code	Occupation	FA	FC	FI	FW	MA	MC	MI	MW	Total	DA	DC	DI	DW	Total	< 35	35 - 55	55 >	Total	Non SA
MANAGERS	2021-121205-1	Employee Wellness Consultant	1	0	0	0	1	0	0	0	2	2	0	0	0	2	2	0	0	2	0
MANAGERS Totals			1	0	0	0	1	0	0	0	2	2	0	0	0	2	2	0	0	2	0
	PROFESSION	2021-242303-9	Hr Administrator	12	0	0	0	18	0	0	30	30	0	0	0	30	30	0	0	30	0
PROFESSIONALS Totals			12	0	0	0	18	0	0	0	30	30	0	0	0	30	30	0	0	30	0
	TECHNICIANS AND ASSOCIATE PROFESSION	2021-311203	Town Planning Technician	6	0	0	0	10	0	0	16	16	0	0	0	16	16	0	0	16	0
TECHNICIANS AND ASSOCIATE PROFESSIONALS Totals			6	0	0	0	10	0	0	0	16	16	0	0	0	16	16	0	0	16	0
	CLERICAL SUPPORT WORKERS	2021-431101-6	Accounting Clerk	4	0	0	0	3	0	0	7	7	0	0	0	7	7	0	0	7	0
CLERICAL SUPPORT WORKERS	2021-441903-7	Administrator	2	0	0	0	1	0	0	0	3	3	0	0	0	3	3	0	0	3	0
CLERICAL SUPPORT WORKERS Totals			6	0	0	0	4	0	0	0	10	10	0	0	0	10	10	0	0	10	0
			25	0	0	0	33	0	0	0	58	58	0	0	0	58	58	0	0	58	0

E8. List of learning interventions by name - Unemployed

List of learning interventions by name - Unemployed														
LGSETA Strategic Focus Area	Municipal Key Performance Area	Occupation	Ofo Code	Skills Gap	Type of learning intervention	Qualification n/Trade Title	SAQ A/Tra de ID	Learnership Code	Learnership Title	Name of learning intervention (Other)	NQF Level	Funded By	Number trained in this learning intervention -Females	Number trained in this learning intervention -Males
Enhancing Municipal Planning	Municipal Transformation and Institutional Development	Employee Wellness Consultant	2021-121205-1	Human Resource Development	Graduate Internship						Below NQF Level 1	Other funding - government , donors, other SETAs	1	1
Employee Wellness Consultant Totals														
Enhancing Infrastructure and Service Delivery	Basic Service Delivery and Infrastructure Development	Hr Administrator	2021-242303-9	Management and Administration	Graduate Internship						Below NQF Level 1	Other funding - government , donors, other SETAs	2	1
Enhancing Infrastructure and Service Delivery	Basic Service Delivery and Infrastructure Development	Hr Administrator	2021-242303-9	Records and Archives Management	Graduate Internship						Below NQF Level 1	Other funding - government , donors, other SETAs	12	18
Hr Administrator Totals														
Enhancing Municipal Planning	Municipal Transformation and Institutional Development	Town Planning Technician	2021-311203	GIS - Geographical Information Systems Mapping	Graduate Internship						Below NQF Level 1	Other funding - government , donors, other SETAs	6	10
Town Planning Technician Totals														
Promoting Sound Financial Management & Financial Viability	Municipal Financial Viability and Management	Accounting Clerk	2021-431101-6	GRAP / Accounting Standard Update and Implementation Standards	Graduate Internship						Below NQF Level 1	Other funding - government , donors, other SETAs	4	3
Accounting Clerk Totals														

