

No.	Priority Turn Around Focal Area	January 2010 (Current Situation/ Baseline)	Target for December 2010 (Changed Situation)	Municipal Action	Unblocking Action Needed from other Spheres and Agencies (e.g. intervention or technical support)	Human Resource allocated	Budget	
							Allocated	Projected
1.	Basic Service Delivery							
1.1	Access to water	83,869 developed stands with access to water 11,000 with no access to water (8,600) informal settlements	3,650 stands to be provided with water	To approach Human Settlement and MIG for funding of the project	DWA to recommend technical report Human Settlement to approve project and make funding available	Technical department/ PMU Housing unit	R0.00	R20 million
	Operations and Maintenance	340 km (8 km) asbestos and steel lines to be replaced	8 kilometers of pipelines will be completed by December 2010 40 kilometers in the next two financial years	Business plan to be submitted MIG to address the 8km Consultant already appointed The municipality will source funding for the remaining kilometers	DWA to recommend technical report Cogta Province And National to register the project for MIG funding DWA to support with the Chinese pipe projects National Treasury to assist with funding	Technical department/ PMU	<i>R5,6 million</i>	<i>R5,6 million</i> <i>(± R200 million required to complete project)</i>
		Of the (6,147) 40% defective valves and (4,310) 40% defective hydrants	800 valves and 500 hydrants to be replaced	Develop a business plan and complete procurement process	DWA to recommend technical report Cogta Province And National to register the project for MIG funding	Technical department	R2 million	R2 million

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	Water loss	55% water loss	To reduce the water loss by 2%	To replace defective and leaking water meters Ensure availability of equipment, material and personnel (critical vacant positions to be filled) Ensure availability of O&M funding	DWA to assist with the development of water demand management plan	Technical department Finance department	R2,7 million	R2,7 million (R12 million allocated over three financial years)
	Water quality	40% compliance with the DWA monitoring standards (Blue Drop)	100% compliance with DWA monitoring standards	Filing of vacant position in the Lab Operation-utilization of the Lab Training of personnel dealing with O&M Develop water safety plan Develop asset register for water infrastructure	Accreditation of the Lab by DWA	Technical department	Internal	Internal

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1.2	Access to sanitation	+81,900 households have access to sanitation (10,500 backlog for new households, settlements to be formalised)	3,066 new households to be provided with access (1500hh Thandanani, 216hh Kutlwanong, 350hh Meloding, 1,000hh Thabong,)	<p>Consultant to be appointed for Kutlwanong</p> <p>Submit a MIG registration to Cogta</p> <p>Technical report to DWA</p> <p>Business plan to be submitted to Human Settlement</p> <p>Contractors to be appointed for all projects</p>	<p>Cogta National and Province to register the MIG project</p> <p>DWA to recommend the technical report</p> <p>Human Settlement to make funding available for Greenfields</p>	<p>Technical department/ PMU</p> <p>Housing unit</p>	R0.00	R20 million
	Bucket eradication	1,988 households utilizing bucket sanitation system, toilets built not fully functional (988 Meloding/Kutlwanong and 1,000 Phomolong)	All buckets to be eradicated (toilets fully functional)	<p>Phomolong outfall sewer , to appoint contractor before end of March 2010</p> <p>Meloding/ Kutlwanong, refurbishment programme under way</p>	None	Technical department/ PMU	R10 million	R10 million

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	Odendaalsrus WWTW	Odendaalsrus purification plant un-functional	Purification plant will be fully functional	Project under construction	DWA to recommend the budget maintenance Budget maintenance to be registered by Cogta National	Technical department/ PMU	R16 million	R20 million
	Witpan WWTW	Dysfunctional	90% complete by December	To submit approved designs to DWA	DWA to consider technical report on budget maintenance	Technical department/ PMU	R37 million	R56 million
	Hani Park Outfall sewer,	New project	100% functional	Construction monitoring	Releasing of funds from DWA	Technical department/ PMU	R8 million	R8 million
	Kutlwanong, Odendaalsrus, Welkom relining of worn out sewer lines	Main line dysfunctional	100% functional	Construction monitoring	None	Technical department/ PMU	R14,9 million	R14,9 million
	Stateway outfall sewer,	Sewer line collapsed	100% functional	Contractor to be appointed	Budget maintenance to registered by Cogta National	Technical department/ PMU	R4,6 million	R12 million
	Nyakallong pump station and outfall sewer,	Dis-functional pump station	Project will be 90% completed	Budget maintenance application to be submitted	DWA to recommend technical report Budget maintenance to registered by Cogta National	Technical department/ PMU	R14,700 million	R17,200 million

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	Phumolong outfall sewer	70% functional	Project will be 80% completed	Revision of design Submission of budget maintenance business plan Contractor to be appointed	DWA to recommend technical report Budget maintenance to registered by Cogta National	Technical department/ PMU	R2,200 million	R3,2 million
	Ondedaalrus main outfall sewer	Sewer line collapsed	Project will be 80% completed	Determine quality of pipes Appoint consultant and contractor Submit technical report to DWA Submit a MIG registration form	DWA to recommend technical report Project to registered by Cogta National	Technical department/ PMU	R0.00	R4 million
	Theronia WWTP	Dysfunctional plant (25% functional)	WWTP will 80% functional	Enter into an agreement with the contractor and DWA Monitor construction	Funds be released by DWA	Technical department/ PMU	R2 million	

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	Mmamahabane upgrading of purification plant	Works dysfunctional (Oxidation pond system)	Feasibility study to be completed.	Advertisement of tender Appoint service provider for compiling of feasibility study. Compiling of technical report and submission to MIG/DWA	Technical assistance required from DWA Recommendation of technical report by DWA	Technical department/ PMU	R832,000	R832,000
	Riebeeckstad and Bronville outfall sewer	Portions of line is dysfunctional (40%)	Feasibility study and technical report in place	Investigate status of line (possibly done under Master plan investigation) Submission of MIG business plan to Cogata Submission of technical report to DWA To secure funding	DWA to recommend technical report Cogta National to register MIG project DBSA to provide funding	Technical department/ PMU	No budget linked	

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1.3	Access to electricity Municipal license area	28, 583 residential and 2,535 commercial with access (450 households without access electricity	89 households to be electrified	To secure counter funding from own capital budget Contract to be awarded Filling of positions for O&M personnel Ensure availability of material Provision of adequate O&M budget	None	Technical department/ PMU	R480,000	R1,6 million

