



GERT SIBANDE
DISTRICT MUNICIPALITY

Final Annual Report 2021/2022

**Gert Sibande
District Municipality**

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EDITOR'S NOTE



Gert Sibande District Municipality (GSDM) are presenting This Annual Report for the period from 1 July 2021 to 30 June 2022, is compiled in line with the Municipal Finance Management Act No. 56 of 2003 and the Municipal Finance Management Act Circular No. 11, issued in January 2005 using the template provided by National Treasury in year 2012.

The content herewith gives effect to the legal framework requirements, concepts and principals espoused in the White Paper on Local Government and Improving Government Performance. It reflects the ethos of public accountability. The content gives effect to information required for better monitoring and evaluation of government programmes in support of policy decision making.

This annual report provides an improved overview of Gert Sibande District Municipality's affairs by combining the performance report data required under Municipal Systems Act Section 46 with annual report data referred to in that Act and in the MFMA. It makes its contribution by forging linkages with the Integrated Development Plan (IDP), Service Delivery and Budget Implementation Plan (SDBIP), Budget Reforms, In-year Reports, Annual Financial Statements and Performance Management information.

Chapter 2 of the report provides an elaborative content on governance issues such as Risk Management. Chapter 3 focusses on service delivery performance. The report also provides information on good management practice in Chapter 4; and Supply Chain Management in Chapter 5. It also addresses the Auditor-General's Report, dealing with Financial and Performance Management arrangements in Chapter 6. This unlocks greater possibilities for financial and nonfinancial comparisons between municipalities and improved value for money. In addition, the annual report provides information on probity, including anti-corruption strategies and disclosure of financial interests by officials and councillors.

The outbreak of the Corona Virus on 5 March had a direct impact on governance in municipalities where public participation is at the heart of service delivery. GSDM has continued to rise to the occasion by improving from the normal way of doing things to a significant digital transformation whereby all platforms of communication have been utilised to communicate the government message with the public.

The November 2021 Local Government Elections meant that the new leadership would start office late in the financial year, but a smooth transformation has been noted and this is confirmed by another clean audit issued to GSDM by the Auditor General of South Africa. We commend the leadership of GSDM which came into office following the November both politically and administrative for rising to the occasion by remaining committed to the vision of the municipality which is to be "A community driven District of excellence and development". This report entails details of how this vision was realised during the 2020/21 Financial Year.

Bonggi Ka Dube, Head of Communication.



CHAPTER 1

MAYOR'S FOREWORD AND EXECUTIVE SUMMARY

COMPONENT A: MAYOR'S FOREWORD



One of the key milestones of Local Government is to ensure accountability and transparency in municipal matters and in terms of the Municipality one of those matters is to table the annual report which is a count of progress made in addressing service delivery.

This being my first term as Mayor of Gert Sibande District Municipality and the first annual report for the new term of Council, I must acknowledge and thank my predecessors for steering this ship to where it is. We have recently emerged from a smooth and incident free political transition resulting in changes in faces constituting the Municipal Council; however, the strategic objective and philosophy of Council remain the same mainly to improve the quality of life of our people.

The 2021/2026 term of Council will strive to improve on the achievements of our predecessors and accelerate the provision of the much-needed municipal services focusing on the five developmental local government key performance areas: Infrastructure and Service Delivery; Institutional Transformation and Development; Local Economic Development and Planning; Financial Viability, and Good Governance & Public Participation.

Whilst the role of my office has been to provide political guidance and ensuring that the governance structures exist and are functional, it is also the mandate that is granted and contained in the ***Municipal Finance Management Act*** that I present this report to all Gert Sibande District Municipal stakeholders.

Section 127 (3) of the ***Local Government Municipal Finance Management Act 56 of 2004*** states that, " ***the mayor of a municipality must, within seven months after the end of the financial year, table in the Municipal Council the Annual Report of the Municipality and of any Municipal Entity under the Municipality's sole or shared control***".

We take seriously the values of good governance and believe we are capable to continue maintaining the clean audit opinions. We need to inculcate in all concerned a culture of excellence, care, accountability, and good governance. A clean administration and, consequently, audit are not entirely lodged solely on the shoulders of administrators but requires of all of us i.e., Council, administration, business, and residence to take part and assume our individual and collective responsibility with prestige, impunity, and integrity.

Chapter 4 of the ***Municipal Systems Act, 2000*** compels the municipality to create conditions for communities to participate in its affairs. Our municipality, as a client centered organization, values the role of its stakeholders. We have notably benefited from support programmes and initiatives by external stakeholders including Ondabezitha (amakhosi), religious groups and sector departments. In

view of all the basic service delivery backlogs within our municipality, our municipal officials, together with sector departments, through the District Development Model (DDM) have developed strategies and programmes to address service delivery challenges. The current status of basic services backlog shows a decrease in the number of people who do not have access to basic services. With these results to date, it clearly indicates that Gert Sibande Municipality District Municipality will be one of the district municipalities to provide universal access to basic services in the next two decades.

Performance Overview.

We have made positive strides in the right direction to ensure that sustainable municipal governance principles support our continuous drive to deliver municipal services which reflect our passion for our community needs, which will always be the catalyst to keep us focused on our mandate to serve with pride. We acknowledge that:

- Our people need sustainable bulk infrastructure.
- Our roads need to be put in a condition suitable for promoting economic development.
- We must create job opportunities for our people to lift themselves out of poverty.

Public Participation

The Council is a legislative political structure which is entrusted with an oversight responsibility on matters pertaining to the developmental progress and implementations of service delivery projects. There are various portfolio committees which are chaired by the members of the Executive Committee who are playing a political oversight on various activities that are implemented by municipal administration departments, those portfolio committees are Finance, Infrastructure and Technical Services, Planning Economic Development and Innovation, Corporate Services, Special Programmes, Internal Audit Committee and Municipal Public Accounts Committee.

On de-commissioning of Eskom Power Station and Closure of mines in Gert Sibande District

The de-commissioning of Eskom Power Stations (Camden, Majuba and Thuthuka) is a serious concern and should be vehemently opposed as it has a potential to exacerbate the already existing triple challenges in our district and it contributes immensely to the energy crises that is now experienced by Eskom. Our firm view is that the just energy transition in the district will affect not just workers, but the entire communities which have become both directly and indirectly dependent on mining activities for their livelihoods. Mining is an important segment of our economy both in the district and the country, as it contributes R351bn or 7.3% to the country's gross domestic product annual. It directly contributed R30bn to the government through taxes and royalties, and it employs 450,000 people.

There are various statutory participation mechanisms that have been established as to promote and enhance community participation on matters of service delivery namely; Mayoral Izimbizo, which is an annual initiative by the District Mayor and Executive Committee members to reach out to communities in order to listen to the community views on service delivery projects being undertaken in their respective localities and further allow communities to identify needs to be incorporated in the next financial planning and budgeting processes. The Mayoral Izimbizo are conducted in the months of July and November every year and public comments are then incorporated to Integrated Development Plan annual reviewal process and the budgeted is allocated accordingly.



Going forward, Council and communities must unequivocally strive towards the eradication of key municipal developmental and service delivery challenges. This calls for joint planning that prioritizes core challenges into implementable projects and interventions. I, therefore, beseech you, my council, administration, and my people to join me on this demanding, challenging, but conquerable journey.

I thank you

CLLR WALTER MNGOMEZULU

EXECUTIVE MAYOR

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COMPONENT B: EXECUTIVE SUMMARY

1.1. MUNICIPAL MANAGER'S OVERVIEW



The 2021-22 Financial year brought about changes mainly in the political leadership of the institution due to the local government elections which took place in the second quarter of the financial year, and some in the administrative leadership of the institution due to contracts coming to an end. With the effects of COVID-19 still lingering around, to sum it up, this was one of the most difficult periods for the institution, made worse by the timing of the elections, this meant that the



transition to the new 5-year term of office for the new leadership was made that much harder. The leadership, oversight and support given by the political leadership has cushioned the administration from situations that could have been devastating.

Regardless of all the challenges, the municipality managed to remain stable and continued as far as possible to fulfil its obligation of service delivery to citizens within its jurisdiction. Through the District Development Model (DDM) approach using the Council adopted DDM one plan, the institution has

been able to fulfil its mandate and functions as outlined in Section 88 of the Local Government: Structures Act, 1998, calls for cooperation between district and local municipalities that: -

2 (a) A district municipality on request by a local municipality within its area may provide financial, technical, and administrative support services to that local municipality to the extent that that district has the capacity to provide those support services.

The role of the district in the implementation of the DDM, has also been to provide coordination of local municipalities, Provincial and National Government Departments, private sector, and other stakeholders, to allow for a more aligned planning.

After thorough consultation during the first strategic planning of the new five-year term of office for the new political leadership, the vision and mission of the district remained, ***Vision - 'A community driven District of excellence and development' and Mission - 'To support and coordinate local municipalities to provide excellent services and development'***. The retainment of the vision and mission means continuity and should provide our communities as well as investors with certainty for the future, this should mean stability and gives comfort to all stakeholders that the district is focused.

The district has performed well over the past 5 years and has received the 'Clean Audit Opinion' from the Auditor General over the past Financial Year, with the solid foundation already laid, the future looks promising. Even though the District has received an unqualified Audit Opinion with matters of emphasis it is safe to say that, this should only be regarded as a minor hurdle that should be corrected with enhanced internal controls. It is against this strong background of hard work and commitment that Gert Sibande District Municipality present the Annual Report for 2021/22 in terms of the provisions of the Local Government Municipal Finance Management Act, 2003 in relation to the role of the Municipal Manager as the Accounting Officer and the compilation of the Annual Report. The act states as follows: -

Section 129 (2) "the accounting officer must attend council and council committee meetings where the annual report is discussed, for the purposes of responding to questions concerning the report; and submit copies of the minutes of those meetings to the Auditor General, the relevant provincial treasury and the provincial department responsible for local government in the province"

Section 129 (3) "The accounting officer must in accordance with section 21A of the Municipal Systems Act make public an oversight report referred to in subsection (1) within seven days of its adoption"

We want to confirm that the contents of the report are in line with the above statements and the necessary processes are taken into consideration on finalization and publication of the Annual Report. The administration team responsible for the implementation of Council decisions is composed of the following departments: - the administration consists of six departments:

- The Office of the Municipal Manager
- Corporate Services
- Finance
- Infrastructure and Technical Services
- Planning, Economic, Development and Innovation
- Community and Social Services

Consistent with supporting Local Municipalities, a Municipal Support unit was established aimed at assisting our local municipalities within the district on financial management and viability as part of the operation clean audit campaign.

We hope for a time, in our lifetime, where all municipalities in the district would be financially clean according to the Auditor-General's compliance standards.

1.2 MUNICIPAL FUNCTIONS, POPULATION AND ENVIRONMENTAL OVERVIEW

1.2.1 District Demographics Analysis

According to Stats SA's 2016 Community Survey, Gert Sibande District population increased from 1 043 194 in 2011 to 1 135 409 people in 2016. This translates to the annual growth rate of 1.9% between the two time periods.

The district is the smallest district amongst the three districts in the province in terms of population size. According to Stats SA's 2022 Mid-year population estimates, the district is home to 1 288 598. This is a 13.5% change between 2016 and 2022, which is the second highest percentage change behind Nkangala district. It is also projected that the district will have a population size of almost 1.5 million people by 2031.

This means that its population will grow by 14.1% between 2022 and 2031. When looking at local municipality level Govan Mbeki remains the most populous municipality in the district, while Dipaleseng local municipality continues being the least populated (refer to the table below).