F1. Reporting on Training Expenditure for 1 May 2023 - 30 April 2024

Reporting on Training Expenditure						
Funding Source	Planned Training Budget - Employed	Planned Training Budget - Unemployed	Actual Expenditure - Employed	Actual Expenditure - Unemployed	Committed Expenditure - Employed	Committed Expenditure - Unemployed
Mandatory Grant Funds	503 355	0	503 355	0	503 355	0
Outstanding Mandatory Grant funds from previous year	0	0	0	0	0	0
Discretionary Grants funds	400 000	345 600	238 000	138 240	400 000	345 600
Additional funding (Municipality/entity, donor funds, other government funds etc)	1 800 000		1 520 000	0	1 800 000	
Totals	2703355	345600	2261355	138240	2703355	345600

F2. Total Actual Training Beneficiaries from 1 May 2023 - 30 April 2024

Total Actual Training Beneficiaries								
LGSETA Strategic Focus Area	Municipal Key Performance Area	Main IDP Priority Linked to Key Performance Area	Female - Employed	Male - Employed	Total	Female - Unemployed	Male - Unemployed	Total
Enhancing Good Governance, Leadership and Management Capabilities	Good Governance and the linking of democracy	Good Governance and Public Participation	53	71	124	10	15	25
Promoting Sound Financial Management & Financial Viability	Municipal Financial Viability and Management	Municipal Financial Viability and Management	4	2	6	9	5	14
Enhancing Infrastructure and Service Delivery	Basic Service Delivery and Infrastructure Development	Basic Service Delivery and Infrastructure Development	11	20	31	0	0	0
Enhancing Municipal Planning	Municipal Transformation and Institutional Development	Municipal Transformation and Institutional Development	0	0	0	3	6	9
Promoting Spatial Transformation and Inclusion	Sustainable Local Economic Development	Sustainable Local Economic Development	2	9	11	0	0	0
Totals			70	102	172	22	26	48

F3. Total Actual Adult Education and Training beneficiaries as at 1 May 2023 - 30 April 2024

Total Actual Adult Education and Training beneficiaries										
AET Level	Female LGSETA funded - Employed	Female Other funded - Employed	Male LGSETA funded - Employed	Male Other funded - Employed	Total	Female LGSETA funded - Unemployed	Female Other funded - Unemployed	Male LGSETA funded - Unemployed	Male Other funded - Unemployed	Total
AET Level 1	0	0	0	0	0	0	0	0	0	0
AET Level 2	0	0	0	0	0	0	0	0	0	0
AET Level 3	0	0	0	0	0	0	0	0	0	0
AET Level 4	0	0	0	0	0	0	0	0	0	0
National Senior Certificate	0	0	0	0	0	0	0	0	0	0
Totals	0	0	0	0	0	0	0	0	0	0

F4 Total Actual Workplace Training systems beneficiaries as at 1 May 2023 - 30 April 2024

Total Actual Workplace Training systems beneficiaries					
Type	Female Beneficiaries	Male Beneficiaries	Total	Total number of training interventions	Total number of training interventions funded by LGSETA
Skills Development Facilitator	1	0	1	1	1
Local Labour Forum	6	4	10	1	1
Training Committee	5	4	9	1	1
Totals	12	8	20	3	3

F5. NUMBER OF TRAINING BENEFICIARIES BY OCCUPATION CATEGORY, GENDER, POPULATION GROUP, GENDER, POPULATION GROUP, DISABILITY AND AGE as at 1 May 2023 - 30 April 2024 - EMPLOYED