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	ESKOM license area	56,780 residential stands with access (12,176 households without access)	1,000 hh ext 19 Ph1 Thabong 1000 hh ext 20 Ph1 Thabong 1000 hh ext 15 Ph1 Thabong 572 Ext16 Ph1 Thabong 131 hh Jerusalem Park 180 hh Mmamahabane 369hh Thabong Ext 19 Ph2 890hh Thabong Ext 20 Ph2 250 hh Kutlwanong Ext love-life 400hh Bruch 740 Meloding Ext 9 Albany	ESKOM	ESKOM to successfully implement the projects	None	ESKOM	ESKOM

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1.4	Refuse removal and solid waste disposal (Waste management)	87,277 households are serviced (985 sites to be formalized Thandanani, Phokeng	To accommodate newly formalized sites Thandanani 253hh, Phokeng 300hh, Hani Park 325hh, Mmamahabane 107hh (985 households	Formalization of informal settlement	Assistance from DTEEA in the development of integrated waste management plan	Manager waste management	Internal	Internal
		12,950 households are provided with 240L waste bins at Thabong	13,800 waste bins to be distributed to the rest of Thabong households	Procurement of waste bins	None	Manager Waste management	R5,2 million	R5,2 million
		Inadequate fleet, refuse not removed frequently on specified dates(currently operation with 10 trucks and require 12 more trucks	Additional 12 trucks	Finalize tender processes Finalize the lease agreement Filing of vacant positions and creation of new posts	None	Manager Waste management	R12 million	R12 million

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	Solid waste disposal (waste management)	5 inadequate landfill sites and 1 inadequate relay station	50 % upgraded and licensed (1) landfill site in Odendaalsrus	Submission of MIG registration form (consultant already appointed) Appointment of contractor Application for land fill site	Dept of Environmental affairs to license landfill site Registration of project by Cogta National	Manager waste management Technical manager/ PMU	R8 million	R8 million
1.5	Access to Municipal roads	Total roads 1779Km, Tarred 1052km (450 km need to be tarred)	Upgrade 6km of roads with MIG funds, project in phases 12km to be completed at end of project	Monitoring progress and quality	Cogta Province to release funds as per agreement	Technical department/ PMU	R16,200 million	R16,2 million
			14,5km to be completed at the end of the project (Operation Hlasela)	Monitoring progress and quality	Province to release funds as per agreement	Technical department/ PMU	R50 million	R50 million

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			Upgrade 2,5 km of bus and internal roads, project in phases 5km will be completed at the end of the project	Monitoring progress and quality	Cogta National to register roads project.	Technical department/ PMU	R2,200 million	R2,200 million
	Road Maintenance	Tar roads 1,052km require rehabilitated	47 km tar roads to be rehabilitated	Appointment of contractor Monitoring progress and quality	None	Technical department/ PMU	R19 million	R19 million
		450km of gravel and dirt roads in formalized areas	Blading un-formalized roads: 92 km	Ensure availability of well maintained construction vehicles (yellow fleet) and fuel. Filling of positions for O&M personnel Ensure availability of material Provision of adequate O&M budget	None	Technical department/ PMU	R2,7 million	

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	Stormwater	No updated stormwater master plan in place for 14 townships	Stormwater master plan for 3 townships and construction of ground canals	Submission of MIG registration form Appointment of contractor Monitoring progress and quality	Cogta National to register MIG project	Technical department/ PMU	R0.00	R15 million
		10 priority indentified high risk flood areas Meloding entrance, Kutlwanong K9 & B2, Thabong, Virginia Highlands, Bronville & Phomolong, Fiskaal Str.	30% of stormwater challenges will be addressed	Cleaning of existing storm water systems in 8 areas Ensure availability of equipment, material and personnel (critical vacant positions to be filled) Ensure availability of O&M funding		Technical department/ PMU	R0.00	+R10 million total, for first phase ±R5m
		Regular flooding of 2 areas in Meloding township	2 new stormwater channels will be constructed with retention dams (Albany and Calabria)	MIG registration forms will be submitted Filling of vacant position for design	Cogta National to register MIG project	Technical department/ PMU	R0.00	R5 million

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1.6	Formalization of informal settlements	10,000 informal stands (households)	Formalize 2,000 stands (households)	Township Planning and submission of application for registration Submission of application to Township Board Application for services funding at Integrated Residential Development Programme	Provision of funding by Human Settlement	Town Planning/ Housing	R1,249 million	R2,4 million
1.7	Access to Housing	Waiting list 15,148 households that require houses	1,000 houses to be completed by December	Beneficiary management Monitoring progress and quality	Provincial Human Settlement to ensure that all connections between house and main services are done	Housing Department		
		200 (2 rooms houses) to be demolished	200 (4 rooms) houses will be rebuilt	Beneficiary management Monitoring progress and quality	Human Settlement to facilitate the completion of the project	Housing department	R12,800 million	R12,8 million

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1.8	Community Facility Upgrading of sports facilities in the Matjhabeng area	6 vandalized sports facilities to be upgraded and refurbished	The project will be 80% complete		None	Technical department/ PMU	R19,46 million	R19,46 million
	Creating and upgrading cemeteries Meloding, Phomolong, Bronville, Kutlwanong and Allanridge	Three cemeteries grave plots and available ground are depleted, one cemetery boundary to be extended and one to be fenced.	40% of process creating cemeteries finalised Fence at Kutlwanong shifted. Allanridge fenced.	Appointment of consultant and contractors Monitoring progress and quality	Approvals of MIG, Dept Environment	Technical department/ PMU	R4.5million	R4.5million
2.	Public Participation							
2.1	Functionality of Ward Committees	32 functional ward committees out of a total of 36 ward committees. 3 ward committees have been established but are not functional. 1 ward(Ward 11)	36 fully functional ward committees	Extensive ward committee training. Training of ward councillors on effective leadership and meeting procedures.	COGTA National and Provincial and LGSETA as well as SALGA will provide capacity building programmes to ward committees and councillors For sustenance of functionality the	Manager responsible for public participation plus 3 personnel as support staff from the office of the	R1.177 million	

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		committee has not been re-established		Political intervention for the re-establishment of the ward committee.	Department of Water Affairs will provide additional support to ward councillors, ward committees and CDW in water related courses	speaker.		
2.2	Broader public participation policies and plans	Public Participation policy adopted in 2004.	Review of the public participation policy to be amended where possible to be aligned to the national public participation framework	Review and amend the public participation policy		Manager responsible for public participation and support staff from the Speaker's office , policy unit and communications department and the Executive Mayor's office. The municipal council.		R500,000 needed to review and amend the public participation policy.
2.3	Public Communication systems	Communications Strategy adopted in 2007	Adoption of the communications policy.	Finalisation and adoption of the Communications	Communications Department of municipality will solicit support and assistance	Acting Senior Communications Manager,		R17,23 million for the entire communicatio