1.2.2 Population figures per municipal area

	Baselines		2022	2031	% Change (2016-2022)	% Change (2022-2031)	% Distribution 2022	% Distribution 2031
	2011	2016						
Chief Albert Luthuli	186 010	187 629	184 756	172 463	-1.5	-6.7	14.3	11.7
Msukaligwa	149 377	164 608	190 532	220 644	15.7	15.8	14.8	15.0
Mkhondo	171 982	189 036	249 457	312 030	32.0	25.1	19.4	21.2
Dr Pixley Ka Isaka Seme	83 235	85 395	95 613	100 668	12.0	5.3	7.4	6.8
Lekwa	115 662	123 419	139 046	155 094	12.7	11.5	10.8	10.6
Dipaleseng	42 390	45 232	42 554	39 402	-5.9	-7.4	3.3	2.7

	Baselines		2022	2031	% Change (2016-2022)	% Change (2022-2031)	% Distribution 2022	% Distribution 2031
	2011	2016						
Govan Mbeki	294 538	340 091	386 639	469 755	13.7	21.5	30.0	32.0
Gert Sibande District	1 043 194	1 135 409	1 288 598	1 470 056	13.5	14.1	26.8	27.6
Nkangala District	1 308 129	1 445 624	1 677 664	1 958 473	16.1	16.7	34.9	36.7
Ehlanzeni District	1 688 615	1 754 931	1 837 790	1 905 385	4.7	3.7	38.3	35.7
Mpumalanga	541 248	4 335 964	4 804 052	5 333 914	10.8	11.0	100.0	100.0

Table 1: Population figures per municipal area

Gert Sibande population data and projections

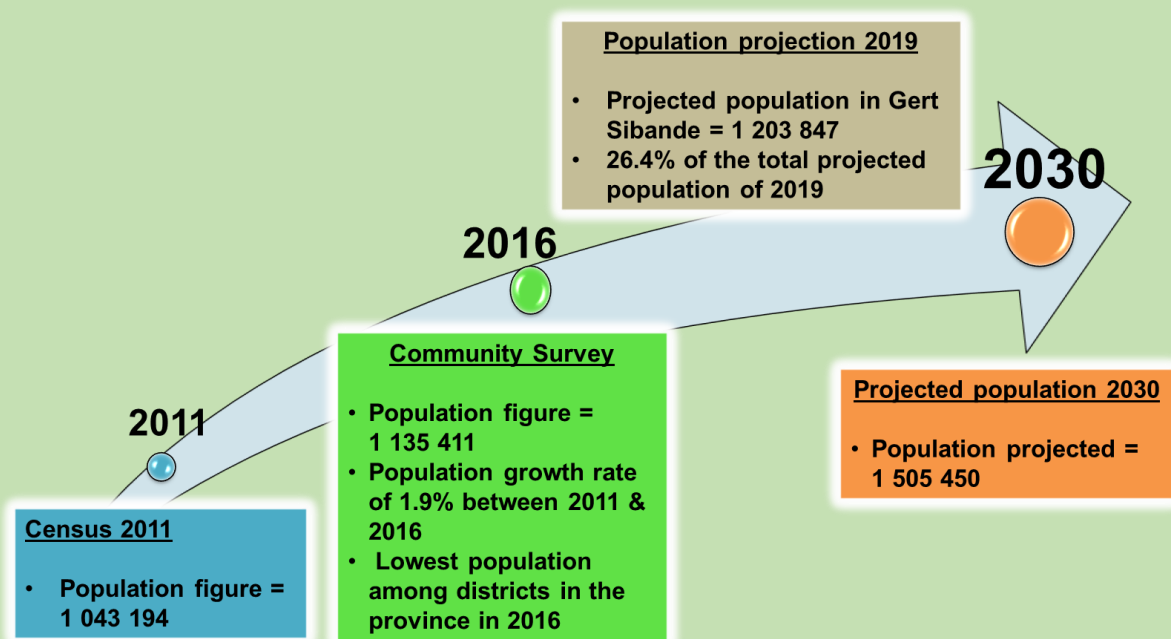


Figure 1: Gert Sibande population data and projections

1.2.3 Socio Economic Status

The Gert Sibande District Municipality is an economic hub for mining, manufacturing, agriculture, and tourism. It is also a home for huge industries such as Sasol, Eskom, Mondi and other gold and coal mines.

The district economic activity is predominantly concentrated within the urban / industrial complex formed by Secunda, Evander, Kinross, and Trichardt (Govan Mbeki LM). However, other areas of economic importance are distributed throughout the district includes Ermelo, Piet Retief, Standerton, Carolina, Balfour and Elukwatini.

GSDM has a strong economy within the region, which is predominantly mining, the coal belt starts from Govan Mbeki, Msukaligwa & Mkhondo & Dr Pixley Ka Isaka Seme local municipalities and gold deposits from Govan Mbeki to Dipaleseng local municipality.

The district's forestry stretches from Mkhondo, Dr Pixley Ka Isaka Seme & Chief Albert Luthuli local municipality where most agricultural activities like farming of cattle & sheep breeding and maize production.

The district also hosts one of the largest petro-chemical industries in the country (SASOL) and 4 ESKOM coal powered stations.

1.2.3.1 Gross domestic Product

The economic growth rate for Gert Sibande was 0.6% per annum on average over the period 1996 to 2019. Contribution to the Mpumalanga economy is 27.0% which is the smallest economy among the districts in the province.

Govan Mbeki local municipality is the largest contributor to the economy of the GSDM at 56.3% of the total GDP followed by Lekwa and Msukaligwa at 12.8% and 12.2% respectively.

Region	Contribution to Gert Sibande economy 2019	Average annual economic growth 1996-2019	Average annual economic growth 2014-2019	Average annual economic growth 2019-2024
Chief Albert Luthuli	6,4%	2,7%	1,7%	-0,4%
Msukaligwa	12,2%	2,4%	0,6%	0,2%
Mkhondo	6,6%	3,1%	1,3%	0,1%
Dr Pixley Ka Isaka Seme	3,3%	1,5%	0,2%	0,0%
Lekwa	12,8%	0,5%	-0,4%	0,3%
Dipaleseng	2,3%	1,9%	-0,1%	-0,4%
Govan Mbeki	56,3%	0,4%	-0,7%	-0,8%
Gert Sibande	100,0%	1,1%	0,0%	-0,4%

Table 2: Gert Sibande Economic Growth

The Gert Sibande District Municipality's economy is made up of various industries. The mining and manufacturing sectors are strong economic drivers in the district and have a significant presence in Govan Mbeki LM. Manufacturing activities are naturally clustered in proximity to the main

concentrations of natural resources. Large scale manufacturing activities generated in the region include petro-chemical and coal as the major energy source. The service-related sectors of trade, transport, finance and community services are dominant economic drivers in Lekwa and Msukaligwa.

1.2.4 Household Profile

Household profile is very crucial in district and local municipalities. This is because most of services are provided at household level. According to Stats SA, Community Survey, 2016, the number of households in the district grew from 273 490 in 2011 to 333 815 in 2016. Majority of households (61%) in the district is headed by males. Almost 1% of the households were child-headed, with majority of them found in Dr Pixley Ka Isaka Seme and Chief Albert Luthuli local municipalities. The average household size in Gert Sibande district was 3.4 nonetheless, Mkhondo has biggest household size (4 members) of all the local municipalities.

Stats SA's 2021 mid-year population estimates revealed that the district had 402 173 households in 2021. It is further projected that the number of households will reach 557 842 by 2031. That is, at an annual growth rate of 3.3%. Like in population size, Govan Mbeki has the biggest share of households in the district. However, in terms of annual growth rate, Mkhondo local municipality is projected to have the fastest annual growth rate of households.

1.3 Service Delivery overview

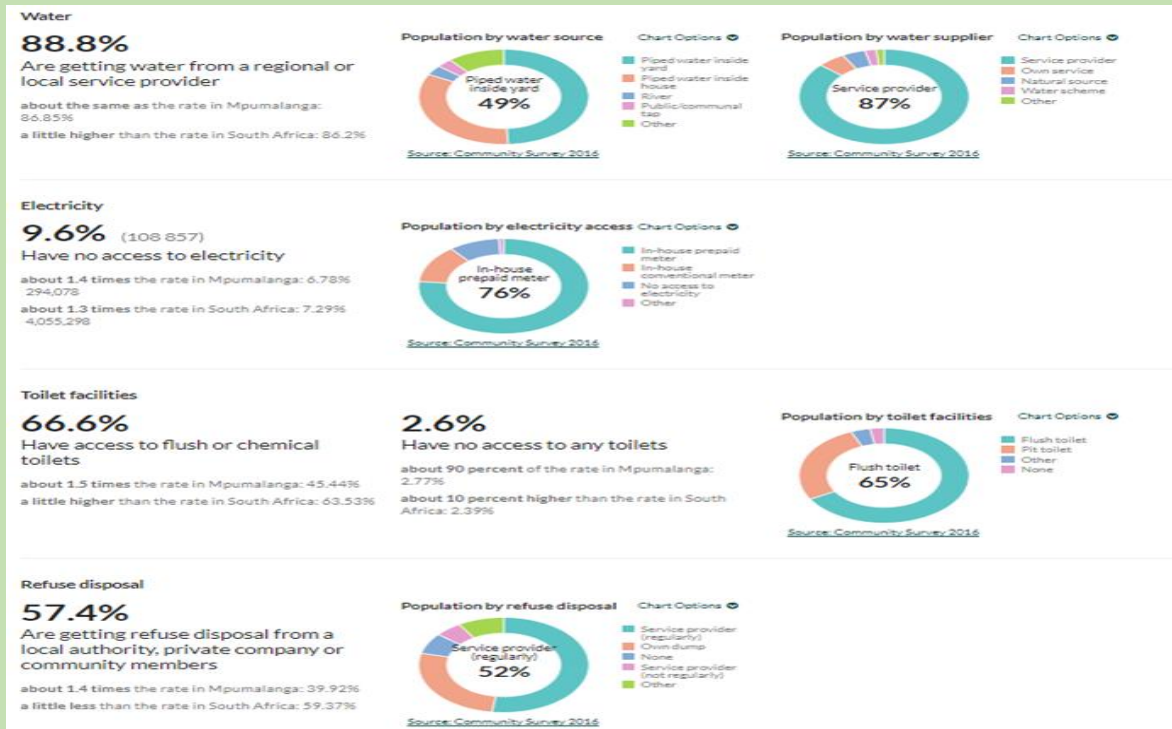
1.3.1 Access to basic services in Gert Sibande District Municipality

There has been notable improvement with regards to access to basic household services in Gert Sibande between 2011 and 2016. When looking at the findings from Census 2011 and Community Survey 2016, there has been improvement in households' access to water and electricity. However, the challenges remain in terms of access to flushing/chemical toilets as well as refuse removal. The situation is dire especially in informal dwellings. The number of informal dwellings decreased from 45 935 in 2011 to 44 862 in 2016 but with 13.4% of the households still living in informal dwellings. Dipaleseng has the highest percentage of households in informal settlements followed by Govan Mbeki and Lekwa.

In terms of the informal dwellings, the district has a backlog of 72 213, which is 23.6% of total households in the district. Govan Mbeki local municipality has recorded the highest backlogs at 21 538, followed Mkhondo at 15 741. The least affected local municipality is Dipaleseng with 3 110.

The Stats SA's Community Survey 2016 shows a marginal decrease in the number of people without access to piped water only in Lekwa local municipality. There is an increase in the backlogs between the period 2011 and 2016. There is however a difference in the research approach between the two counting periods which renders the counts incomparable.

Mkhondo LM recorded the highest decline in the backlogs in this category of services from 12.9% in 2011 to 4.3% in 2016. Dipaleseng recorded the highest backlog at 6%. The GSDM is planning to do upgrades to the bulk water supply network to respond to the water and sanitation challenges in Dipaleseng.



1.4 FINANCIAL HEALTH OVERVIEW

1.4 Financial Health Overview			
Financial Overview 2022			
Details	Original budget	Adjustment budget	Actual
Income			
Grants	329 025 000	-	329 025 000
Interest	10 542 280		11 910 104
Other income	10 562 590	3 929 030	11 886 160
Revenue in kind	-	-	22 300 689
	350 129 870	3 929 030	375 121 953
Expenditure			
Employee compensation & councillor allowance	225 564 762	- 5 975 050	202 869 792
General Expenditure & Depreciation	105 310 775	2 316 030	102 213 052
Grants and Subsidies	48 516 025	3 169 020	46 796 512
	379 391 562	490 000	351 879 356
<i>Surplus (deficit)</i>	- 29 261 692	- 4 419 030	23 242 597
Operating Ratios			
Details	Percentage		
Employee costs	59%		
Repairs and maintenance	5%		
Finance charges & impairment	7%		

Capital budget

Description	2020	2021	2022
Original budget	R28 050 000	R38 157 000	R4 994 450
Adjustment budget	R28 505 000	R38 157 000	R4 888 900
Actual	R25 548 487	R32 073 551	R5 589 730.90

1.5 AUDITOR GENERAL REPORT

1.5.1 Municipal performance

Gert Sibande District's overall audit performance over the last 5 financial years has been mixed, ranging from Financially Unqualified with findings in the 2016/11 Financial Year, to unqualified with no findings in 2020/21. The District has however showed a steady improvement since the unqualified with findings, achieving 2 consecutive clean audits in the years 2017/18 and 2018/19 Financial Year. Audit outcome for the 2021/22 Financial Year has again seen the District regress to an unqualified Audit opinion with findings, which means that we can never be complacent, we must continue to put much effort in making sure that the District remains clean at all times.

In terms of revenues source, only 4.39% of the District's revenue is generated locally, while the overall 95.61% is received from the National Government in the form of Equitable Share and other Grants from the National Government.

Municipality	Audit opinion					
	2021-22	2020-21	2019-20	2018-19	2017-18	2016-17
Gert Sibande District	Unqualified with findings	Unqualified with no findings	Unqualified with findings	Unqualified with no findings	Unqualified with no findings	Unqualified with findings
Chief Albert Luthuli		Unqualified with findings	Unqualified with findings	Unqualified with findings	Unqualified with findings	Unqualified with findings
Dr Pixley Ka Isaka Seme		Qualified with findings	Disclaimed with findings	Disclaimed with findings	Unqualified with findings	Unqualified with findings
Dipaleseng		Disclaimed with findings	Disclaimed with findings	Disclaimed with findings	Qualified with findings	Unqualified with findings
Lekwa		Disclaimed with findings	Disclaimed with findings	Disclaimed with findings	Qualified with findings	Unqualified with findings
Mkhondo		Qualified with findings	Qualified with findings	Qualified with findings	Qualified with findings	Qualified with findings
Msukaligwa		Qualified with findings	Adverse with findings	Adverse with findings	Adverse with findings	Qualified with findings
Govan Mbeki		Qualified with findings	Disclaimed with findings	Disclaimed with findings	Disclaimed with findings	Unqualified with findings

We have put measures in place to monitor and achieve set plans through the Service Delivery Budget Implementation Plan (SDBIP). We have strengthened support to all municipality by effectively using all the district forums. We envisage better returns because of all the efforts that we have put in towards the functionality of our district.