NUMBER OF TRAINING BENEFICIARIES BY OCCUPATION CATEGORY, GENDER, POPULATION GROUP, DISABILITY AND AGE - EMPLOYED																				
Occupation Category	Ofo Code	Occupation	FA	FC	FI	FW	MA	MC	MI	MW	Total	DA	DC	DI	DW	Total	< 35	35 - 55	55 >	Total
LEGISLATORS	2021-111101-1	Member of Mayoral Committee	4	0	0	0	5	0	0	0	9	1	0	0	0	1	0	3	6	9
LEGISLATORS	2021-111101-2	Speaker (Local or Provincial Government)	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1	0	1
LEGISLATORS	2021-111101-4	Member of Executive Council (MEC)	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	1
LEGISLATORS	2021-111101-8	Councillor	28	0	0	0	32	0	0	0	60	1	0	0	0	1	5	29	26	60
LEGISLATORS	2021-111101-9	Mayor	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	1
LEGISLATORS	2021-111301	Traditional Leader	0	0	0	0	1	0	0	0	1	0	0	0	0	0	0	0	1	1
LEGISLATORS Totals			35	0	0	0	38	0	0	0	73	2	0	0	0	2	5	33	35	73
MANAGERS	2021-121101-7	Budgeting Manager	4	0	0	0	0	0	0	0	4	0	0	0	0	0	0	0	2	4
MANAGERS	2021-121104	Internal Audit Manager	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1	0	1
MANAGERS	2021-121201	Human Resource Manager	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	1
MANAGERS	2021-121202-7	Training & Development Manager	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	1
MANAGERS	2021-121908-6	Management System Auditor	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1	0	1
MANAGERS	2021-132301-3	Building and Construction Manager	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	1
MANAGERS	2021-132403	Road Transport Manager	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1	0	1
MANAGERS	2021-133101-3	ICT / IT Manager	0	0	0	0	1	0	0	0	1	0	0	0	0	0	0	1	0	1
MANAGERS	2021-133102-1	ICT / IT / Computer Service Manager	0	0	0	0	1	0	0	0	1	0	0	0	0	0	0	1	0	1
MANAGERS	2021-134402	Community Development Manager	1	0	0	0	4	0	0	0	5	0	0	0	0	0	0	3	2	5
MANAGERS	2021-134904-2	Accounting Practice Manager	1	0	0	0	1	0	0	0	2	0	0	0	0	0	0	2	0	2
MANAGERS	2021-134919	Traffic and Law Enforcement Manager	0	0	0	0	1	0	0	0	1	0	0	0	0	0	0	0	1	1
MANAGERS Totals			12	0	0	0	8	0	0	0	20	0	0	0	0	0	0	12	8	20
PROFESSION ALS	2021-241104-4	Auditor	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1	0	1
PROFESSION ALS	2021-241106	Accountant in Practice	2	0	0	0	4	0	0	0	6	0	0	0	0	0	2	4	0	6
PROFESSION ALS	2021-242203	Company Secretary	1	0	0	0	1	0	0	0	2	0	0	0	0	0	0	2	0	2
PROFESSION ALS	2021-242209	Accounting Officer	0	0	0	0	1	0	0	0	1	0	0	0	0	0	0	1	0	1
PROFESSION ALS	2021-242303-5	Personnel Officer	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1	0	1
PROFESSION ALS	2021-243201	Communication Coordinator	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1	0	1

[illegible]

F6. List of learning interventions by name - Employed

List of learning interventions by name - Employed												
LGSETA Strategic Focus Area	Municipal Key Performance Area	Skills Gap	Type of Learning Intervention	Qualification/Trade Title	SAQA Trade ID	Leathership Code	Learning Unit	Name of Learning Intervention (Other)	Work Experience	NQF Level	Fundsource	Number of Learners in this Intervention
Promoting Sound Financial Management & Financial Viability	Municipal Financial Viability and Management	Municipal Financial Management and Reporting	Leathership	Certificate: Municipal Financial Management	48965	14Q140030181666	National Certificate in Municipal Finance Management Level 6			NQF Level 6	Other funding - government, donors, other SETAs	10
Enhancing Infrastructure and Service Delivery	Basic Service Delivery and Infrastructure Development	End User Computing	Leathership	Occupational Certificate: Design Thinking Innovation Lead	118788	32Q320172201604	Design Thinking Innovation Lead			NQF Level 4	LGSETA - Discretionary Grant funds	15
Enhancing Good Governance, Leadership and Management Capabilities	Good Governance and the linking of democracy	Ward Committee Governance	Skills Programme towards a Qualification	General Education and Training Certificate: Environmental Practice	49552					NQF Level 1	Other funding - government, donors, other SETAs	46
Promoting Spatial Transformation and Inclusion	Sustainable Local Economic Development	Payroll Practice	Skills Programme towards a Qualification	Higher Certificate in Computers and Administration	118441					NQF Level 5	Other Municipality funding	11
Enhancing Infrastructure and Service Delivery	Basic Service Delivery and Infrastructure Development	Training Committee / LLF Training	Skills Programme towards a Qualification	General Education and Training Certificate: Environmental Practice	49552					NQF Level 1	LGSETA - Discretionary Grant funds	8
Enhancing Good Governance, Leadership and Management Capabilities	Good Governance and the linking of democracy		Skills Programme towards a Qualification	Certificate: Local Government	23616					NQF Level 5	LGSETA - Discretionary Grant funds	9