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		<p>Communications and information support services for municipal departments(Document)</p> <p>The municipality is currently using :Print and Electronic Media(Matjhabeng News, Local Newspapers, Local Radio Stations and Toll Free number and Municipal Spokesperson, Constituency Meetings, Ward Committee meetings , CDWs,and Service Delivery Forum)</p> <p>Mobile Public Address System.</p> <p>Pamphlets and Posters</p> <p>Draft communications</p>	<p>Review of communications strategy due to non existence of communications unit.</p>	<p>Policy</p> <p>Adoption of the Communications Policy triggers the review of the communication strategy, then adoption of the communications strategy</p>	<p>from GCIS in the finalization and implementation of the communications policy and other communications related matters</p>	<p>Manager Communications.</p> <p>Filling of 8 vacancies in the Communications Department.</p>		ns department

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		<p>policy</p> <p>11 Community liason officers appointed for all units of the municipality</p>						
2.4	Complaints management systems	<p>Household surveys and number of queries and complaints received</p> <p>Proactive measure on dealing with service delivery protests</p> <p>Toll free number located in the Mayor's office.</p> <p>1 Customer Care Desk at the Head-office of the municipality and dedicated personnel to deal with complaints at the 6 main offices of the 6 units of the municipality</p>	Well resourced, modernised integrated customer care service centre with service points at all municipal units including Head Office	<p>Develop customer care policy</p> <p>Refurbishment and modernisation of customer care service centre and points(Skilled Human resource, electronic equipment)</p>	<p>Support and guidance from Provincial and National COGTA on customer care service</p> <p>The Department of Water Affairs will support the development of customer care charter</p>	Assessment of skills possible retraining of personnel currently responsible for Toll free number, customer care complaints and service delivery queries .		R10 million

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		<p>Service personnel to deal with water and electricity queries at all municipal pay-points</p> <p>Service Delivery Forum comprises of Mayor, Mayoral Committee, Ward Councillors, Municipal Manager and Heads Departments</p> <p>Ward Committees and CDWs also accept and refer complaints to the relevant departments</p>						
2.5	Front Desk Interface/Feedback to communities	Ward committees, CDWs' PLOs, Constituency meetings, Media electronic and Print. Public Hearings using the Public address	Enhanced communities feedback system including Local Radio Station	Municipality supports the establishment of the Local Radio Station(Explore funding from ICASA and other alternative sources		Special programmes unit from the Mayor's Office		

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		system		of funding for Local Radio Station)				

3	Governance								
3.1	Political Management and Oversight								
3.1.1	Stability of Council								
3.1.2	Delegation of functions between political and administration								
3.1.3	Training of councillors								
3.2	Administration								
3.2.1	Recruitment, Selection and Supervision of employees	Macro Structure approved by MM in terms of Council delegations in 2008 No of 3508 posts 1867 employees	Two structures realigned by end and approved by June 2010	Re-align structure	Re-aligned structure to be within budget norms	SALGA must supply job evaluation system	Internally by HR manager and Dir Corporate Services	Internal	Internal

		<p>1781 vacancies</p> <p>Both Macro and Microstructures to be sent to Council in 2 months for approval currently being reworked.</p> <p>Posts are having levels and currently is within the budget norm as all posts are not filled.</p>							
		<p>Job descriptions are generic and do not address the current posts.</p> <p>Staff not optimally utilised.</p>	Review Job Descriptions by June 2010	Reviewed by MM and HODs	All Job descriptions applicable to relevant posts		HR Internal	Internal	Internal
		<p>Volunteers are absorbed on structure preferentially without regard to the approved structure; puts strain on the budget. Currently 204 volunteers are contracted with an expectation to be appointed permanently.</p> <p>No approved policy</p>	Review appointments of volunteers and address political involvement by June 2010	Appointment of volunteers reviewed and suitable appointments made	No volunteer absorbed on structure		MM HOHDs Internal	Internal	Internal

		<p>to deal with situation.</p> <p>Political decision to appoint these volunteers.</p>							
		<p>In Hennenman the project manager Bopalesedi receives R60 000 per month but does not do the work.</p> <p>Recruitment of employees. Policy in place</p> <p>Politicians do influence the appointment of employees who have not applied. CFO appointed as such and only works three days a week.???</p> <p>Letters of appointment needed</p>	<p>Review Contract by June 2010</p>	<p>Contract reviewed by April 2010</p>	<p>Service provider rendering services according to agreement</p>		<p>COGTA and MM</p>	<p>Internal</p>	<p>Internal</p>
		<p>CFO also is a director of a private consulting company dealing with the municipality.</p> <p>Official of this consultant appointed</p>	<p>Review appointment of CFO and IT incumbent and appoint suitable persons by June 2010</p>	<p>Review and appoint suitable persons</p>	<p>Correct person appointed as CFO</p>		<p>MM HR Internal</p>	<p>Internal</p>	<p>Internal</p>

		<p>in mm's office.</p> <p>Person appointed in IT dept from Lattitude for two months. Still acting in this position and at the same time being a consultant to the municipality.</p> <p>Member of the audit committee was appointed as CFO</p>							
		No functional audit committee	Appoint Audit committee by April 2010	Audit committee appointed			Internal Council	Internal	internal
		Lattitude has contracts to the amount of R80 mil without applying for these contracts??	Review Contract	Contract reviewed by April 2010	Service providers appointed in terms of legal contracts		MM Internal	Internal	Internal
		<p>Municipality is being run and administered by Lattitude</p> <p>What is Lattitude's mandate?? By whom, when, and why was Lattitude appointed???</p>	Review Contract	Contract reviewed by April 2010	Contract reviewed and legal		MM Internal	Internal	Internal
		5 suspensions	Process all suspensions by		All suspensions		HR and HODs	Internal	Internal

		Reasons Theft etc.?? Suspension process not sound. When will prosecutors be appointed to proceed with disciplinary hearings?	July 2010		processed		Internal		
		Wrong delegation Discipline only seated in MM and Legal Services and not managers	Review delegations June 2010		Reviewed by MM and HODs		MM HODs Internal	Internal	Internal
		Working overtime Staff working on Saturdays and Sundays Costing the municipality more than budgeted Sometimes 200 workers are working overtime. In terms of the Basic Conditions of Employment Act and Circulars The information in this regard is questionable Big vacancy rate is	HODs must monthly monitor control and regulate overtime.	Review all secondments and overtime performed by May 2010. HODs to take control over overtime by end April 2010	Reviewed by MM and HODs		MM HODs Internal	Internal	Internal