1.2. STATUTORY ANNUAL REPORT PROCESS

ACTIVITY	DESCRIPTION OF PROCESS AND PROCEDURE	RESPONSIBLE PERSON	DUE DATE	PROGRESS
Coordinating and empowerment of champions	Departmental Annual report Champions	HODs to confirm	15/07/2022	Completed
Collection of information	Distribution of template to the champions to populate Information from their departments	Manager: Communications	31/07/2022	Completed
	Champions submit populated template to manager communications	Champions/HODs	13/08/2022	Completed
Progress report	Submit the draft to management, gaps identified to be corrected.	Manager: Communications	22/08/2022	Completed
Collection of information	Submit Draft annual report to CFO/ DCFO	Manager: Communications	25/08/2022	Completed by 31 August '22
	Annual financial statements (Draft Annual report) submitted to AGSA	CFO / DCFO	31/08/2022	Completed by 31 August '22
Consolidation	Work towards finalising the draft annual report	Manager: Communications	31/10/2022	Completed
	Preparing the draft annual report and report item for Council.	Manager: Communications	01/11/2022	Completed
Submission of report	Council sitting to consider the draft annual report	Manager: Communications	26/01/2023	Completed
Compliance	Make public draft annual report printing and delivering the annual report to different points in the district and the province for public comments.	Manager: Communications	10/02/2023	Completed
	Collecting and processing the public comments for inclusion in the annual report.	Manager: Communications	18/02/2023	Completed
Progress report	Proofreading the document and circulating it to all HODs, for check-up.	Manager: Communications	25/02/2023	Completed
Compliance	Refer the annual report with the public comments to the MPAC Committee for processing. Also share the comments with the HODs and refer it for quality checking.	Manager: Office of the Municipal Manager	28/02/2023	Completed
Progress report	Audit committee makes input on the annual report	Senior Manager: Audit	11/03/2023	Completed
Compliance	Council approves MPAC report and annual report	Council	31/03/2023	Completed
	Make public the oversight report	Manager: Communications	08/04/2023	
Finalisation of the report and circulation to relevant sector departments	Distribution to relevant departments	Manager: Communications	30/04/2023	
Commencement of coordination of annual report 2021/22	Begin process for the compilation of Draft Annual Report 2021/22	Manager: Communications	31/07/2023	

CHAPTER 2



Cllr Walter Mngomezulu – Executive Mayor

INTRODUCTION TO GOVERNANCE



The following governance structures are in place and are effectively functioning:

- The office of the Executive Mayor,
- The office of the Speaker and
- The office of the Whip of Council.

The Executive Mayor, Speaker and Whip of Council constitute the Troika of the district municipality. The Troika holds its meetings as and when necessary and all meetings are chaired by the Whip of Council. The main objective of this governance structure is to oversee the political function of the district, pursue strategic leadership issues, look at the functionality of local municipalities and progress on projects as well as other matters related to service delivery.

T 2.0.1

COMPONENT A: POLITICAL AND ADMINISTRATIVE GOVERNANCE

INTRODUCTION TO POLITICAL AND ADMINISTRATIVE GOVERNANCE

The key committees at Gert Sibande District are Section 79 and 80 Committees which are formed in terms of section 79 of the Municipal Structures Act, 117 of 1998. The Committees are well functional, and they are comprised of all Political representation as represented in the Council of Gert Sibande. The Municipality has an Audit Committee which is accountable to Council and is also functioning well, the Audit Committee is having regular meetings, and such are reported to Council on a quarterly basis, and such Committee also provides comments to the Municipal Public Accounts Committee (MPAC).

Gert Sibande has established an Oversight Committee, which comprises of non – Executive members with the specific purpose of Oversight on all financial matters. The Oversight Committee also reports and give recommendations to Council. The Municipal Public Account Committee is an oversight

committee established to strengthen oversight and accountability over the use of the GSD Municipal resources. The committee is constituted as follows:

Cllr. NS Nhlapho (Chairperson)
Cllr. M Dlamini
Cllr V Duddley
Cllr DP Nkosi
Cllr GR de Vries
Cllr TG Mbuli
Cllr KA Matshaba
Inkosi MT Yende

T 2.1.0

2.1 POLITICAL GOVERNANCE

INTRODUCTION TO POLITICAL GOVERNANCE

The District Municipality is governed by the following leadership:

Cllr WM Mngomezulu – Executive Mayor
Cllr BG Sekhonde – Speaker
Cllr SGT Nkosi – Whip of Council

Members of the Mayoral Committee with the Municipal Manager



Caption from left (front row): Cllr NN Zulu, Cllr JB Zunguza, Cllr BP Mollo, Cllr Walter Mngomezulu, Cllr NF Maboja-Boltman, Cllr CB Mkhwanazi

From left (back row): Mr Absenia Habile (Municipal Manager), Cllr PV Malatsi, and Cllr BM Buthelezi.

The Gert Sibande District Municipal Council has established both Section 79 and Section 80 committees. Section 79 committees are: By-laws and Policies, Rules and Ethics, Infrastructure and Monitoring, Geographical Names committees as well as the Municipal Public Accounts committee which all have their terms of references under which they operate.

In terms of section 80 committees the Gert Sibande District Council has established the following portfolio committees: Corporate Services, Community & Social Services, Infrastructure & Technical Services, Finance, Special Programmes & Agriculture, Planning Economic Development & Innovation and Monitoring and Evaluation. All these section 80 committees are headed by members of the Mayoral committee or Executive committee which reports to the Executive Mayor who is part of Executive.

Gert Sibande District Municipality has its own Audit Committee, which is headed by an independent chairperson, who is not an employee of the district.

T 2.1.1

POLITICAL STRUCTURE

MAYOR

Cllr. WM Mngomezulu

SPEAKER

Cllr. BG Sekhonde

WHIP OF COUNCIL

Cllr. SGT Nkosi

MAYORAL COMMITTEE/ EXECUTIVE COMMITTEE

Cllr. NF Maboja-Boltman

Cllr. JB Zunguza

Cllr. BM Buthelezi

Cllr. PV Malatsi

Cllr. NN Zulu

Cllr. BP Mollo

Cllr CB Mkhwanazi

T2.1.1

COUNCILLORS

The District Council comprises of a total number of forty-eight (48) councillors and eight (8) representatives from the Traditional leadership. Out of the 48 councillors, 19 are directly elected and 29 are from Local Municipalities. The following table indicates the status quo of the Gert Sibande District Council:

SECTION 79 AND 80 COMMITTEES

Council established the following Section 79 and 80 committees as reflected on the table below:

SECTION 80 COMMITTEES		
PLANNING AND ECONOMIC DEVELOPMENT: 1. Cllr. BM Buthelezi (Chairperson) (ANC) 2. Cllr. A Mahlalela (ANC) 3. Cllr. MR Yende (EFF) 4. Cllr. SJ Mahlangu (DA) 5. Cllr. SA Mabuza (DA) 6. Inkosi. SM Mnisi	CORPORATE SERVICES 1. Cllr. NF Maboja-Boltman (Chairperson) (ANC) 2. Cllr. M Mncina (ANC) 3. Cllr. T Seimela (EFF) 4. Cllr. TE Mazibuko (ANC) 5. Cllr. ML Molaba (ANC) 6. Cllr. N Gwebu (ANC) 7. Cllr. JLI Brussow (DA) 8. Inkosi SM Mnisi	FINANCE 1. Cllr. JB Zunguza (Chairperson) (ANC) 2. Cllr. SA Maboja (ANC) 3. Cllr. KA Matshaba (ANC) 4. Cllr. NC van Hyssteen (DA) 5. Cllr. GL Khumalo (EFF) 6. Cllr. DM Thwala (ANC) 7. Inkosi TM Nkosi
COMMUNITY AND SOCIAL SERVICES 1. Cllr NN Zulu (Chairperson) (ANC) 2. Cllr. TM Thwala (ANC) 3. Cllr. MR Yende (EFF) 4. Cllr. S Mkhonto (EFF) 5. Cllr. JLI Brussow (DA) 6. Cllr. M Molaba (ANC) 7. Inkosi MA Mahlobo	INFRASTRUCTURE AND TECHNICAL SERVICES 1. Cllr PV Malatsi (Chairperson) (ANC) 2. Cllr. NB Sikhakhane (ANC) 3. Cllr. VD Duddley (DA) 4. Cllr. MR Yende (EFF) 5. Cllr. K Webber (FF-Plus) 6. Cllr. TE Mazibuko (ANC) 7. Inkosi. TM Yende	SPECIAL PROGRAMMES AND AGRICULTURE 1. Cllr. CB Mkhwanazi (Chairperson) (ANC) 2. Cllr. NB Sikhakhane (ANC) 3. Cllr. SA Silosini (DA) 4. Cllr. TH Kgwedi (EFF) 5. Inkosi MA Mahlobo
MONITORING AND EVALUATION 1. Cllr. BP Mollo (Chairperson) (ANC) 2. Cllr. SJ Masango (DA) 3. Cllr. TG Mbuli (ANC) 4. Cllr. GR de Vries (FF-Plus) 5. Cllr. M Dlamini (EFF) 6. Cllr. VS Mahlangu (ANC) 7. Cllr. SA Maboja (ANC) 8. Inkosikati B Hlatshwayo		

SECTION 79 COMMITTEES (OVERSIGHT COMMITTEES)

RURAL DEVELOPMENT & TRADITIONAL AFFAIRS (Planning and Corporate Services) 1. Cllr M Manyathi (Chairperson) 2. Cllr DP Nkosi 3. Cllr. PV Malatsi 4. Cllr ME Motlounge 5. Cllr A Ngubeni All Traditional Leaders	RULES, STANDING ORDERS & DISCIPLINE 1. Cllr. LS Karim (Chairperson) (EFF) 2. Cllr. NB Sikhakhane (ANC) 3. Cllr. SA Silosini (DA) 4. Cllr. TG Mbuli (ANC) 5. Cllr. NC Hyssteen (DA) 6. Cllr. DM Nkambule (DA) 7. Cllr. A Mahlalela (ANC) 8. Inkosi MA Mahlobo	BY-LAWS AND POLICY (Infrastructure & Finance) 1. Cllr. MN Kubheka (Chairperson) (DA) - Resigned 2. Cllr. S Mkhonto (EFF) 3. Cllr. ML Molaba (ANC) 4. Cllr. VS Mahlangu (ANC) 5. Cllr. M Mncina (ANC) 6. Cllr. JS Mahlangu (DA) 7. Cllr. SV Hlophe (EFF) 8. Inkosi AJ Tshabalala
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MPAC	NAME CHANGE	INFRASTRUCTURE AND MONITORING
<ol style="list-style-type: none"> 1. Cllr. NS Nhlapo (Chairperson) (ANC) 2. Cllr. M Dlamini (EFF) 3. Cllr. V Duddley (DA) 4. Cllr. DP Nkosi (ANC) 5. Cllr. GR de Vries (FF-Plus) 6. Cllr. TG Mbuli (ANC) 7. Cllr. KA Matshaba (ANC) 5. Inkosi MT Yende 	<ol style="list-style-type: none"> 1. Cllr MS Nkosi (Chairperson) 2. Cllr L Karim 3. Cllr MN Kubheka Cllr JS Mbhele Cllr VM Mahlangu Cllr CB Mkhwanazi 	<ol style="list-style-type: none"> 1. Cllr SA Maboea (Chairperson) – ANC 2. Cllr JH Ndebele (EFF) 3. Cllr DM Nkambule (DA) 4. Cllr GL Khumalo (EFF) 5. Cllr DM Thwala (ANC) 6. Inkosi LE Moloji

T 2.1.2



POLITICAL DECISION-TAKING

Political decisions are taken in the form of Council meetings as well as Troika meetings. The Council resolutions are implemented fully as the Heads of Departments are required to comment as to whether the resolutions are implemented or not and such is reported to the Municipal Manager as well as Council. There are no resolutions that are not implemented.

T 2.1.3

2.2 ADMINISTRATIVE GOVERNANCE



GSDM Top Management led by the Municipal Manager

TOP ADMINISTRATIVE STRUCTURE

TIER 1

MUNICIPAL MANAGER

Mr. Absenia Habile

TIERS 2 AND 3

Chief Financial Officer

Mr Zakhele Buthelezi

General Manager: Corporate Services

Ms. Makhazasi Radebe

General Manager for Infrastructure & Technical Services

Mr. Mgijimi Thabethe

General Manager for Planning, Economic Development and Innovation

Mr Mthandeni Mkhonza

General Manager for Community and Social Services

Mr. Melato Michele

T2.2.2

COMPONENT B: INTERGOVERNMENTAL RELATIONS

INTRODUCTION TO CO-OPERATIVE GOVERNANCE AND INTERGOVERNMENTAL RELATIONS

Gert Sibande District Municipality has since appointed IGR Manager for effective coordination of IGR Function in the District at large, IGR structures are now considered as effective. Local Municipalities are a bit behind but in the right track in terms of staffing in as far as Intergovernmental relations is concerned. IGR strategy was developed and adopted by Council during 2018/19 financial year. The IGR Strategy will be reviewed annually pending the adoption of the Provincial IGR Framework which is still to be finalised. IGR Forums quarterly reports are submitted to Council as a tool to monitor the implementation of IGR Strategy. A Calendar of Events is developed in each financial year and was adopted by the Council during 2021/2022 Financial year, to assist in coordinating the sittings of all IGR Structures/Forums in the District, and for proper planning. The establishment of the GSDM Extended IGR Forum which consists of all departments in the district is underway and will be launched as soon as the Provincial IGR Framework is finalised.