F7. NUMBER OF TRAINING BENEFICIARIES BY OCCUPATION CATEGORY, GENDER, POPULATION GROUP, DISABILITY AND AGE as at 1 May 2023 - 30 April 2024 - Unemployed

NUMBER OF TRAINING BENEFICIARIES BY OCCUPATION CATEGORY, GENDER, POPULATION GROUP, DISABILITY AND AGE - Unemployed																					
Occupation Category	Ofo Code	Occupation	FA	FC	FI	FW	MA	MC	MI	MW	Total	DA	DC	DI	DW	Total	< 35	35 - 55	55 >	Total	Non SA
PROFESSION	2021-241106	Accountant in Practice	6	0	0	0	4	0	0	0	10	0	0	0	0	0	10	0	0	10	4
ALS																					
PROFESSION	2021-241107	Financial Accountant	6	0	0	0	4	0	0	0	10	0	0	0	0	0	10	0	0	10	0
ALS																					
PROFESSION	2021-215202-2	Information Technologist	2	0	0	0	3	0	0	0	5	0	0	0	0	0	3	2	0	5	0
ALS																					
PROFESSIONALS			14	0	0	0	11	0	0	0	25	0	0	0	0	0	23	2	0	25	4
Totals																					
TECHNICIANS AND ASSOCIATE PROFESSION	2021-311906	Environmental Engineering Technician	2	0	0	0	1	0	0	0	3	0	0	0	0	0	3	0	0	3	0
ALS																					
TECHNICIANS AND ASSOCIATE PROFESSION	2021-351302	Geographic Information Systems Technicians	6	0	0	0	4	0	0	0	10	0	0	0	0	0	10	0	0	10	0
ALS																					
TECHNICIANS AND ASSOCIATE PROFESSIONALS			8	0	0	0	5	0	0	0	13	0	0	0	0	0	13	0	0	13	0
Totals																					
CLERICAL SUPPORT WORKERS	2021-411101-9	Administration Clerk / Officer	4	0	0	0	6	0	0	0	10	0	0	0	0	0	10	0	0	10	0
ALS																					
CLERICAL SUPPORT WORKERS			4	0	0	0	6	0	0	0	10	0	0	0	0	0	10	0	0	10	0
Totals																					
CLERICAL SUPPORT WORKERS			4	0	0	0	6	0	0	0	10	0	0	0	0	0	10	0	0	10	0
Totals																					
Totals			26	0	0	0	22	0	0	0	48	0	0	0	0	0	46	2	0	48	4