		<p>the cause of this.</p> <p><u>Insufficient control by HODs.</u></p> <p>Overtime formula not applied correctly.</p> <p>Overtime also caused by lack of vehicles</p>							
		<p>Fleet management. Some vehicles older than 20 years</p> <p>Actions by municipality to save costs are more costly than savings made.</p> <p>Using expensive fuel</p>	<p>Take fleet management back to Corporate Services from Traffic Services.</p> <p>Go back to original mayco resolution on centralising fleet management.</p>	<p>Place fleet management correctly as determined by management. June 2010</p> <p>Old vehicles to be disposed of and replaced by auction by end April 2010.</p> <p>Ring fence income of auction to purchase new vehicles.</p> <p>Repairs to vehicles must immediately be paid to prevent retention of vehicles. March 2010</p> <p>Re-open</p>	Orderly fleet management		MM HOD Corporate and HOD Traffic Management Internal	Internal	Internal

				mechanical workshop of municipality and restore fuel supply to municipal vehicles at municipal workshop/depot Held workshop on vehicle management					
		ICT old and redundant and does not enhance effectiveness and efficiency of the municipality Website not up to date Server is old and problems are being	Review and upgrade ITC structure equipment. Update website Upgrade server and upgrade replace old and slow computers	ITC structure and equipment reviewed by August 2010 Website updated by end Dec 2010 Server upgraded and old computers upgraded/replaced by end April 2010	Effective and efficient ITC Updated and working website in place Efficient server and system in		MM HODs Internal	Internal	Internal

		<p>experienced due to slowness of system</p> <p>Old computers must be upgraded/replaced</p>		<p>Staff trained to use new equipment and programs by July 2010</p>	place				
		<p>Staff access to laptops/computers not managed</p>	<p>Management to prioritise and manage access to computer equipment and access to internet and e-mail.</p>	<p>Access to computer equipment and access to internet and e-mail.</p> <p>managed and prioritised by end of June 2010</p>		<p>Efficient management of access to computers</p>			
		<p>Lack of intranet</p>	<p>Take resolution on the installation of intranet and install</p> <p>Review system and consider voip to cut</p>	<p>Intranet installed by Aug 2010</p> <p>Voip considered by April 2010</p>		<p>Efficient intranet installed and working</p>			

		<p>costs.</p> <p>Telephone bill too high R485 000 per month</p> <p>4 service providers contracted for ITC</p> <p>Section 78 of the MFMA is not applied in case where an official is liable for fruitless expenditure.</p> <p>Complete lack of contract management</p>	<p>Review and terminate obsolete ITC contracts</p> <p>Apply sect 78 of the MFMA</p> <p>Restore contract management</p>	<p>Obsolete ITC contracts terminated by end April 2010</p> <p>Sect 78 of the MFMA applied by end Mar 2010</p> <p>Contract management restored by end Mar 2010.</p>	<p>Voip installed and working</p> <p>Only one ITC service provider contact in place.</p> <p>Sound application of section 78 of the MFMA</p> <p>Sound contract management in place</p>				
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		Role of legal services – sometimes gives conflicting legal advice to different officials	Legal advisors to stay with a legal opinion given and not give different views on a matter to different ranks	Legal advisors rendering a sound service by end Mar 2010	Sound legal advice rendered		MM HOD Internal	Internal	Internal
		Security management and records	Incoming mail responsibility of MM	Return to Corporate Services March 2010	Orderly mail system		MM HODs Internal	Internal	Internal
		Municipal vehicles equipment etc are misused and security does not act	Beef up security measures and ensure compliance	Orderly security in place by May 2010	Orderly security				
		Some staff only collect salaries and then disappear	Identify ghost workers and take appropriate action.	Ghost workers identified and action taken by April 2010	Only employed staff salaried				
			Review all	Reviewed by					

		8 Security companies in operation Security of information	security contracts and terminate obsolete contracts e-mails not secure	April 2010 Beef up IT security By May 2010	Only 1 security company in place with a proper contract IT Security beefed up				
		Traffic management Speeding equipment outdated and shortage of 18 vehicles. Have 10 vehicles of which 3 are operational Need 90 traffic officials for 6 towns	Replace equipment repair and purchase vehicles Appoint 90 traffic officials	Replaced by June 2010 Appointed by Nov 2010	Sufficient and effective equipment and vehicles Sufficient skilled and effective traffic officials		MM HOD Internal	Internal	Internal

		8181 warrants to the amount of R3.7 mil cannot be processed	Process warrants		No outstanding traffic warrants				
				All outstanding warrants processed by end Dec 2010	Traffic officials have vehicles to perform tasks				
				Process vehicles on the motor scheme for traffic officials by end March 2010	Vacancies filled by end July 2010				
				Appoint staff to issue and serve warrants	Academy funded				
		Traffic Training Academy		Source funding by end June 2010	Acceptable passing rate				
			Needs to fund Academy	Increase passing rate by end June 2010	No acting managers				
			60 students enrolled only				Head of		

		All acting posts to be suitably filled	27 passed	Fill vacancies			Academy	Internal	Internal
		No discipline in uniform branch	Fill all acting managers vacancies by end June 2010		Discipline in uniform branch restored		Head of Academy	Internal	Internal
		Most grievances emanates from this section	Restore discipline in section	Restore discipline by May 2010	Staff pride and discipline restored and working conditions harmonised				
			Address grievances by enforcing discipline	Enforce discipline by end April 2010	Working conditions harmonised	HOD		Internal	Internal
		Racial and political tensions in section	Address tensions	Tensions addressed by April 2010	All cases of disciplinary action concluded	HOD		Internal	Internal
			Suspend activities of the	Suspend					

		Allegations of abuse of power, maladministration sexual harassment made against staff of the Academy	Academy at end of June 2010 to investigate all allegations against staff	activities after June 2010 and institute disciplinary action in all cases by Dec 2010			HOD	Internal	Internal
							HOD HR	Internal	Internal
		Engineering support by COGTA refused by municipality and people allocated by COGTA chased away	Review support and accept assistance	COGTA support reviewed and accepted by Mar 2010	COGTA support accepted and utilised by municipality		MM HOD Internal	Internal	Internal
3.2.2	Vacancies (Top 4 – MM, CFO, Planner, Engineer	Posts of 6 Town planners 1 Electrical Engineer 2 Civil engineers vacant	Appoint by May 2010	Headhunt scarce skills	Vacancies filled with appropriately skilled staff		HR Internal	Internal	Internal
3.2.3	Vacancies in other levels	Valuator - <i>get contract of current service provider</i>	Appoint by Dec 2010	Headhunt scarce skill	Vacancy filled with appropriately skilled staff		HR Internal	Internal	Internal