T 2.3.0

2.3 INTERGOVERNMENTAL RELATIONS

2.3.1 Integrated Development Plan (IDP)

Providing strategic direction entails aligning the vision of the municipality and encapsulating the intent thereof into the IDP in order to ensure that the District serves the needs of the community through effective, efficient and economical service delivery. This process involves conducting an in-depth analysis to identify the changes that have occurred and their impact on the strategic focus of the current IDP.

The District Municipality held its Strategic Planning Workshop on the 27th-29th January 2022 involving Troika, the Mayoral Committee, Section 79 Committees Chairpersons, House of Traditional Leaders, and management from GSDM. Stakeholders included members of Troika and MMC PED and senior management from local municipalities as well as sector departments with their SOEs. The purpose of the strategic planning workshop was threefold:

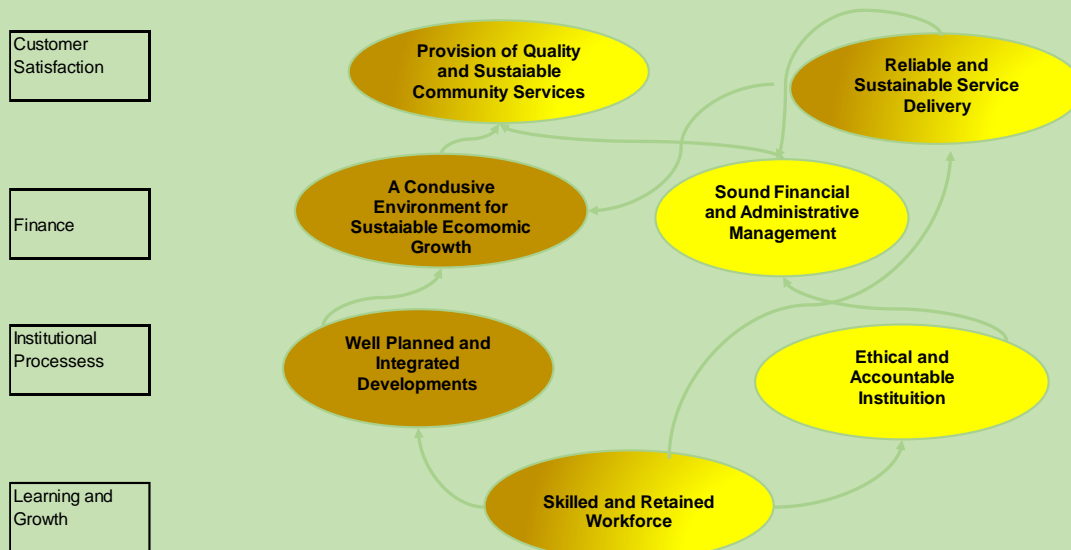
- To consolidate the status quo document of the District Development Model.
- To revise the IDP based on the review of strategic goals, objectives, strategies, and current community needs; and
- To develop the IDP score card.

The development of the strategic goals was affected by way of crafting a Strategy Map which creates a picture of the strategic intent of the municipality. It depicts the strategic goals in support of the strategy in terms of different perspectives and their respective inter dependency based upon the Balanced Scorecard methodology as developed by Kaplan and Norton, namely; learning and growth perspective, Institutional perspective, financial; and customer perspectives.

The Balanced Scorecard model has proved to be the most popular performance and strategic management tool used by both public and private organizations nationally and internationally. The benefits of implementing the model include the provision of strategic focus and direction to the organisation; improves governance and accountability; promotes alignment and transparency and improves management effectiveness.

Attendance by provincial sector departments was not good and not much was done in the consolidation of the District Development Model document. Development of appropriate strategic goals through the exercise of identifying pains and enablers as outcomes emanating from the SWOT analysis was undertaken. Each commission reviewed their respective current strategic goals. The review resulted in delegates agreeing on seven (7) strategic goals which will serve to enable the attainment of the vision.

The outcome of the workshop yielded clear and tangible strategic goals based on the critical success factors of the district. The Strategy map of the GSDM is articulated in the diagram below.



2.2 NATIONAL INTERGOVERNMENTAL STRUCTURES

None

2.3 PROVINCIAL INTERGOVERNMENTAL STRUCTURE

The Premier's coordinating Forum and Munimec are the Provincial structures whereby our Political and Administrative principals are partaking. Resolutions taken on various structures in the district are escalated to these Provincial structures, thus enabling intervention by Province when it is necessary.

SALGA has since established IGR Forum in September 2018. It exists to build on the body of knowledge, unpack the prevailing impediments and as a capacity building forum towards the improvement of municipal governance. All Mpumalanga District Municipalities are represented in this Forum which took place once per quarter. It is the platform where National policies and legislation within the province are interpreted and discussed so that they can be implemented.

2.4 RELATIONSHIPS WITH MUNICIPAL ENTITIES

There are no entities falling under the district.

2.5 DISTRICT INTERGOVERNMENTAL STRUCTURES

NAME OF THE STRUCTURE	COORDINATOR	FREQUENCY OF MEETINGS
COUNCIL		
1. Executive Mayor's Forum	GSDM	Quarterly
2. Speaker's Forum	GSDM	Quarterly
OFFICE OF THE MUNICIPAL MANAGER		
3. District Municipal Manager's Forum	GSDM	Monthly
4. District Risk Management Forum	GSDM	Quarterly
5. Risk assessment committee		
6. Internal Audit Forum	GSDM	Quarterly
7. District Audit Committee		
8. District Communicator's Forum	GSDM	Quarterly
FINANCE		
9. CFO Forum	GSDM	Quarterly
CORPORATE SERVICES		
10. District Corporate services forum	GSDM	Quarterly
11. District ICT forum	GSDM	Quarterly
12. District Skills Development Forum	GSDM	Quarterly
13. GSDM Legal Advisory Forum	GSDM	Monthly
COMMUNITY AND SOCIAL SERVICES		
14. Food Control Forum	GSDM	Quarterly
15. Waste Forum	GSDM	Quarterly
16. Air Quality Stakeholders Forum	GSDM	Quarterly
17. GSDM Implementation Task Team Forum	GSDM	Quarterly
18. Friends of the Library Committee	GSDM	Quarterly
19. District AIDS Council	GSDM	Quarterly
20. Youth Forum	GSDM	Quarterly
21. People living with disability Forum	GSDM	Quarterly
22. Sport Forum	GSDM	Quarterly
PLANNING AND ECONOMIC DEVELOPMENT		
23. Local Economic Development Forum	GSDM	Quarterly
24. Integrated Development Plan (IDP) Representative Forum	GSDM	Quarterly
25. IDP Management Committee	GSDM	Quarterly
26. Spatial working group	GSDM	Quarterly
27. Transport Forum	GSDM	Quarterly
28. EPWP Forum	GSDM	Quarterly
29. PED HOD's Forum	GSDM	Quarterly
30. Joint municipal planning Tribunal	GSDM	Quarterly

INFRASTRUCTURE AND TECHNICAL SERVICES		
31. Technical Stakeholder's Forum	District	Quarterly
32. Water quality review	District	Quarterly
HUMAN SETTLEMENT, PUBLIC SAFETY, ROADS AND TRANSPORT		
33. District Disaster Management Forum	GSDM	Quarterly
34. District Community Safety Forum	GSDM /Department of public safety and liaison (District Office)	Quarterly
35. OSH Forum	District	Quarterly

COMPONENT C: PUBLIC ACCOUNTABILITY AND PARTICIPATION

OVERVIEW OF PUBLIC ACCOUNTABILITY AND PARTICIPATION

Section 17 (2) of the Local Government: Municipal Structures Act, 2000 (Act 32 of 2000): requires a municipality to establish and organise its administration to facilitate a culture of accountability amongst its staff. Section 16 (1): states that a municipality must develop a system of municipal governance that compliments formal representative governance with a system of participatory governance. Section 18 (a) - (d): requires a municipality to supply its community with information concerning municipal governance, management and development.

To achieve the above responsibilities, Council embarked on the following activities:

- Visiting projects – that are implemented by the district in various local municipalities and
- IDP/Budget consultation and review meetings – where the political leadership and administration of the district hold meetings with different stakeholders to consult and/or review the proposed budget.

T 2.4.0

2.4 PUBLIC MEETINGS

COMMUNICATION, PARTICIPATION AND FORUMS

GSDM wrote letters to local municipalities as they are their main stakeholders requesting IDP and budget consultations meetings during the months of April and May and the review meetings during the months of September and October taking place annually.

The local municipalities were requested to invite their stakeholders to these meetings which include councillors, ward committee members, community development workers, NGO's, CBO's, businesses, and the sports fraternity among others.

Once the dates and venues have been agreed upon with the local municipalities, notices of these meetings are published on the institution's website, posted on the face book page, advertised through the local print media, and circulated to local radio stations.

Local municipalities are also encouraged to invite their stakeholders to attend the meetings and to publish their notices through similar mediums.

T 2.4.1

WARD COMMITTEES

Ward committees do not exist at the district municipality level; however, the district municipality assists local municipalities with the tools of trade and provides training for councilors.

GSDM successfully held its IDP consultation meetings with traditional leaders as well as six of the seven local municipalities excluding Mkhondo where the consultation meeting (s) could not take place.

.T 2.4.2

To ensure community participation in the affairs of the District Municipality, the following consultation meetings were held:

DATES OF INTEGRATED DEVELOPMENT PLANNING PUBLIC CONSULTATIONS

MUNICIPALITY	VENUE	DATE	TIME
Chief Albert Luthuli	Microsoft Teams Carolina Town Hall	21/09/2021 & 12/04/2022	18:00 10:00
Dipaleseng	Microsoft Teams Balfour Town Hall	23/09/2021 & 20/04/2022	18:00 10:00
Govan Mbeki	Microsoft Teams Lilian Ngoyi Community Hall	22/09/2021 & 21/04/2022	18:00 10:00
Lekwa	Microsoft Teams Sakhile Community Hall	27/09/2021 & 22/04/2022	18:00 10:00
Mkhondo	Town hall N/A	07/10/2021 & N/A	16:00 N/A
Msukaligwa	Microsoft Teams Microsoft Teams	28/09/2021 & 24/05/2022	18:00 14:00
Dr Pixley Ka Isaka Seme	Microsoft Teams Daggakraal Thusong Community Hall	05/10/2021 & 25/04/2022	18:00 10:00
Gert Sibande House of Traditional Leaders	Microsoft Teams Emanzana Municipal Office	21/09/2021 & 17/05/2022	16:00 13:00



THE EFFECTIVENESS OF THE PUBLIC MEETINGS HELD:

Overall, both public meetings were effective in that:

- Invitations to the meetings were issued well in advance i.e. two weeks before the dates of the meetings, so that local municipalities could also invite their stakeholders in time.
- Attendance was also good because most stakeholders invited to the meetings attended as per GSDM expectations.
- Participation was also satisfactory and that resulted to exciting and inspiring interaction amongst participants.
- A fair opportunity for the expression of opinions was given to everyone who wanted to participate, of course without repeating what has been said by others.
- All inputs/ questions and comments made during the meetings were properly handled by the chairperson who also ensured that all participants stick to the relevant agenda points of the meeting.
- The dates of the feedback meetings were also proposed.

These public meetings were very much important to both the district and its stakeholders, in the sense that local municipalities were afforded an opportunity to successfully contribute to the IDP of the district and so the district to let them know its affordability, needs and wants from them.

T 2.4.3.1

2.5 IDP PARTICIPATION AND ALIGNMENT

IDP Participation and Alignment Criteria*	Yes/No
Does the municipality have impact, outcome, input, output indicators?	Yes
Does the IDP have priorities, objectives, KPIs, development strategies?	Yes
Does the IDP have multi-year targets?	Yes
Are the above aligned and can they calculate into a score?	Yes
Does the budget align directly to the KPIs in the strategic plan?	Yes
Do the IDP KPIs align to the Section 57 Managers	Yes
Do the IDP KPIs lead to functional area KPIs as per the SDBIP?	Yes
Do the IDP KPIs align with the provincial KPIs on the 12 Outcomes	Yes
Were the indicators communicated to the public?	Yes
Were the four quarter aligned reports submitted within stipulated time frames?	Yes
* Section 26 Municipal Systems Act 2000	
T 2.5.1	

COMPONENT D: CORPORATE GOVERNANCE

2.6. RISK MANAGEMENT

Risk Management Unit is located in the office of the Municipal Manager, its running with two officials: Chief Risk Officer and a Risk Officer, The Chief Risk Officer reports directly to the Accounting Officer (Municipal Manager). Activities of the unit include conducting strategic risks assessment for all risks identified through IDP Municipal Objectives, departmental risk assessments using SDBIP, AG Report and Internal audit reports. These risk registers with their mitigating factors form part of a quarterly risk meeting with departmental HODs presenting their risks registers. The unit is also responsible for the running and coordination of the Risk Management Anti-fraud and anti-corruption committee meetings by giving advice, proper guidance, and leadership. The Committee consists of All Departmental HODs, the Accounting Officer and is chaired by the external member who serves a three-year term. Reports of risk management committee meetings are presented to Audit Committee Meetings before submission to council. The committee seats quarterly and where there is a need a special committee sitting is held. The committee tackles all the risks of the municipality as raised during risk assessments and makes follow ups on their mitigation plans.