F8. List of learning interventions by name - Unemployed

List of learning interventions by name - Unemployed										
Ofo Code	Occupation	Type of learning intervention	Learning Intervention	Name of learning intervention (Other)	NQF Level	Funded By	Pivotal	Number trained in this learning intervention - Female	Number trained in this learning intervention - Male	
2021-241106	Accountant in Practice	Leadership	National Certificate: Municipal Finance Management_48965		NQF Level 6	Other Municipality funding	Yes	6	4	
2021-241106	Accountant in Practice	Skills Programme towards a Qualification	GRAP / Accounting Standard Update and Implementation Standards _		NQF Level 4	Other funding - government, donors, other SETAs	Yes	6	4	
Accountant in Practice Totals								12	8	
2021-411101-9	Administration Clerk / Officer	Skills Programme towards a Qualification	National Certificate: Local Economic Development_36437		NQF Level 1	LGSETA - Discretionary Grant funds	Yes	10	15	
2021-411101-9	Administration Clerk / Officer	Skills Programme towards a Qualification	New Venture Creation _		Below NQF Level 1	LGSETA - Discretionary Grant funds	Yes	10	15	
Administration Clerk / Officer Totals								20	30	
2021-351302	Geographic Information Systems Technicians	Skills Programme towards a Qualification	Geographical Information Systems (GIS) Mapping _		NQF Level 1	Other Municipality funding	Yes	4	3	
Geographic Information Systems Technicians Totals								4	3	
Totals								36	41	

ANNEXURE H

➤ EXTENDED PUBLIC WORKS PROGRAMME (EPWP)

INFRASTRUCTURE SECTOR

Upgrading of Thilamra street house 3	17/02/2022	121847	35	6	9	11	9	1	Captured 33	Yes	Indicative for reporting
Construction of Thilamra road 1 street	23/02/2021	128406	23	2	3	5	3	0	Captured	No	
Construction of Thilamra road 2 street station	25/02/2021	134448	22	5	2	5	1	0	Captured	No	
Construction of Thilamra road 3 street	10/02/2021	120795	22	5	2	7	8	0	Captured	Yes	
Construction of Thilamra road 4 street	28/02/2021	126543	40	8	12	8	12	0	Captured 25	No	15.4 not valid for reporting
Construction of Thilamra road 5 street	06/02/2023	123733	24	5	9	6	4	0	Captured	No	
Construction of Thilamra road 6 street	06/02/2023	133734	38	3	9	12	9	0	Captured	No	
Construction of Thilamra road 7 street	06/02/2023	133737	23	10	6	7	5	0	Captured	No	
Construction of Thilamra road 8 street	06/02/2023	133736	50	8	6	25	5	0	Captured	No	
Construction of Thilamra road 9 street	06/02/2023	133734	5	1	1	1	1	0	Captured	No	
Construction of Thilamra road 10 street	06/02/2023	134456	27	1	2	5	9	0	Captured	No	
Construction of Thilamra road 11 street	06/02/2023	128931	44	16	15	8	5	0	Captured	No	
Construction of Thilamra road 12 street	06/02/2023	133735	13	4	2	2	3	0	Captured	No	
Construction of Thilamra road 13 street	06/02/2023	133735	15	4	6	5	2	0	Captured	No	
Construction of Thilamra road 14 street	06/02/2023	133733	28	5	9	20	6	0	Captured	No	
Construction of Thilamra road 15 street	06/02/2023	140711	20	2	2	7	7	0	Captured 17	No	3.0 not valid for reporting
Construction of Thilamra road 16 street	06/02/2023	145809	11	3	1	4	3	0	Captured	No	
Construction of Thilamra road 17 street	06/02/2023	145808	9	2	1	5	1	0	Captured	No	
Construction of Thilamra road 18 street	06/02/2023	145805	8	2	1	2	3	0	Captured	No	
Construction of Thilamra road 19 street	06/02/2023	145804	12	6	1	2	5	0	Captured	No	
Construction of Thilamra road 20 street	06/02/2023	145805	9	1	5	4	1	0	Captured	No	
Construction of Thilamra road 21 street	06/02/2023	145806	5	1	1	3	1	0	Captured	No	
Construction of Thilamra road 22 street	06/02/2023	145807	12	3	6	3	0	0	Captured	No	
Construction of Thilamra road 23 street	06/02/2023	145808	7	5	5	3	4	0	Captured	No	
Construction of Thilamra road 24 street	06/02/2023	145809	9	3	0	4	2	0	Captured	No	
Construction of Thilamra road 25 street	06/02/2023	145810	8	1	2	3	0	0	Captured	No	
Construction of Thilamra road 26 street	06/02/2023	145811	5	1	2	3	0	0	Captured	No	
Construction of Thilamra road 27 street	06/02/2023	145812	11	1	5	4	1	0	Captured	No	
Construction of Thilamra road 28 street	06/02/2023	145813	11	1	5	4	1	0	Captured	No	
Construction of Thilamra road 29 street	06/02/2023	145814	11	1	5	4	1	0	Captured	No	
Construction of Thilamra road 30 street	06/02/2023	145815	11	1	5	4	1	0	Captured	No	
Construction of Thilamra road 31 street	06/02/2023	145816	11	1	5	4	1	0	Captured	No	
Construction of Thilamra road 32 street	06/02/2023	145817	11	1	5	4	1	0	Captured	No	