		Senior Manager Public Safety and Transport Manager Traffic Manager Security Manger Fleet Manager Emergencies Manger Electrical Services Parks and Recreation vacant	Appoint by June 2010	Headhunt scarce skill	Vacancies filled with appropriately skilled staff		HR Internal	Internal	Internal
		Critical posts must be filled (valuators town planners socials workers legal officer)	Appoint by June 2010	Headhunt scarce skill	Vacancies filled with appropriately skilled staff		HR Internal	Internal	Internal
		Casual workers employed as general workers. Students employed but not placed on structure	Correct placement and appointment of students by May 2010		Correct placement and appointment of students		HR HODs Internal	Internal	Internal
3.2.4	Top 4 appointed with Performance Agreements	No signed performance agreements MM to give reasons. Adopted by Lekgotla	Signed by end of March	Linking	Signed performance agreements		MM HOD	Internal	Internal

		and Council. CFO has no signed a performance agreement nor employment contract. She is conducting the CFO functions without proper delegations	Sign performance agreement and employment contract and delegate functions correctly		CFO signed performance agreement and employment contract and proper delegations of functions made by end Mar 2010		MM CFO Internally	Internal	Internal
3.2.5	Organisational Performance Management System	Draft compiled	To council by June 2010		Link it to performance agreements of HODs and IDP		HR MM Council	Internal	Internal
3.2.6	Skills development for employees	Adopted and in place Money for Skills development not used for purpose. Not implemented	Apply skills development plan by July 2010		Skills development plan applied	LG Sita must play their role	HR LGSita funds used for skills development	Internal	Internal
3.3	Labour Relations								
3.3.1	Functionality of	Currently not	Next sitting in		Regular LLF	SALGA and		Internal	Internal

	Local Labour Relations	functioning since Aug 2009	April 2010		meetings	Unions			
		Relations between unions and management are unhealthy	Beef up relationship by April 2010	Organise meeting between management and unions LLF must have item to restore relationships	Good relationship	Internal prevent ongoing process			

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4.	Financial Management								
4.1	Revenue enhancement	Collection Rate: Total collection rate as at January =67% Assessment Rates= 97.85% Water=52.25% Electricity=77.53 %	To improve collection rate to 75% at 30 June 2010 Cut water loss and replace damaged water meters. Re-enforcement of internal controls	Councillors encouraging consumers to pay for services rendered Also to get ward councillors to all improve their collection rates to all above 50% especially the 24 that are below 38%	To solicit DWAF for the purchase of water meters with flow restrictor	Internal technical staff			R4 500 000.00

		<p>Sewer=59.37%</p> <p>Refuse =54.26</p> <p>Total number of indigents = 18 640</p> <p>Total rental income = R780 728</p> <p>Indigents in Rental stock</p> <p>Flat tariff rate</p> <p>High level of tampering of water meters and meter bypass</p> <p>58.2% water losses Jan 2010</p>	<p>To start enforcing payment in townships by disconnecting</p> <p>Review Credit Control Policy</p> <p>Review of indigent policy</p> <p>Review tariff policy</p>	<p>To correct the matter with councillors</p> <p>Councillors to support municipal officials to enforce the indigent policy</p> <p>Municipal officials to be allowed to enforce collections regime.</p>				
4.2	Debt management	<p>Provincial Department of Public Works owes municipality R14mil</p> <p>Indigents</p>	<p>Improve monitoring of payment and disconnection enforcement</p>	<p>Enforce disconnections and monitor non-reconnections</p> <p>Development of policy on non</p>		<p>Finance and Technical Staff</p> <p>Appointed Service Provider for disconnections</p>		

	<p>households =18640</p> <p><u>Debtors book</u></p> <p>Total outstanding debt as at January 2010 = R709 618 604 broken down as follows:</p> <p>60 days: R36 976 273</p> <p>90 days: R34 733 387</p> <p>120 days: R564 832 661</p> <p>Debtors age analysis by customer group:</p> <p>Government = R11 736 214</p> <p>Business = R127 729 984</p> <p>Households = R565 754 783</p> <p>Other = R3 978 265</p> <p>Data purification</p>	<p>To collect the 90 day to 120 day debt of indigents.</p> <p>To improve payment rate from 60% to 75%</p> <p>To improve data purification of debtors</p> <p>Reduce water losses from 58% to 12%</p>	<p>payment of rental stock</p> <p>Consider Introducing pre-paid meters</p> <p>Risk:</p> <ul style="list-style-type: none"> • Funding options and community acceptance • Risk of meter tampering • Capacity of Finance personnel to verify indigent applications. <p>Employ water loss management and consumer education</p>		<p>Establishment of Internal Debt Collection Unit</p>		
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		<p>conducted.</p> <p><u>Disconnections and Reconnections as at January 2010</u></p> <p>Disconnections = 1140</p> <p>Reconnections = 302</p> <p>Number of no reconnections = 838</p> <p>Current collection on disconnections = 26%</p>	<p>Improve monitoring of payment and disconnection enforcement</p> <p>To improve collection on disconnections to 75%</p>					
4.3	Cash flow management	<p>E-venus system employed</p> <p>Limited use of the system and personnel skills base</p> <p>Data purification conducted.</p> <p>Overdraft limit of R10mil</p> <p>Backlog of Creditors R187 590 965.34 of</p>	<p>To clear backlog of outstanding creditors by 30 June, subject to MLM financial position</p> <p>Pay all accounts within 30 days</p> <p>Eskom</p>	<p>Training of staff and support from service provider of system</p> <p>To implement payment plan to outstanding creditors</p> <p>To conduct Creditors reconciliations on a monthly basis.</p> <p>To monitor deviations in data validation during the billing</p>		Internal Finance personnel		

		<p>between 90 and 300 days</p> <p>Most supplies could not be picked early due to the submission process and SCM process not followed</p> <p>Monthly bank reconciliations done</p> <p>No Trial Balance conducted</p> <p>Overtime pay at R2.5mil</p> <p>CFO was not given an employment contract only a performance contract</p>	<p>R27milas atJan2010 and</p> <p>Sedibeng R107mil (Dispute of R120 to R200 mil)</p> <p>New payment process in place from 1st March 2010</p> <p>Limitation of overtime work</p>	<p>process.</p> <p>To make the mgt of overtime a PMS KPI</p> <p>Monitor reduction of overtime payment</p> <p>To improve the system data integrity to produce Trial Balances</p> <p>Municipal manager to resolve contract concerns and have them signed by End March 2010.</p>		<p>Municipal Manager</p> <p>Finance personnel</p> <p>Corporate Services Manager</p>		
4.4	Repairs and maintenance provision	<p>Provision of R31 979 315</p> <p>60% used on Repairs, Fuel and licences</p> <p>Operating Cost of</p>		<p>Tender out for financing of vehicles and equipment for finance leasing</p>		<p>SCM personnel for tendering process and Senior Management</p>		