2.7 ANTI-CORRUPTION AND FRAUD

The Risk Management Unit is also responsible for anti-fraud and anti-corruption in the institution. A fraud risk register is yearly developed during risk assessments and be presented during Risk Committee meetings. The unit conducts workshops yearly and delivers presentations on Ethics, anti-fraud and anti-corruption and risk management policies to all GSDM officials and Councillors. During induction of new employees, the Unit has a slot to do presentations aimed at informing new members on risk management activities, presentations are focussed on ethics, anti-fraud, and anti-corruption, it also has a slot in all top Management meetings of the municipality to update and inform management on issues of risk management and any emerging risks.

Risk Management Unit of GSDM also assists local municipalities especially those who do not have risk management officials in their employ, such as Dipaleseng Local Municipality which gets assistance on chairing of their risk committees, Dr Pixley Ka Isaka Seme where the unit assisted with risk assessments and their risk meetings. Unit also attends all Risk Management Committee meetings of all other local municipalities in the Gert Sibande region.

2.8 ETHICS

The current chairperson of Risk Management Committee encourages Management to also establish ethics unit to look as un-ethical behaviour in the whole institution, GSDM Accounting Officer has requested risk management unit to assist in this regard since there is no budget for the establishment of the ethics unit, workshops on ethics has also been conducted by the unit, one of the recommendations of Risk Management Committee meeting was to look at incorporating ethics into Risk Management Unit which is planned during the next financial year.

2.8 SUPPLY CHAIN MANAGEMENT

OVERVIEW SUPPLY CHAIN MANAGEMENT

In terms of the Supply Chain Management regulations 7(3), the district is mandated to establish a Supply Chain Management unit to implement its Supply chain policy. Furthermore, the regulations mandate that where possible the unit to report to the Chief Financial Officer. In line with the requirement of the legislation Gert Sibande District Municipality has established an SCM unit which report to the Chief Financial officer. Over the past years there has been some reforms in terms of the SCM processes within the local government which aimed at the improvement in the delivery of the service in an efficient, effective and economical manner. This has saw the introduction of centralised supplier database (CSD) and Standard for Infrastructure Procurement and Delivery Management (SIPDM). In keeping with these changes there is a frequent need to annually review the SCM policy of the municipality. In the 2021/22 financial period the SCM policy was reviewed, and changes approved by council by the May 2021.

The district acknowledges the strategic role played by supply chain in its broader transformation agenda. In recognition of this imperative, the district is continuously working to improve supply chain

processes, strengthen and improve the governance of the whole supply chain value chain and institutionalize controls to mitigate against associated risks. All these targeted reforms are implemented within the limits of the guiding legislative framework. As a result, the Auditor General did not identified non-compliance with SCM for the past five years.

2.9 BY-LAWS

Revised	Revised Public participation conducted prior to adoption By-Laws (Yes/No)	By-laws Gazetted (Yes/No)	Date of publication
GSDM Standing orders	No	No	Not applicable
Noise by-law	No	Yes	21/05/2014
Air quality Management by law	No	Yes	21/05/2014
Municipal Heath by law	No	Yes	21/05/2014

The GSDM Standing Orders By-law will be placed at strategic places within the district for perusal and comments. Once promulgated, Standing Orders will be enforced by the Speaker, and the Noise, Air Quality Management and Municipal Health bylaws will be enforced by Environmental Health Practitioners. T 2.9.1.1

2.10 WEBSITES

Municipal Website: Content and Currency of Material		
Documents published on the Municipality'/ Entity's Website	Yes/ No	Publishing Date
Current annual and adjustments budgets and all budgets-related documents	Yes	Publishing date: Tuesday 22 February 2022
All current budget-related policies	Yes	Publishing Date: Tuesday 22 February 2022
The previous annual report (Year-1)	Yes	Publishing Date: Wednesday 6 April 2022
The annual report (Year 0)	Yes	Publishing date 6 April 2022
All current performance agreements required in terms of section 57(1)(b) of the municipal Systems Act (Year 0) and resulting scorecards	Yes	July 22, 2022
All quarterly report table in the council in terms of section 52(d) during Year 0	Yes	Publishing date, Monday 13 June 2022

2.11 PUBLIC SATISFACTION ON MUNICIPAL SERVICES

The Gert Sibande District Municipality has in place a researcher that is stationed within the Council Support Unit. The researcher is responsible for engaging the public of Gert Sibande District on basic

service delivery and social issues. One of research studies undertaken following a resolution of the District Development Model Council was on the concerning growing gangsterism in the district. A report was presented to the DDM Council with resolutions with SAPS leading on the issue.

The district also held various Izimbizo and public engagement events where communities are given an opportunity to present the burning service delivery issues and the district makes commitments on how the issues will be addresses. The GSDM has made available a box where visitors can drop concerns or comments. The box is placed at the reception area and is checked daily.

GSDM is also available on social media where members of the public can contact the municipality for any enquiries, concerns, or comments.



CHAPTER 3

CHAPTER 3 – SERVICE DELIVERY PERFORMANCE (PERFORMANCE REPORT PART I)

INTRODUCTION TO WATER PROVISION



The Gert Sibande District has made considerable strides towards supporting local municipalities in eradication of backlogs in terms of the provision of basic water services and infrastructure for first time access to water services. The district municipality is neither a Water Services Authority (WSA) nor a Water Services Provider (WSP). The WSA and WSP functions lie with the local municipalities within the district. The district municipality however provides water quality testing services for all the local municipalities within its area of jurisdiction and bulk infrastructure through funding from Department of Water and Sanitation and own funds

The Infrastructure and Technical Services (ITS) is an institutional arrangement which was put in place to take responsibility for managing all infrastructure projects. The ITS Department has been responsible for the management of all ITS projects in the municipality ensuring that the municipality is able to address all the infrastructure challenges as well as effectively and efficiently manage the infrastructure.

The District Municipality is responsible for the planning of municipal infrastructure together with maintenance and utilize the capital allocations to deliver the infrastructure. The department will ensure that the planning of the infrastructure is done efficiently and effectively and that the capital funds are

utilized to build the necessary internal capacity in the department as well as to deliver the infrastructure.

The overall roles and responsibilities of the department may be detailed as follows:

- Infrastructure development planning
- Project identification
- Financial planning and management of capital funds
- Project feasibility studies
- Project planning
- Project implementation, including community participation and awareness, construction, capacity building and mentoring support.
- Project management
- Building maintenance
- Support with mentorship of young graduates (ISDG Programme)
- Monitoring and evaluation of the capital programme and projects.
- Compilation and submission of reports in the formats prescribed for the various capital programmes.

The Service Delivery Business Implementation Plan (SDBIP) is an important element in the service delivery process since it translates all the Integrated Development Plan (IDP) objectives into tangible and implementable projects, thereby making service delivery a reality, providing a basis for performance management. Through the SDBIP, the Executive Mayor is able to hold the Municipal Manager, as Head of Administration, accountable and the Municipality is able to account to the communities. It enables the Municipal Manager to hold accountable all the Managers that report to him. The communities, at the same time, are also able to monitor the functioning of the Municipality. The SDBIP must determine the performance agreements which are entered into between the employer and employees.

During the financial year under review, the SDBIP was formulated and approved by the Executive Mayor and it reflected all the required elements, namely, the performance of the institution per department, the targets as per the IDP document as well as the budget for projects for the financial year. We have achieved the following access to basic services:

1. WATER AND SANITATION SERVICES

The Gert Sibande District has made considerable strides towards supporting local municipalities in eradication of backlogs in terms of the provision of basic water services and infrastructure for first time access to water services. The district municipality is neither a Water Services Authority (WSA) nor a Water Services Provider (WSP). The WSA and WSP functions lie with the local municipalities within the district. The district municipality however provides water quality testing services for all the local municipalities within its area of jurisdiction and bulk infrastructure through funding from Department of Water and Sanitation and own funds:

- R 504 208 000 of the total budget in the 2021/22 FY was allocated for the Regional Bulk Infrastructure (RBIG) at the local municipalities, it is a grant funded by the department of Water and Sanitation. The District is an Implementing Agent (IA) for the Regional Bulk Infrastructure Grant (RBIG) funding from the Department of Water and Sanitation (DWS) in the five local municipalities that is Chief Albert Luthuli, Mkhondo, Lekwa, Dipaleseng and Msukaligwa.
- GSDM managed to provide 2 windmill pumped boreholes, one in Dr Pixley Ka Isaka Seme local municipality and another in Chief Albert Luthuli local municipality.

The Gert Sibande District Municipality prides itself in that approximately 85% of its population have access to at least basic sanitation services. The major challenge has however been the ageing infrastructure and new informal settlements which has led to an increase in infrastructure maintenance backlogs:

- R 72 654 765 of budget was allocated for Water and Sanitation Infrastructure Grant (WSIG) at Lekwa local municipality for the 2021/22 FY, it is a project funded by the department of Water and Sanitation (DWS). GSDM is the implementing agent for WSIG at Lekwa local municipality.
- GSDM focused on the desludging the full Ventilated Improved Pits (VIP) toilets where the rural communities could no longer use the toilets as it was full, provision of dignified sanitation still has a long way to go in the rural wards. In the 2021/2022 FY 263 toilets were deslugged within Chief Albert Luthuli, Dr, Pixley Ka Isaka Seme and Mkhondo Local Municipality.

Expenditure 2021-22: Water and Sanitation Services					
R' 000					
Description	2021-22				
	Budget	Adjustment Budget	Actual Expenditure	Variance from original budget	Total Project Value
Maintenance of VIP Toilets	495	495	495	0%	495
Installation of Windmill pumped boreholes with jojo tanks (2)	586	586	586	0%	586
Balfour/ Siyathemba Bulk Water Supply Scheme Phase 2, 3 & 4 implementation	69 000	99 398	99 398	144%	99 398
Amsterdam/Sheepmoor Bulk Water Supply Scheme Phase 3 and 4	16 500	16 500	4 379	-73%	4 379
Msukaligwa Bulk Water Supply Scheme Cluster 1, 2 & 3	70 000	86 200	86 200	123%	86 200
Empuluzi/Methula Bulk Water Supply Scheme Phase 1, 3b, 4b, 5, 6 & 7	129 000	171 000	171 000	132%	171 000
Upgrade of Rooikopen Internal Sewer reticulation Phase 2, 3, 5, 1, 4 & 6	50 650	71 077	71 077	140%	71 077

2. SPECIAL PROGRAMMES & MAINTENANCE SERVICES

Maintenance

The following budget was approved for the 2021/2022 Financial Year for the maintenance of the respective infrastructure:

GSDM Maintenance All Buildings - Vote 104 235040 - R 4 500 000

Although the funding is approved the actual appointment of Service Providers will determine the actual amounts for each project still to be allocated for implementation.

The expenditure on all allocations to the Maintenance of HVAC, Electricity, Civil & Structural and Plumbing Contracts is based on the payment certificates signed off by the ITS Department and sent to Finance for payment. In view of the attached schedule an amount of **R 4 384 750** has been spent until 30 June 2022 which represents **97.0%** of the total allocation in relation to the 2021/2022 approved budget.

MAINTENANCE CONTRACTS			
Location	Approved	Expenditure	% Expenditure
<i>Generators (1/3 Years)</i> <i>Thulatsepo</i>	R 440,000	R 432,787	98
<i>Electrical Installations (1/3 Years)</i> <i>Muntuza</i>	R 800,000	R 793,740	99
<i>UPS Installations (1/3 Years)</i> <i>Lalile</i>	R 420,000	R 410,120	98
<i>Heating Ventilation & Air-Conditioning (1/3 Years)</i> <i>Thulatsepo</i>	R 1,470,000	R 1,412,677	96
<i>Civil, Structural & Plumbing installations (1/3 Years)</i> <i>Phumlekhaya</i>	R 1,150,000	R 1,120,352	97
<i>RFQ's Request for Quotation</i> <i>Work completed as single projects within the Financial</i>	R 220,000	R 215,074	98
Grand Total	R 4,500,000	R 4,384,750	97

Special Programmes

GSDM Capital Projects:

The following budget was approved for the 2021/2022 Financial Year for the Capital projects:

Capital Projects - R 164 000

The expenditure on all allocations to the Special Programmes is based on the payment certificates signed off by the ITS Department and sent to Finance Department for payment. In view of the attached schedule an amount of **R 161 981** has been spent until 30 June 2022 which represents **99%** of the total allocation in relation to the 2020/2021 approved budget.