Electrification of Tshikhidulu	7/2/2022/2023I	144836	18	3	2	8	5	0	Captured
Electrification of Jimmy Kone Village	7/3/2022/2023F	144831	11	1	2	4	4	0	7 Captured, 5 id failed validation
Electricity Construction of Tshikhivhi Village	7/3/2022/2023C	144780	10	2	3	3	2	0	
Electricity construction of Phophidi Village-Sidou	7/5/2022/2023D	144829	7	0	3	4	0	0	
Electricity construction of Vhutsa/ha Madogani	7/5/2022/2023L	144840	11	2	1	7	1	0	
Electricity construction of Thononda village	7/3/2022/2023	144830	10	1	1	4	4	0	3 Captured, 1 id not valid for reporting
Electricity construction of Tshikhidulu village	7/3/2022/2023I	144836	18	3	2	8	5	0	
Electricity construction of Ngweneta Tshavha-Sidou	7/5/2022/2023K	144834	6	0	0	2	4	0	
Electrification of Tshapasha Village	7/3/2022/2023/N	144841 No Date							
Electrification of Tshidongolwe Village	7/3/2022/2023G	144832	7	2	2	1	3	0	Not valid for reporting
TOTAL		607	114	133	219	134	1		

ENVIRONMENT AND CULTURE SECTOR

IG Thulamela Refuse removal	IG/01/2022/23	123721	108	11	37	17	38	1	Captured No
IG Thulamela integrated Waste Management	IG/02/2022/23	123727	109	6	46	13	48	2	Captured No
IG Thulamela Horticulture	IG/04/2022/23	123730	71	8	30	9	24	0	Captured No
IG Street Cleaning and Greening	IG/08/2022/23	123729	107	18	28	21	28	4	Captured No
IG Thulamela Horticulture	IG/04/2023/2024	123718	67	13	29	5	20	2	Captured
IG Thulamela Refuse removal	IG/01/2023/2024	123717	109	18	38	19	34	6	Captured
IG Thulamela street cleaning and Greening	IG/03/2023/2024	123713	110	7	45	5	58	3	Captured
IG Thulamela integrated Waste Management	IG/02/2023/2024	123712	114	26	38	28	18	4	Captured
TOTAL		795	107	291	117	268	22		