		<p>vehicles:</p> <p>Budget = R34 764 315.50</p> <p>Expenditure as at Jan 2010 = R12 398 146.72</p> <p>Available = RR22 366 168.28</p> <p>Percentage spent = 35.66%</p> <p>Fuel=</p> <p>Repairs=</p> <p>Licences=</p> <p>Old vehicles and equipment that has been in service for 12 years on 20 to 30 year loans</p> <p>Buying of fuel at selling price and not at cost with no internal controls</p>					
4.5	Capital expenditure	Old vehicles and equipment	To have new vehicles by beginning of April when	Tender out for financing of vehicles and equipment for		SCM personnel for tendering process and Senior Management	R40 000 000.00

		Office equipment old MIG payments made=R58 367 647 Jan 2010	the tender is concluded. To replace equipment by June 2010	finance leasing				R10mil
4.6	Clean Audit	AG and PROPAC issues responded to with action plans in place. Reduced audit queries from 54 in 2007/08 to 17 in 2008/09		To reduce issues raised to 5 qualifications and ha qualified audit opinion and not a disclaimer		CFO		
4.7	Submission of Annual Financial Statements	2008/09 report submitted to Council on Jan 25 th . AG queries responded to		THE 2009/10 AFS to be submitted on time				
4.8	Capital expenditure	MIG R58 367 567 Operation Hlasela Housing R3 million Operation Hlasela roads R8 million	All funding must be spent every month as per business plan			PMU and financial person to verify expenditure	Per adjustment budget R260 388 000	R260 388 000
4.9	Asset	GRAP/GAMAP conversion	Asset register to be	Valuation roll will be		Service Provider is MIIB	R3.3mil	

	management	complete Asset register not updated Municipality using 2005 valuations	complete by 30 June 2010	effective 1 st July 2011 Asset Register to be redone				
4.10	Credibility and transparency of Supply Chain Management	Submission process in place creating creditors not in E-venus. SCM process not fully adhered to. No specification committee Bid evaluation and adjudication committee appointed on ad hoc basis 4 learners and 4 permanent 10 Vacancies in the SCM unit	1 st March old system of bypassing SCM phased out. To have a committee in place Done 8 March 2010 with standing members where experts will be co-opted as and when required. To fill 7 positions from 1 st July 2010	MM to ensure the committees are in place by Monday the 8 th of March with standing members Process underway				

No.	Priority Turn Around Focal Area	January 2010 <i>(Current Situation/ Baseline)</i>	Target for December 2010 <i>(Changed Situation)</i>	Municipal Action	Unblocking Action Needed from other Spheres and Agencies <i>(e.g. intervention or technical support)</i>	Human Resource allocated	Budget	
							Allocated	Projected
5.	Local Economic Development LED Plan aligned to the PGDS and adopted by Council	Attended workshops No strategy	Approved LED Strategy	Action the development of the LED Strategy: Dev clear TOR for the appointment of consultant to develop LED strategy Allocate funds for the process Take note of the existing documents on LED: Project Khulis Umnotho, District Growth and Dev Strategy	COGTA Dept of Economic Development, Tourism and Environmental Affairs Office of the Premier District Municipality District LED Agency	Currently (Senior Man(LED/IDP), PA, Office Assist, LED manager(Vacant)		R150 000

5.1	Municipal contribution to LED 1. Job creation: 2. Poverty alleviation 3. Economic Development:	Sectors for Development: Tourism: Dev of Welkom Showground for diversity of events 5000 Brochure Production Matjhabeng Service Excellence Award (Sept) Heritage Promotion: Area in Virginia where fossils of elephants has been discovered including some Agri Tourism events SMME: Skills development Programme, 200	Feasibility study to be done on the proposal Distribution to identified areas Event held in Sept 2010 Application will be submitted	Appointment of the consultant Steering Comm arranging the event Lodge the application	Harmony and Coro brick Social Labour Plan DETEA Tourism Authority SA Heritage Council	Tourism Sector strategy officer, Marketing & dev. Officer(Vacant) (3) SMME (Sup vacant, two smme support officers)(4)	0	R200 000 for feasibility study and business plan R197 000 R200 000
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		<p>people trained in financial management, book keeping, computer skills, life skills, retail motor industry, animal production, crop production, poultry,</p> <p>Facilitation of infrastructural support: provide premises to SMME in the Matjhabeng Industrial Park. Currently housing 17 businesses</p> <p>Regulation of Street Trading; In process to draft the policy</p> <p>Agriculture: Promoting Agri-tourism</p>	<p>Another 200 people trained</p> <p>Facilitation process of fencing of the area will be place by December</p> <p>Draft in place</p>	<p>Should look at the after care on the training of SMMEs</p> <p>Facilitation process of fencing of the area will be place by December</p> <p>Being done in house</p> <p>Service provider has completed feasibility report</p>	<p>SEDA</p> <p>EPWP</p> <p>Goldfields Training centre</p> <p>Dept of Agriculture</p> <p>MINTEK</p> <p>ABSA</p> <p>NDA provided funding for SMME to start businesses after training, R1.8million for 5 projects (39 beneficiaries)</p> <p>Cooperation with MIG Unit</p> <p>COGTA</p>	<p>Sector Officer (Supervisor)</p>	<p>0</p> <p>R500 000</p> <p>R500 000</p> <p>R50 000</p>	<p>R500 000</p> <p>R50 000</p>
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		Initiatives				Agriculture officer		R4 000 000
		Promoting establishment of value adding/agro processing projects		There are certain parts of machinery needed to make the abattoir operate fully.				
		Investigate possibilities of establishment of livestock auction centre in Welkom	The small abattoir in Hennenman commonage, Uitsig Farm (Letjhabile Broiler project) is operational.	interacted with with service provider	Dept. Of Agric, DETEA, Harmony		R100 000 from Agric	2 000 000 engaged Agric
		Mineral & Energy	Service provider has been appointed to draft both a feasibility study and business plan which be in place in June		Dept. of Agric.		R160 000	
		Social &Labour plan				Minerals and energy (Two Minerals & Energy officer)		R60 000

		<p>Incentive Policy in place from 2004 but the new policy is in progress</p>	<p>Food Security</p> <p>Show ground</p> <p>Human settlement (Hostel conversion)</p>	<p>MOU to be finalised</p>					
		<p>Upcoming projects from FIPA:</p> <p>Pumping Scheme peak power generation</p> <p>Tyre recycling and artificial sports fields</p> <p>Mine equipment</p>	<p>Application as well as evaluation process will be reviewed in the Policy and sent it to council for adopted</p> <p>MOU in place</p>	<p>Ensure the Draft MOU with FIPA</p>	<p>Sand Van Heerden</p> <p>Corrobrick</p> <p>Harmony Mining company</p>	<p>PPP</p>		<p>R60 000 spent</p>	<p>Still to be provided (a meeting is scheduled for tomorrow).</p>