SPECIAL PROGRAMMES			
Program	Allocation	Expenditure	% Expenditure
<i>Split Unit Air- Conditioning</i>	R 164,000	R 161,981	99
Grand Total	R 164,000	R 161,981	99

Institutional Skills Development Grant

The following ISDG students are assigned to the Special Programmes and Maintenance Section and are currently placed as indicated below:

Electrical

Mr. Given Tjiane - Consultants
Ms. N Skhosana - Consultants

Civil

Mr. Lwando Hlininika - Consultants
Ms. Mpumelelo Tshingo - Consultants
Ms. B Thabethe - Consultants
Mr. K Rasmeni - Consultants
Ms. A B Mphaphuli - Consultants
Ms. A Zilani - Consultants

Building

Ms. Mbalenhle Njoko - Consultants
Mr. Tyson Molamodi - Consultants

Quantity Surveying support (DWS Implementing Agent funding)

GSDM through the Infrastructure and Technical Services Department (ITS) has identified the need to establish a unit that would compile and or verify project technical specifications for all GSDM tenders and provide such assistance to Local Municipalities on request depending on availability of resources at that time. The unit also needs to present tender specifications to Bid Specification Committee (BSC), compile and or verify project bill of quantities, assist with technical aspects on tender evaluation processes especially on pricing, provide contract management services and in some instances provide certification of work done.

Expenditure 2021-22: Special Programmes & Maintenance Services					
R' 000					
Description	2021-22				
	Budget	Adjustment Budget	Actual Expenditure	Variance from original budget	Total Project Value
Building Maintenance Services	4 500	4 500	4 384 (97%)	3 %	4 384
Capital (Special Project) Maintenance Services	164	164	162 (99%)	1 %	162

3. ROADS & COMMUNITY FACILITIES SERVICES



Gert Sibande District provides support to the 7 Local Municipalities within the District by providing the following services:

- Blading
- Re-gravelling
- Earth channel cleaning
- Cleaning of illegal dumping sites
- Road resurfacing
- Pothole repairs by Jetpatcher
- Desludging of VIP toilets & unblocking of blocked sewer lines by honey sucker

Available plant that is deployed per Local Municipality:

- 4 Graders
- 2 Tipper trucks
- 2 water tanks
- 1 TLB
- 1 Roller
- 1 Jetpatcher truck
- 1 Honey sucker

Successes on Re-gravelling and Blanding:

- Blading: 397.4 km of roads was bladed within the 7 Local Municipalities
- Re-graveled: 67.5 km of roads
- Cleaning of illegal dumping sites

Successes on pothole repair and resurfacing of roads:

- GSDM procured suction truck to assist the 7 LMs with desludging blocked manholes, VIP toilets and sewer lines.
- Pothole repair by jet patcher truck: A total of 9 580 m² was achieved.
- Rehabilitation of roads: A total of 42 357m² was achieved in the following Local Municipalities:

- 1) Dipaleseng LM, Siyathemba
- 2) Lekwa LM, Standerton
- 3) Chief Albert Luthuli LM, Carolina and Manzana

Summary of what was achieved in the financial year

Expenditure 2021-22: Roads & Community Facilities Services					
R' 000					
Description	2021-22				
	Budget	Adjustment Budget	Actual Expenditure	Variance from original budget	Total Project Value
Roads & Community Facilities Services (Rehabilitation of roads)	5 900 000	590 000	6 490 000	0%	6 490 000

4. SCIENTIFIC SERVICES (LABORATORY)



The 5-year Accreditation cycle of the Laboratory by SANAS was due to expire in May 2022, as a result SANAS conducted a re-assessment of the Laboratory for the next 5-year Accreditation cycle in February 2022. The Accreditation status was eventually granted in May 2022, implying that the Laboratory retains the status until May 2027.

During this assessment the Laboratory also managed to increase the number of personnel approved by SANAS as Technical Signatories with two additional people in the chemistry section. During this reporting period the Laboratory also successfully completed the 12-months water quality monitoring program for the seven local municipalities.

GSDM invested an amount of R560 000 for procurement of Laboratory equipment that will also enable the increase of the scope of testing performed inhouse in the subsequent financial years.

Expenditure 2021-22: Scientific Services (Laboratory)						R' 000
Description	2021-22				Total Project Value	
	Budget	Adjustment Budget	Actual Expenditure	Variance from original budget		
Water Quality Testing – Chief Albert Luthuli LM	200	-	68 345	66%	68	
Water Quality Testing – Msukaligwa LM	450	-	385 135	15%	385	
Water Quality Testing – Govan Mbeki LM	280	-	124 374	56%	124	
Water Quality Testing – Mkhondo LM	380	-	236 330	38%	236	
Water Quality Testing – Lekwa LM	260	-	139 938	46%	140	
Water Quality Testing – Dipaleseng LM	220	-	139 412	36%	139	
Water Quality Testing – Dr Pixley Ka Isaka Seme LM	400	-	238 587	40%	239	
Water Quality Testing - Overall	2 190	-	1 332 121	39%	1 332	

COMPONENT C: PLANNING AND DEVELOPMENT

This component includes planning; and local economic development.

INTRODUCTION TO PLANNING AND DEVELOPMENT

Most of the land in the jurisdiction of the GSDM is favourable for development. The terrain is flat, and the underlying geology has few dolomitic areas. There are however constraints in the mining towns in the Govan Mbeki and Msukaligwa municipalities emanating from the historic and current mining operations. These have left tracks of undevelopable land which limits the possibilities of human settlement development. The GSDM is assisting municipalities with feasibility studies to determine the possibility of developing land parcels owned by LMs for the benefit of communities.

T 3.10

LOCAL ECONOMIC DEVELOPMENT (INCLUDING TOURISM AND MARKET PLACES)

INTRODUCTION TO ECONOMIC DEVELOPMENT

The District, in collaboration with its seven (7) constituent Local Municipalities and other stakeholders endeavors to optimize the impact of economic growth in the district through the proper implementation of the District Local Economic Development Strategy which addresses, the following;

Partnerships towards progressively responding to the skills need by the growing Regional Economy.

- Visible promotion and support of SMMEs (Financial and Non-Financial).
- Marketing and promotion of the Tourism Sector.
- Increasing local beneficiation and shared Economic Growth across the District.
- Promoting and supporting sustainability of the existing businesses within the district.
- Identification and implementation of high impact LED projects/programmes
- Providing support services, mentorship, and investment towards ensuring sustainability and effective utilisation of farms attained through Land Reform Programme.
- Development and Training of Co-operatives and SMMEs .
- Informal Sector development and Second economy interventions (i.e. skills development).
- Promotion of the usage of alternative sources of energy.

The above objectives are aligned to the National and Provincial economic growth plans and programmes.



Regional Economic Growth and Spatial Features.

The economy of GSDM is strong and is predominantly mining with the coal belt in municipalities such as Govan Mbeki, Msukaligwa and Pixley Ka Seme, and gold mining in Govan Mbeki and Dipaleseng Local municipalities. The District's forestry stretches in local municipalities such as Mkhondo, Pixley Ka Seme and Albert Luthuli where most agricultural activities like farming (cattle & sheep breeding and maize production) prevail. The District also hosts one of the largest petro-chemical industries in the country (Sasol) and 4 Eskom coal powered stations, such as Amajuba; Thuthuka; Grootvlei and Camden respectively.

The key sectors that drive the economy of the district are:

- Manufacturing mainly within Sasol
- Mining: coal, gold, quarry etc.
- Energy generation and supply;

The forestry industry consists of plantation forestry leading to primary processing industries where the primary processes include dried and treated timber. Pulp and paper production, manufacturing of furniture, construction material like door and window frames comprise the secondary processes. Though this industry displays some added value chain there are other opportunities that need some further exploration.

The mining sector is one of the main contributors to the province's GVA with the concentration within Govan Mbeki Local municipality with smaller operations within Driefontein in the Mkhondo Local municipality. The coal mining activities support the provision of electricity generation by the coal fired power stations in the District. The processing of the mined products either for electricity generation or petrochemicals contributes immensely to the economy of the country.

The Tourism sector is not yet fully developed and should maximize the potential of the Wild Frontier, Grass & Wetlands, and Cosmos Country regions which are formed by a portion of the District municipality. Tourism Sector has been identified as catalyst for job creation. In this regard, the fact that road access from both Gauteng and Kwa Zulu Natal – our countries two most popular Provinces to the Kruger National Park, our country's leading tourism attraction pass through the GSDM area, presents an opportunity to develop the tourism sector. The GSDM Liberation & Heritage route was launched at the 2016 Tourism Indaba, which highlights the key freedom fighters, who fought for justice and freedom from oppression, as well as the destinations that featured prominently during the liberation struggle. The aim of the route is primarily to attract tourists to visit various towns that are linked to South African's liberation history. This includes the following towns, Bethal, Daggakraal, Ermelo, Saul Mkhizeville (formerly known as Driefontein), Secunda and Volksrust. Thus in celebrating the Liberation and Heritage Route the district municipality has hosted 3 events, i.e The Provincial Tourism month, the Dr Pixley Ka Isaka Jazz Festival and the Pixely Ka Isaka Seme fund raising Golf day and charity event.

These key sectors are discussed in detail in the GSDM Local Economic Development (LED) Strategy where a lot of agricultural activities are strong within Standerton, Ermelo, Bethal and Piet Retief. This varies between crops and livestock farming.

GSDM hosted the Economic Development Summit with the aim of enhancing competitiveness, increasing sustainable growth and ensures that growth is inclusive. The theme for the 2018 Gert Sibande Economic Development Summit was "District Economic development through targeted economic sector development and support through clustering, value chain linkages and beneficiation". Four commissions have been identified in order to create a platform for delegates to deliberate pertinent issues regarding regional economic growth and development. Discussions during the commissions were focused in the following areas of concern:

- Potential for economic sector linkages, clustering and beneficiation
- Job creation potential within and across sectors in Gert Sibande
- Essential support for economic sector growth and development
- Policy consideration and environment

- Potential for linkages, clustering & beneficiation
- New technologies to improve efficiency of the sector

Economic Activity by Sector			
	R '000		
Sector	Year - 1 2019/20	Year 1 2020/21	Year 1 2021/22
Agric, Forestry and Fishing	3.59	5.3	5.6
Mining and Quarrying	21.9	26.3	22.9
Manufacturing	20.16	16.2	19.5
Wholesale and retail trade	19.1	13.6	16.3
Finance, Property, etc	8.58	10.1	9.3
Govt, Community and Social Services	14.7	20.2	18.5
Infrastructure services	11.97	8.3	7.9
Total	100	100	100
			T 3.11.2

Economic Employment by Sector			
	R '000		
Sector	Year -1 2018/19	Year 1 2020/21	Year 1 2020/21
Agric, Forestry and Fishing		9.5	9.8
Mining and Quarrying		7.85	8.3
Manufacturing		10.3	9.6
Wholesale and retail trade		23.4	24.0
Finance, Property, etc		13.1	12.9
Govt, Community and Social Services		19.8	19.8
Infrastructure services		18.3	15.6
Total	100	100	100
			T 3.11.2

Siyathuthuka is the special programme implemented under EPWP, in all seven (7) Local municipalities with the emphasis on the creation of a cleaner and litter free District environment that would be favourably perceived by residents.

Nine Projects were implemented under Environment and Culture Sector, 5 projects implemented under Infrastructure sector and 3 projects implemented under the Social Sector leading to creation of work

opportunities and 306 work opportunities. Included in the number of work opportunities is the jobs created through Siyathuthuka Enterprise Development program wherein 6 Cooperatives have been registered under EPWP with the objective to support participants in their quest to operate and grow their businesses.

Sector	NO. OF PROJECTS	Work opportunities	FTE (Full-time equivalent)
Environment and Culture	9	214	204
Infrastructure Sector	5	79	19
Social Sector	3	13	5
Total	17	306	228

Job creation through EPWP* projects			
Details	EPWP Projects		Jobs created through EPWP projects
	No.	No.	
Year 2019/20	19	356	
Year 2020/21	37	747	
Year 2021/22	17	306	
* - Extended Public Works Programme			
			T 3.11.6

Employees: Local Economic Development Services						
Job Level	2020/21		2021/22		Vacancies (fulltime equivalents)	Vacancies (as a % of total posts)
	Employees	Posts	Employees			
	No.	No.	No.	No.		
16 - 18	1	1	1			
13 - 15	3	3	3			
10 - 12	5	5	5			
7 - 9	2	2	2			
4 - 6	1	1	1			
0 - 3	0	0	0			
Total	12	12	12			
						T 3.11.8

Totals should equate to those included in the Chapter 4 total employee schedule. Employees and Posts numbers are as of 30 June. *Posts must be established and funded in the approved budget or adjustments budget. Full-time equivalents are calculated by taking the total number of working days lost (excluding weekends and public holidays) while a post remains vacant and adding together all such days lost by all posts within the same set (e.g., 'senior management') then dividing that total by 250 to give the number of posts equivalent to the accumulated days.

INTRODUCTION TO PLANNING					
Planning Policy Objective Taken From IDP					
KPI	Strategic Intent	Year -0		Year 1	
		Target	Outcome	Target	Outcome
Number of Tribunal meeting convened	Determination of land use and land development applications within prescribed timelines	4	5	4	6
Number of Land Suitability Studies done	Development facilitation	2	3	2	2

Planning Strategies:

A. Land suitability studies

To facilitate development and spatial transformation, the GSDM has funded the following land suitability studies on behalf of Lekwa local municipality:

Flood line study for Morgenzon township
Storm water management plan for Morgenzon township

B. Co-ordinate municipal Planning Tribunal for LMs

Township Establishment:

Three (3) Township application were received from Chief Albert Luthuli local municipality.
Two (2) Township applications were received from Msukaligwa local municipality and
One (1) township application was received from Dr Pixley Ka Isaka Seme local municipality.
All six (6) application were considered within the year under review.