SOCIAL SECTION

IG Thulamela Security Services	16/09/2022/23	125404	10	3	4	0	3	0	Captured	No
IG Thulamela Security Services	16/09/2022/23	135758	6	2	1	2	1	0	Captured	No
Security Services at Thulamela Head offices	24/2020/2021A	118330	16	6	5	4	2	Not yet updated on the system		
Security Services at Makwela Stadium	26/2020/2021A	118328	12	7	2	2	1	Not yet updated, id not valid for reporting		
Diyahazwau Security Services Makonde Stadium	38/2021/2022DA	143498	5	1	4	1	0	0 No Participant data tool		
Diyahazwau Security Services Mutale traffic			9	2	1	2	2	0 No Participant data tool		
Diyahazwau Security Services Tshilungoma			9	5	3	1	0	0 No Participant data tool		
Muthumuni Security services Tshierike Sub Office	71/2022/2023		6	2	2	2	0	No Participant data tool		
Muthumuni Security Services Gumbani Landfill	38/2021/2022 Muthumuni	118325	6	2	2	2	0	ID NOT CERTIFIED, NO DATA TOOL		
Tshahkwiio Trading security services Thohoyandou Stadium			10	2	5	3	0	ID NOT CERTIFIED, NO DATA TOOL		
Tshahkwiio Trading security services Thohoyandou Indoor sports centre			10	1	7	1	1	ID NOT CERTIFIED, NO DATA TOOL		
Tshahkwiio Trading Security services Mubeni Cemetery		Not created	4	0	1	3	0	ID NOT CERTIFIED, NO DATA TOOL		
Cave Security and Training Sibasa Traffic	71/2022/2023 Ca	143676	16	3	6	6	1	Captured		
Dana Security	71/2022/2023	144413	6	0	3	2	1	Captured		
Security services @Thohoyandou Landfill steel deep Rural)	38/2021/2022	140509	6	1	2	2	1	0 Captured		
TOTAL			132	37	49	33	13			

No	Project Name	Project Reference Number	Profile ID	Work opportunities	Adult Male	Adult Female	Youth Male	Youth Female	Disability	EPWP/PS Status	Not Reported
				INFRASTRUCTURE SECTOR							
1	16 Thulamela surface Road Maintenance	16/07/2021/2022	115451	60	9	18	16	17	0	Captured	
2	16 Thulamela Culvert Construction	16/06/2021/2022	115449	11	3	3	2	2	0	Captured	
3	16 Thulamela Special Project		115450	3	0	0	3	0	0	Captured	
4	Upgrading of Tshilamba street phase 3	27/2021/2022	121947	35	6	9	11	9	1	Captured	3 ID Not valid for reporting
5	Construction of Thulamela Municipality Paving and parking Sheds	15/2021/2022	123861	5	0	1	4	0	0	Captured	1
6	Construction of Thoboyandou - J street	29/2020/2021	128108	13	2	3	5	3	0	Captured	1 id not valid for reporting
7	Construction of Tshikombani Testing station	35/2020/2021	119448	12	0	2	5	1	0	Captured	
8	Construction of Mukumbani Access Road	70/2020/2021	120795	22	5	2	7	8	0	Captured	
9	Construction of Tshilamba Arts Centre	28/2020/2021A	120843	40	8	12	8	12	0	Captured	15
10	16 Thulamela Special Projects (Gabion)	16/06/2022/2023	123733	24	5	9	6	4	0	Captured	
11	Construction of Murale Hall Fencing	17/2021/2022A	128482	7	0	2	3	2	0	Captured	
12	16 Thulamela surface road maintenance	16/07/2022/23	123734	33	3	9	12	9	0	Captured	1
13	Construction of Ablution Block at Murale Traffic Offices	16/2021/2022A	128483	8	4	0	3	1	0	Captured	
14	16 Thulamela Human Settlement	16/08/2022/23	124466	17	1	2	5	9	0	Captured	
15	16 Thulamela Culvert	16/06/2022/23	129331	44	16	15	8	5	0	Captured	2
16	Electrification of He-Lambani- Dimani	03/2022/2023	131136	16	3	5	5	3	0	Captured	9
17	Electrification of Tswinga	03/2022/2023	131130	11	3	3	3	2	0	Captured	3
18	Electrification of Tshamukungwi	03/2022/2023A	131132	11	2	0	4	5	0	Captured	1
19	Electrification of Makhuvha Tshilivho	03/2022/2023B	131134	12	3	2	5	2	0	Captured	
20	Electrification of Tshamuturo	05/2022/2023	131135	7	4	1	1	0	0	Captured	