		<p>manufacturing</p> <p>Advanced driver training</p> <p>Mining academy</p> <p>Centre of Excellence in constructions skills</p> <p>Sunflower production and vegetable oil processing</p> <p>Small scale mining</p> <p>Fish farming</p> <p>Renewable energy workshop</p> <p>Support Functions:</p> <p><i>Development Planning</i></p> <p>SDF: no funds available for the development of the plans</p>			<p>FIPA, DBSA, JM/GEOS, DETEA, COG TA</p>	<p>Within the Development Planning Unit one official: Development Planner, vacant posts is Senior Planner and Assistant Planner (2) is approved structure</p>	<p>SDF: R2mil</p> <p>CBD: R400 000</p> <p>Open Space: R400 000</p> <p>GIS: 0</p> <p>Land Marketing: 0</p>
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		<p>Strategies for Urban Development: Residential Plan not in place</p> <p>Matjhabeng Open Space master plan not in place</p> <p>CBD Development Plan not updated yet</p> <p>Land Audit/Analysis not in place</p> <p>Stand alone GIS is in place in different units but not being used effectively and need to be updated</p> <p>Achievements:</p> <p>Land Marketing: Land Alienation policy in</p>	<p>Concept has been approved, Master Plan in place. Application for funds been made</p> <p>Started with the process for the development of the plans</p>	<p>The residential dev strategy will be done in house</p> <p>Seek funds for the plans</p> <p>Request tenders</p> <p>Fill the vacant post within the Dev Plan Unit</p> <p>Review the current structure</p> <p>Investigation being done on the status of the GIS and what is causing the</p>	<p>Neighbourhood</p> <p>Development Grant</p> <p>UFS and CUT (Students to do studies)</p> <p>COGTA</p> <p>DBSA is not favourable to fund Municipality</p>	<p>Total for the Unit R1.2 million</p> <p>0</p> <p>0</p>	<p>0</p>
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		<p>progress</p> <p>Development Facilitation: Townships establishment for 2000 stands</p> <p>Development Control: Town Planning Schemes are in place that control the use of land, the new LUMS was approved by Council but still needs the approval by Dept of Agriculture</p> <p>Business Act is in place and being implemented in the Mun</p>	<p>Operational and updated GIS system in place</p> <p>Policy will be in place by May 2010</p> <p>Implementati on of the</p>	<p>problem for the system not to be effective</p> <p>Adequate resources for Unit to manage the system</p> <p>Need the involvement of the private sector</p> <p>Need to review the structure and appoint officials</p>	<p>Dept of Human Settlements</p> <p>Regular land release reports to Council</p>	<p>Development Control Unit: Manager Dev Control, Snr Clerk Business Licences, Asst Admin officer. Vacant post, Snr Town Planner, Asst Planner (2) , CAD Operator , Admin post (3)</p>	<p>1 000 000</p>
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			<p>LUMS</p> <p>8 Vacant posts to be filled</p> <p>Data base of Businesses to be developed and illegal business to be identified</p> <p>Appointment of temporary staff to assist in compiling dada base by May 2010</p>		<p>National Agriculture</p> <p>CoGTA</p>			
5.2	LED Plan aligned to the PGDS and adopted by Council	No strategy	Approved LED Strategy	Action the development of the LED Strategy: Dev clear TOR for the appointment of	COGTA Dept of Economic Development, Tourism		0	R150 000

				<p>consultant to develop LED strategy</p> <p>Allocate funds for the process</p> <p>Take note of the existing documents on LED: Project Khulis Umnotho, District Growth and Dev Strategy</p> <p>Due to the decline in the mining sector, Matjhabeng need to look at other sectors to focus the development: Tourism, Agric, Jewellery etc.</p>	<p>and Environmental Affairs</p> <p>Office of the Premier</p> <p>District Municipality</p> <p>District LED Agency</p>			
SPATIAL PLANNING								
No.	Priority Turn Around Focal Area	January 2010 (Current Situation/ Baseline)	Target for December 2010 (Changed Situation)	Municipal Action	Unblocking Action Needed from other Spheres and Agencies (e.g. intervention or technical support)	Human Resource allocated	Budget	
							Allocated	Projected

5.	Local Economic Development					Currently (Senior Man(LED/IDP), PA, Office Assist, LED manager(Vacant)		
5.1	Municipal contribution to LED 1. Job creation: 2. Poverty alleviation 3. Economic Development:	Sectors for Development: Tourism: Dev of Welkom Showground for diversity of events 5000 Brochure Production Matjhabeng Service Excellence Award (Sept) Heritage Promotion: Area in Virginia where fossils of elephants has been discovered including some Agri Tourism	Feasibility study to be done on the proposal Distribution to identified areas Event held in Sept 2010 Application will be submitted	Appointment of the consultant Steering Comm arranging the event Lodge the application	Harmony and Corobrick Social Labour Plan DETEA Tourism Authority	Tourism Sector strategy officer, Marketing & dev. Officer(Vacant)	0	R200 000 for feasibility study and business plan R197 000 R200 000