Rezoning:

Three (3) rezoning applications were received from Msukaligwa and three (3) rezoning applications were received from Dr Pixley Ka Isaka Seme. All six (6) application were considered within the year under review.

C. Municipal Support

The GSDM deployed two young planners to support Lekwa and Dr Pixley Ka Isaka Seme Local Municipalities through the Infrastructure Skills Development Grant (ISDG) program.

Innovative GIS solutions were developed and deployed in Lekwa LM.

1. Online data portal for cadastral data, land use schemes and property ownership solutions. This ensures readily available data for planning and land use monitoring to local officials.

2. Road assessment solutions utilized by GSDM based road technicians to assess the conditions of municipal roads

2. A Tourism application was developed and deployed for the spatial depiction of various tourism sites in the district.

3. A document sharing application was created, including a document sharing service for council committees

Applications For Land Use and Land Development				
Detail	Township Establishment		Rezoning	
	Year 1	Year 0	Year 1	Year 0
<i>Applications received</i>	7	10	6	0
<i>Determination made in year of receipt</i>	7	10	6	0
<i>Applications withdrawn</i>	0	1	0	0
<i>Applications Outstanding</i>	0	0	0	0

COMPONENT D: COMMUNITY & SOCIAL SERVICES



GSDM LIBRARY

This component includes: libraries and archives; museums arts and galleries; community halls; cemeteries and crematoria; child care; aged care; social programmes, theatres.

SERVICE STATISTICS FOR LIBRARIES; ARCHIVES; MUSEUM; GALARRIES; COMMUNITY FACILITIES; OTHER (THEATRES,ZOOS, ETC)

Membership	980
Internet usage	5050
Library usage	8310

Libraries, Archives, Museum, Galleries, Community Facilities, Other Policy Objectives taken from the Integrated Development Plan (IDP).

Gert Sibande District Library in partnership with the Department of Culture Sports and Recreation together with 7 Local Municipalities and stakeholders are committed in providing Library Services for the community within the Jurisdiction of Gert Sibande. The GSDM Library is one of the state-of-the-Art facilities within the district. We at aimed at ensuring that the district becomes the center of knowledge and Information assimilations and dissemination for the people within its jurisdictional areas, and those who are passing through using the National Roads that traverse the district.

The library is equipped with a free internet access, Workshop for library activities and meetings. With the limited budget the library has able to develop comprehensive library collection of Reference and Subject books, suitable for project work, research and for individual development. The library has also engaged on awareness programs in making sure that the community is aware of the services rendered. This section is also taking part in trainings and relevant workshops at national and international conferences such as LIASA and IFLA for the staff development. A total of 8 awareness campaigns conducted.

The library is targeting mostly, tertiary students, researchers, government employees especially those who are continually empowering themselves through pursuing advanced academic training relating to the requirements of the Professions, as they will be easily connected to their institutions for reference and research purposes. The library meets quarterly with the Friends of the Library Committee which act as a bridge between the library and community. The library consists of two permanent staff and two seconded staff from the province.

We are also engaging the national, provincial, and private sector for social responsibility source. We are hoping that the correct and positive respond would be coming forth.

Libraries are gateways to knowledge and culture, Gert Sibande District library play a fundamental role in community of Gert Sibande District. The resources and services they offer create opportunities for learning, support literacy and education, and help shape the new ideas and perspectives that are central to a creative and innovative society to meet the needs of individuals and groups for education information and personal development including recreation and leisure. GSDM library offer our users an opportunity to link up with other libraries and tertiary institutions within South Africa and world-wide. The library is targeting mostly, tertiary students, researchers, government employees.

Gert Sibande District Municipality has cemeteries that are managed by both local municipalities and tribal authorities. The district does not have a crematorium, however it has about eighty-eight funeral parlours that are operating with valid certificates of competence. The certificates of competence are issued to facilities that are complying with the relevant regulations. These are monitored on quarterly bases to ensure compliance to environmental health requirements.

Management of human remains program under Municipal Health Services was planned to be conducted on quarterly bases and the set target was 100% and all eighty-eight premises used in relation with the management of human remains were inspected which culminates into the target being reached for the 2021-2022 financial year.

COMPONENT F: HEALTH

HEALTH INSPECTION; FOOD AND ABBATOIR LICENSING AND INSPECTION; ETC

Food control and water quality monitoring remains a key function under Municipal Health Services in the best interest of public health. The district continues to make some strides in the inspection of food premises and the monitoring of water quality as mandated by the Constitution of South Africa, 1996 (Act 108 of 1996). The approaches being used in the district are health education through awareness campaigns and law enforcement in order to bring about compliance. As a result food premises are being monitored on quarterly bases and water is monitored on monthly bases in all seven local municipalities through taking of water samples in line with SANS 241 latest version.

Food control-the annual target number of premises to be inspected in the reporting year was 2500 and the district inspected 4321 which was above the set target.

Water quality monitoring-the annual target number of water samples to be taken was 80% due to fact that in some municipalities water supply is being interrupted on regular bases and the district managed to sample 87,00% which was above the set target.

ENVIRONMENTAL SERVICES

The District Municipality in through its partnership, collaboration and limited resources has managed to provide Environmental Management Services [EMS]. The primary aim is to strive to ensure that the community and member of the public within Gert Sibande District municipality have access to environmental services that promotes bio-diversity, conservation of animals and plants, promote a balance between environmental sustainability, conservation, equitable and just economic use of environmental resources.

The communities and members of the public have access to the following Environmental Services:

- Biodiversity and conservation management.
- Pollution control.
- Environmental management inspectorate services [compliance monitoring & enforcement]
- Community and stakeholders' capacity building and empowerment;
- Community participation and mobilisation of environmental groups / eco- warriors and CBO, and NGO; and multi –stakeholder, inter -sectoral collaboration programs and projects.
- the Gert Sibande district municipality has compiled the state of the environment reflecting issues that need attention. environmental assets and threats have been included in the list of priority issues.
- Priority issues have been reflected and budget has been allocated for environmental management programmes and implementation of reflected strategies.
- there are projects / programs linked to strategies that are meant to address environmental challenges as identified in the situational analysis. programmes will be implemented in all local municipalities within the district.

- there was alignment between plans, programmes and projects budgeted for implementation.
- Municipal health and environmental services unit conducted capacity building and awareness campaigns for different stakeholders in municipalities focusing on various environmental issues like air, water, biodiversity, waste. celebration of calendar days were also being conducted in collaboration with other stakeholders like DEA, DARDLEA.
- Advice was provided in terms of the national environmental management act, act 107 of 1998 as amended and its specific national environmental management acts where natural resources was used for local economic development. there was also guidance on land use management. district has a bioregional plan that the es used to provide guidance with respect to environmental planning for sustainable use of the environment.

The District is responsible for environmental pollution control through municipal health and environmental services and provide support to sector departments in terms of biodiversity and landscape

INTRODUCTION TO POLLUTION CONTROL

The district is monitoring water quality monthly in all its local municipality for compliance to SANAS241 standards for drinking water, there is surveillance of surface water and some boreholes for possible pollution by heavy metals or other chemical or biological contaminants. The district is the licensing authority for all facilities triggering atmospheric emission licensing in terms of the national environmental management Air Quality Act, Act 39 of 2004 as amended. The district is also managing air pollution through regulatory services and compliance monitoring services. It also do environmental pollution nuisance control and pollution incident management and pollution prevention awareness campaigns. The impact of the service has been increased awareness and increase community participation in pollution prevention.

T 3.15.1

Strategic objective	ES Programme	No. Of employees and ranks in 2020/21	Vacancies
Advanced community wellbeing	Administration	Snr. Manager: MH&ES x1 Manager: ES x1 Biodiversity & Conservation officers x2 Compliance monitoring and Enforcement officers x1 Air Quality officers x 2 Environmental officer x1	Data capturer x 1 Senior Environmental Officer x1

<p>Snr. Manager: MH&ES x1</p> <p>Manager: ES x1</p> <p>Biodiversity & Conservation officers x2</p> <p>Compliance monitoring and Enforcement officers x1</p> <p>Air Quality officers x 2</p> <p>Environmental officer x1</p>	<p>Data capture x 1</p> <p>Senior Environmental Officer x1</p>
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16 BIO-DIVERSITY; LANDSCAPE (INCL. OPEN SPACES); AND OTHER (EG. COASTAL PROTECTION)

INTRODUCTION BIO-DIVERSITY AND LANDSCAPE

- An extensive and complex network of wetlands occurs within the grassland matrix of the Gert Sibande District Municipality, although many of these wetlands are too small to delineate visibly on a map.
- Although, the District is dominated by grasslands, it includes a high level of ecosystem diversity for a district municipality, and this emphasises the need for sound biodiversity management and conservation.
- The District and Local Municipalities get their funding for Biodiversity and Conservation through DEA's Environmental Protection and Infrastructure Programme (EPIP). GSDM does not have their own extensive funds to perform the function as per the scope of the EPIP.
- All the seven (7) local municipalities have no personnel to perform the Biodiversity function.
- They also have no budget in place for the biodiversity management programme.
- The municipalities currently do not comply with Sec. 76(2) of National Environmental Management Biodiversity Act No. 10 of 2004 as amended with respect to the Alien & Invasive Species Regulations 2014.
- Department of Environment, Forestry & Fisheries (DEFF) and the GSDM is assisting the local municipalities within the GSDM with the development of the Alien Invasive Species control plan in order to comply with the Alien & Invasive Species Regulations 2014, thereby facilitating in the conservation of water by the LMs as well as promoting preservation of the natural fauna and flora.

- GSDM assists its municipalities with respect to the greening program aimed at helping to fight climate change; improving the air quality of the natural environment as the Minister of Environmental Affairs has declared Gert Sibande District as one of the priority areas due to several sources of emission polluting the environment that have exceeded the national emission standards. Tree planting provides a variety of environmental benefits such as protecting water quality and quantity, reducing soil erosion, cleaning our air and providing wildlife habitat.
- Planting indigenous trees is one way of promoting biodiversity while preserving our natural heritage and sustainability of natural resources. To ensure integrated towns, a wide approach regarding planting, maintenance and removal of tree is provided as form of assistance by the GSDM Biodiversity & Conservation management (B&CM) officials. To ensure integrated planning with other departments and functionaries i.e. Civil, electrical and etc. the assistance provided aid in preventing unnecessary damage to trees during construction. The B&CM officials assist also in the promotion of the planting of trees through the active involvement of Open Space Management in the annual Arbor week programs and attracting more wildlife and in and functionaries i.e. Civil, electrical and etc. the assistance provided aid in preventing unnecessary damage to trees during construction. The B&CM officials assist also in the promotion of the planting of trees through the active involvement of Open Space Management in the annual Arbor week programs and attracting more wildlife and increasing wildlife habitat.
- As per the National Environmental Management: Biodiversity Act, Act 10 of 2004 as amended as well as the National Water Act, Act 36 of 1998 as amended defines a wetland as: “land which is transitional between terrestrial and aquatic systems where the water table is usually at or near the surface or the land is periodically covered with water, and which land in normal circumstances supports or would support vegetation typically adapted to life in saturated soil”. GSDM has plenty of grasslands and wetlands such as the Provincial twins treasures in the Wakkerstroom and Chrissiesmeer area which the B&CM officials supports in ensuring the sustainability of the wetlands as per the International Ramsar’s agreement goals and conducting environmental education awareness on an ongoing basis in the communities and cleanup campaign of wetlands.

COMPONENT G: DISASTER MANAGEMENT

INTRODUCTION TO DISASTER MANAGEMENT

The Disaster Management Act 57 of 2002 (as amended) is the primary legislation governing the implementation of the disaster management function and coordination of response to disasters. The Act provides for the development of an integrated and coordinated disaster management policy that focuses on preventing or reducing the risk of disasters, mitigating the risk of disasters, mitigating the severity of disasters, emergency preparedness, rapid and effective response to disaster and post-disaster recovery and rehabilitation. Furthermore, the Act provides for the establishment and functioning of national, provincial and municipal disaster management centre, disaster management volunteers and matters incidental to.

In line with the provisions of the Act, the the district disaster management centre has been involved in coordinating the district disaster management advisory forum, the district coronavirus command centre, supporting the district coronavirus command council, conducting awareness campaigns, monitoring the functioning of local municipal disaster management centres and coordinating resources for disaster relief during disaster incidents.