	<p>events</p> <p>SMME:</p> <p>Skills development Programme, 200 people trained in financial management, book keeping, computer skills, life skills, retail motor industry, animal production, crop production, poultry,</p> <p>Facilitation of infrastructural support: provide premises to SMME in the Matjhabeng Industrial Park. Currently housing 17 businesses</p> <p>Regulation of Street Trading; In process to draft the policy</p> <p>Agriculture:</p>	<p>Another 200 people trained</p> <p>Facilitation process of fencing of the area will be place by December</p>	<p>Should look at the after care on the training of SMMEs</p> <p>Facilitation process of fencing of the area will be place by December</p> <p>Being done in house</p>	<p>SA Heritage Council</p> <p>SEDA</p> <p>EPWP</p> <p>Goldfields Training centre</p> <p>Dept of Agriculture</p> <p>MINTEK</p> <p>ABSA</p> <p>NDA provided funding for SMME to start businesses after training, R1.8million for 5 projects (39 beneficiaries)</p>	<p>(3) SMME (Sup vacant, two smme support officers)(4)</p>	<p>0</p>	<p>R50 000</p>
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		<p>mineral & Energy Officer (Supervisor, Agriculture officer) (Supervisor, Tourism Officer)</p> <p>Promoting Agri-tourism Initiatives</p> <p>Promoting establishment of value adding/agro processing projects</p> <p>Investigate possibilities of establishment of livestock auction centre in Welkom</p> <p>Mineral & Energy</p> <p>Social & Labour plan</p> <p>SMME</p>	<p>Draft in place</p> <p>The small abattoir in Hennenman commonage, Uitsig Farm (Letjhabile Broiler project) is operational.</p> <p>Service provider has been appointed to draft both a feasibility study and business plan which be in place in June</p>	<p>Service provider has completed feasibility report</p> <p>There are certain parts of machinery needed to make the abattoir operate fully.</p> <p>Service provider had already interacted with important stake holders as from 12/09/2009 and will complete the study approximately after three months.</p> <p>MOU to be finalised</p>	<p>Cooperation with MIG Unit</p> <p>COGTA</p> <p>Dept. Of Agric, DETEA, Harmony</p> <p>Dept. of Agric.</p>	<p>4.Sector Officer (Supervisor) Agriculture officer</p> <p>Minerals and energy (Two Minerals & Energy officer)</p>	<p>R4 000 000</p> <p>R100 000 from Agric</p> <p>R160 000</p>	<p>R4 000 000</p> <p>2 000 000 engaged Agric</p>
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		<p>Incentive Policy in place from 2004 but the new policy is in progress</p> <p>Upcoming projects from FIPA:</p> <p>Pumping Scheme peak power generation</p> <p>Tyre recycling and artificial sports fields</p> <p>Mine equipment manufacturing</p> <p>Advanced driver training</p> <p>Mining academy</p> <p>Centre of Excellence in constructions skills</p>	<p>Food Security</p> <p>Show ground</p> <p>Human settlement (Hostel conversion)</p> <p>Application as well as evaluation process will be reviewed in the Policy and sent it to council for adopted</p> <p>MOU in place</p>	<p>Ensure the Draft MOU with FIPA</p>	<p>Sand Van Heerden</p> <p>Corrobrick</p> <p>Harmony Mining company</p>	<p>PPP</p>	<p>60 000 spent</p>	<p>Still to be provided (a meeting is scheduled for tomorrow).</p>
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		<p>Sunflower production and vegetable oil processing</p> <p>Small scale mining</p> <p>Fish farming</p> <p>Renewable energy workshop</p>			<p>FIPA, DBSA, JM/GEOS, DETEA, COGT A</p>			
		<p>SPATIAL PLANNING</p>						
		<p>Development Planning</p> <p>PROGRAMS:</p>				<p>Filled – 4</p> <p>Approved - 13</p> <p>Within the Development Planning Unit one official: Development Planner, vacant posts is Senior Planner and Assistant Planner (2) is approved structure</p>		<p>R2mil</p>

		SDF: no funds available for the development of the plans					Total for the Unit R1.2 milli	
		Strategies for Urban Development: Residential Development strategy - not in place					on	SDF:R2mil
		Matjhabeng Open Space master plan not in place CBD Development strategy outdated and requires upgrading	Concept has been approved, Master Plan in place. Application for funds been made	The residential dev strategy will be done in house Seek funds for the plans			0	0
		No land analysis procedure in place	Started with the process for the development	Request tenders Seek funds for the plans			0	Open Space: R400000 CBD: R400 000

		<p>Different GIS systems in place in different locations but not being used effectively and need to be integrated</p> <p>Land Marketing: Land Alienation policy required</p>	<p>of the plans. Plan will be in place in May 2010</p> <p>Appointment of service provider</p> <p>Appointment of service provider</p>	<p>Data base</p> <p>Appoint a consultant</p>			0	0
		<p>Township Establishment: Townships establishment backlog - 8000</p>	<p>Land inventory and system</p>	<p>Prepare policy</p>			0	0
		<p>Development Control:</p>	<p>Full investigation and design of the GIS system</p>		<p>Valuation Roll - consultant</p>			

				<p>Fill the vacant post within the Dev Plan Unit</p> <p>Review the current structure</p>		<p>Development Control Unit: Manager Dev Control, Snr Clerk Business Licences, Asst Admin officer. Vacant post, Snr Town Planner, Asst Planner (2) , CAD Operator , Admin post (3)</p>		
		<p>Town Planning Schemes are in place that control the use of land, the new LUMS was approved by Council but still needs the approval by Dept of Agriculture</p>	<p>Policy will be in place by May 2010</p> <p>1400 Thandanani</p>		<p>Neighbourhood Development Grant</p>			
		<p>Business Act is in place and being implemented in the Mun</p>		<p>Approve</p>	<p>Human Settlements</p>			

			<p>Approval of LUMP by the MEC and implementation of the LUMS</p> <p>Data base of Businesses to be developed and illegal business to be identified</p> <p>Appointment of temporary staff to assist in compiling data base by May 2010</p>	<p>appointment of temporary staff</p>	<p>Department Agriculture and CoGTA</p>		50000
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					Regular land release reports to Council			
5.2	LED Plan aligned to the PGDS and adopted by Council	No strategy	Approved LED Strategy	<p>Action the development of the LED Strategy:</p> <p>Dev clear TOR for the appointment of consultant to develop LED strategy</p> <p>Allocate funds for the process</p> <p>Take note of the existing documents on LED: Project Khulis Umnotho, District Growth and Dev Strategy</p> <p>Due to the decline in the mining sector, Matjhabeng need to</p>	<p>COGTA</p> <p>Dept of Economic Development, Tourism and Environmental Affairs</p> <p>Office of the Premier</p> <p>District Municipality</p> <p>District LED Agency</p>		0	R150 000

				look at other sectors to focus the development: Tourism, Agric, Jewellery etc.				
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CHALLENGES FACING THE MUNICIPALITY TO IMPLEMENT LE

- No budget implementation, funds are not used for what the IDP indicated
- Work is done outside the LED Strategy
- Relevant skills should be bring to municipalities
- Still working in silos and no integration between
- GIS system should be investigated on what is the problem, is it the system or is it a lack of skills of people that is working with the GIS
- The effective management of the GIS system could have a impact on the economic growth, links directly to land marketing
- Proposed structure for the Development Planning unit: Two Senior Planners and Two assistant planner
- The success of the Development Planning depends on the integration with other sectors
- Backlog of 10 000 housing. Need money for the planning and surveying of erven: Township establishment
- Need better integration and synergy between the Province on Human Settlements and the Unit of Housing in Municipality
- The involvement of the private sector should be enhanced to support on the development of housing schemes
- Municipality should involve COGTA in all processes
- PPPs should be promoted in the activities of the municipality
- Issue of the development of Naudeville should be investigated
- Budget does not take the needs and priorities in place
- LED Strategy was developed and paid the consultants, but the strategy is not regarded to be a working document

- Lack on aftercare with the training of SMME, differs per sector
- Problem with the implementation of MIG Fencing project, comes back to the issue of lack of integration between departments
- The Managers within the different Units should work together towards the promotion of led, internal politics should be sorted out
- The commitment from LED Manager is crucial