INTERGOVERNMENTAL RELATIONS AND STAKEHOLDER PARTICIPATION

Strategic Objective	KPI	Service targets	2021/22 Targets	Actual target achieved
Advance Community Wellbeing	Disaster Management Advisory Forums	01	01	01
	District Coronavirus Command Centre	73	73	73
	District Coronavirus Command Council	51	51	51

MONITORING OF MUNICIPAL DISASTER MANAGEMENT CENTRES

Strategic Objective	KPI	Service targets	2021/22 Targets	Actual target achieved
Advance Community Wellbeing	Monitoring and Evaluation of the District and Local Municipal Disaster Management Centres	01	01	01

PUBLIC AWARENESS, EDUCATION AND COMMUNITY SAFETY

The GSDM Disaster Management Centre in partnership with other intenal municipal departments/sections, Local Municipalities Disaster Management Centres, government/sector departments and agencies, State Owned Entities (SOEs) and private sector organizations established to support government programmes jointly conducted awareness campaigns at various communities throughout the district. The purposes herewith was to educate and alert vulnerable communities about prevailing hazards and the risks/dangers associated with such hazards. Furthermore, communities were capacitate with relavant knowledge and basic skills such as emergency evacuation procedures, basic structural fire fighting, basic veld fighting, basic water purification procedures and environmental care programmes which they can be utilised during incidents and/or emergencies to minimise harm, injuires and/or loss of life, damage to properties and destruction and/or presevation of the environment

Advance Community Wellbeing	Disaster Management Advisory Forums	01	01	01
	District Coronavirus Command Centre	73	73	73

	District Coronavirus Command Council	51	51	51
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MONITORING OF MUNICIPAL DISASTER MANAGEMENT CENTRES

Strategic Objective	KPI	Service targets	2022/22 Targets	Actual target achieved
Advance Community Wellbeing	Monitoring and Evaluation of the District and Local Municipal Disaster Management Centres	01	01	01

PUBLIC AWARENESS, EDUCATION AND COMMUNITY SAFETY

The GSDM Disaster Management Centre in partnership with other internal municipal departments/sections, Local Municipalities Disaster Management Centres, government/sector departments and agencies, State Owned Entities (SOEs) and private sector organizations established to support government programmes jointly conducted awareness campaigns at various communities throughout the district. The purposes herewith was to educate and alert vulnerable communities about prevailing hazards and the risks/dangers associated with such hazards. Furthermore, communities were capacitate with relevant knowledge and basic skills such as emergency evacuation procedures, basic structural fire fighting, basic veld fighting, basic water purification procedures and environmental care programmes which they can be utilised during incidents and/or emergencies to minimise harm, injuries and/or loss of life, damage to properties and destruction and/or preservation of the environment prior or before professional or advance emergency assistance and/or interventions are initiated. Awareness campaign which were undertaken included fire safety, water pollution prevention, COVID-19 awareness, environmental care and biodiversity programmes such as cleaning and greening.

Strategic Objective	KPI	Service targets	2021/22 Targets	Actual target achieved
Advance Community Wellbeing	Public Awareness, Education and Community Safety [Risk Reduction Programmes]	04	04	08

CAPACITY BUILDING AND SUPPORT TO LOCAL MUNICIPALITIES

The district municipality Disaster Management Centre distributed relief material to all the local municipalities to ensure a state of readiness and quick response in support to communities when the need arises. Such relief materials includes blankets, tarpaulins, sponges and cooking stoves.

Furthermore, the district and local municipalities disaster management centres are enhancing partnership and collaboration with sector departments and agencies such as the South African Social Security Agency (SASSA), Depts. of Home Affairs, Social Development, Human Settlements, Agriculture, Education etc. in all the local municipalities to enable resources sharing and support to each other for the benefit of the communities during and after disastrous incidents.

The district municipality transferred fire fighting and rescue vehicles to the seven (7) local municipalities permanently. The vehicles were procured by the district municipality as support to the local municipalities and includes seven fire fighting trucks and two fully equipped response (rescue) vehicles.

Strategic Objective	KPI	Service targets	2021/22 Targets	Actual target achieved
Advance Community Wellbeing	Distribution of Disaster Relief Material	Achieved	Achieved	Achieved
	Transfer of Fire Fighting and Rescue Vehicles to Local Municipalities.	Achieved	Achieved	Achieved

DISASTER INCIDENTS OCCURRED AND COORDINATION OF HUMANITARIAN ASSISTANCE

Five local municipalities in the district were affected by Tropical Storm Eloise. Damages suffered include damages to roads, bridges, residential houses, businesses and office infrastructure, crops and livestock and loss of lives. The incidents was declared as a national disaster because it affected more than two provinces in the country. The district together with local municipalities, the provincial and national government and NGOs such as the Gift of the Givers, South African Redcross and other private rescue and humanitarian assistance agencies and organizations provided support in form of food parcels, blankets and temporary shelters. Assessments were conducted supported by a professional service provider to quantify the damages and subsequent interventions were made as guided by the provincial and national disaster management centres guidelines.

Strategic Objective	KPI	Service targets	2021/22Targets	Actual target achieved
Advance Community Wellbeing	Coordinate response to declared disasters (Tropical Storm Eloise)	Achieved	Achieved	Achieved

EMPLOYEES: DISASTER MANAGEMENT					
JOB LEVEL	2019/20	2020/21			
JOB LEVEL	2019/20	2020/21			
	EMPLOYEES	POSTS	EMPLOYEES	VACANCIES (FULLTIME EQUIVALENTS)	VACANCIES (AS A % OF TOTAL POSTS)
	NO.	NO.	NO.	NO.	%
16 - 18	1	1	0	1	100%
13 - 15	1	1	1	0	0%
10 - 12	3	3	3	0	0%
7 - 9	2	1	1	0	0%
4 - 6	0	0	0	0	0%
0 - 3	0	0	0	0	0%
Total	7	6	5	1	16.6%

COMPONENT I: CORPORATE POLICY OFFICES AND OTHER SERVICES

This component includes: corporate policy offices, financial services, human resource services, ICT services, property services.

3.24. SPORT AND RECREATION



INTRODUCTION TO SPORTS AND RECREATION

The South African population under the age of 35 accounts for approximately 52% of the general population and many of whom are unemployed. It is, therefore, critical to ensure that these masses are constructively engaged daily to energize their lives. By so doing Gert Sibande District Municipality will contribute to the development of the following:

- A healthy and vibrant society.
- Increase the implementation of sporting codes and arts and culture programs across the development continuum; and for the above to be realized, it is mandatory for a conducive environment to be created targeted at the upliftment of young people across the sports, culture, and arts spectrum.

The Office of the District Executive Mayor through the sports and culture section/unit will predominantly be about addressing the challenges of young people, but also the broader population of Gert Sibande District in general.

Sport, Recreation, Arts and Culture is a social driver for the transformation of society through clearly defined strategic thrusts which are to:

- Contribute to nation-building and social cohesion.
- Increase levels of participation in Sport, Recreation, Arts and Culture activities.

Vision and Mission

MISSION

To contribute to a developed, non-racial, non-sexist, and democratic society through the promotion of services that will enhance economic growth and wellbeing, talent development, culture conservation and enrichment, sport and recreational participation and the provision and usage of community facilities.

VISION

An integrated, empowered and vibrantly creative community.

Departmental Strategic Objectives

- Utilization of sport, recreation, arts, and culture programmes to enhance social cohesion.
- Ensure equitable access to sport, recreation, arts, and culture facilities.
- Preservation and promotion of Gert Sibande heritage and identity.
- Transformation of society to be self-reliant through capacity building.

Departmental Key Performance Areas

The key deliverables for the 2021/2022 financial year as guided by the departmental focus areas are as follows:

- Increased implementation of codes of sport across the development continuum.
- Increase horizontal development of communities in all codes of sport.
- Increased development and nurturing of the identified talent.
- Improved performance of elite athletes.
- Improved effective, integrated and quality systems for sport.

2.HUMAN RESOURCE SERVICES

INTRODUCTION TO HUMAN RESOURCE SERVICES

The Human Resources function provides an integrated and comprehensive HR services covering Employment Equity, Workplace Skills Plan, Human Resources Development, Employee Wellness Programmes, Recruitment and Selection and HR Administration.

Priorities and activities for the year under review focused on the following areas;

- HR System (Leave Management and Performance Management)
- Employee Wellness Programmes
- Health and Safety (Covid-19)
- Employee Relations
- Human Resources Satisfactory survey

The above priorities were implemented in order to improve performance to achieve the objectives as highlighted in the IDP document. The highlights were the review of HR policies, submission of Employment Equity Report and Workplace Skills Plan. Vacant funded post were processed and filled. The future plan is to develop a Strategic Human Resources Plan that will provide information on how the HR function will support the goals and strategies of the District.

With regard to COVID-19 GSDM as an employer has been required to provide and maintain as far as is reasonable practicable a working environment that is safe and without risks to the health of its employees, risk assessments and work plan attendance had to be reviewed according to the pronouncements made by the President of South Africa on COVID-19 regulations.

COMMENT ON THE PERFORMANCE OF HUMAN RESOURCE SERVICES OVERALL:

Within Human Resources there were no Capital Project registered during the year under review. However, it should be registered that;

- The section 54A and section 56 managers were all filled including the critical vacancies
- Individual Performance Management system completed by 31 November 2021
- Skill Development Programme underperformed due to budget constraints.

T 3.26.7

3.27 INFORMATION AND COMMUNICATION TECHNOLOGY (ICT) SERVICES

This component includes Information and Communication Technology (ICT) services.

INTRODUCTION TO INFORMATION AND COMMUNICATION TECHNOLOGY (ICT) SERVICES

Information and Communication Technology Section provides platform to support ICT systems and ICT services to the end users of Gert Sibande District Municipality.

The priority has been an enabler for Information and Communication Technology. Setting systems and providing services that enables the various Departments in the Municipality to provide their products and services by hosting such systems on ICT Infrastructure. We have improved our server infrastructure and networking through the provision of backup and retentions services, introducing Virtual Private Network (VPN) and provided tools of trade to our users to enable to work from home.

T 3.27.1

SERVICE STATISTICS FOR ICT SERVICES

98% ICT network availability.

4 ICT steering committee reports generated quarterly.

4 ICT security reports generated quarterly to risk management Anti-Fraud and Anti-corruption committee.

100% monthly full backups generated.

T 3.27.2

ICT Services Policy Objectives Taken From IDP									
Service Objectives	Outline Service Targets	Year 2019/20		Year 2020/21			Year 1	Year 2021/22	
		Target	Actual	Target		Actual	Target		
Service Indicators		*Previous Year		*Previous Year	*Current Year		*Current Year	*Current Year	*Following Year
(i)	(ii)	(iii)	(iv)	(v)	(vi)	(vii)	(viii)	(ix)	(x)
Service Objectives									
% Availability of ICT network services (systems)	98%	98%		98%	98%			98%	
% of AG computer information systems audit findings resolved (annual)	100%	100%		100%	100%			100%	
Number of IT steering Committee meetings held	4	4		4	4			4	
Number of ICT Security Report submitted to Risk Management Anti-Fraud and Anti-Corruption Committee	3	3		3	3			3	
T.3.27.3									

Employees: ICT Services					
Joblevel	Year- 1		Year-0		
	Employees No	Posts No	Employees No	Vacancies (Fulltime) No	Vacancies (as a % of total Posts)
0-3	0	0	0	0	0%
4-6	0	0	0	0	0%
7-9	0	0	0	0	0%
10-12	4	4	2	2	100%
13-15	1	1	1	1	100%
16-18	1	1	1	1	100%
Total	6	6	6	6	100%
T.3.27.4					

Financial Performance Year: ICT Services					R'000
Year- 0		Year-1			
Details	Actual	Original Budget	Adjustment Budget	Actual	Variance to Budget
Total Operational Revenue	0	R1 470		0	Due to Covid 19
Expenditure	R17 430 024	R17 132 289		R15 001 529	
Employees	R3 185 540	R4 610 750		R3 874 950	
Repairs and Maintenance	R0	R122 440		R0	
Other	R0	R0		R0	
Total Operational Expenditure	R20 615 564	R21 865 479		R18 876 479	
Nett Operational Expenditure	R20 615 564	R21 864 009		R 18 876 479	
Total	R20 615 564	R21 864 009		R 18 876 479	

T 3.27.5

Capital Expenditure: Year 0: ICT Services					R'000
Capital Projects	Budget	Year-1			Total Project value
		Adjustment Budget	Actual Expenditure	Variance from original Budget	
Total All	0	480 450	430 966		
Project - Computer Equipment	0	480 450	430 966		

T 3.27.6

Municipal Website: Content and Currency of Material		
Documents published on the Municipality'/ Entity's Website	Yes/ No	Publishing Date
Current annual and adjustments budgets and all budgets-related documents		Publishing date: Tuesday 22 February 2022
All current budget-related policies		Publishing Date: Tuesday 22 February 2022
The previous annual report (Year-1)		Publishing Date: Wednesday 6 April 2022
The annual report (Year 0)	Yes	Publishing date 6 April 2022
All current performance agreements required in terms of section 57(1)(b) of the municipal Systems Act (Year 0) and resulting scorecards	Yes	July 22, 2022
All service delivery agreements (Year 0)		
All long-term borrowing contracts (Year 0)		
All supply chain management above a prescribed value (give value) for Year 0		

Municipal Website: Content and Currency of Material		
Documents published on the Municipality'/ Entity's Website	Yes/ No	Publishing Date
All information statement containing a list of assets over a prescribed value that have that have been disposed of in terms of section 14(2) or (4) during Year 1		
Contracts agreed in Year 0 to which subsection (1) of section 33 apply, subject to subsection (3) of that section		
Public-private partnership agreement referred to in section 120 made in year 0		
All quarterly report table in the council in terms of section 52(d) during Year 0		Publishing date, Monday 13 June 2022
Note: MFMA 75 sets out the information that a municipality must include in its website as detailed above. Municipalities are, of course encouraged to use their website more extensively than this to keep their community and stakeholders abreast service delivery arrangements and municipal development		

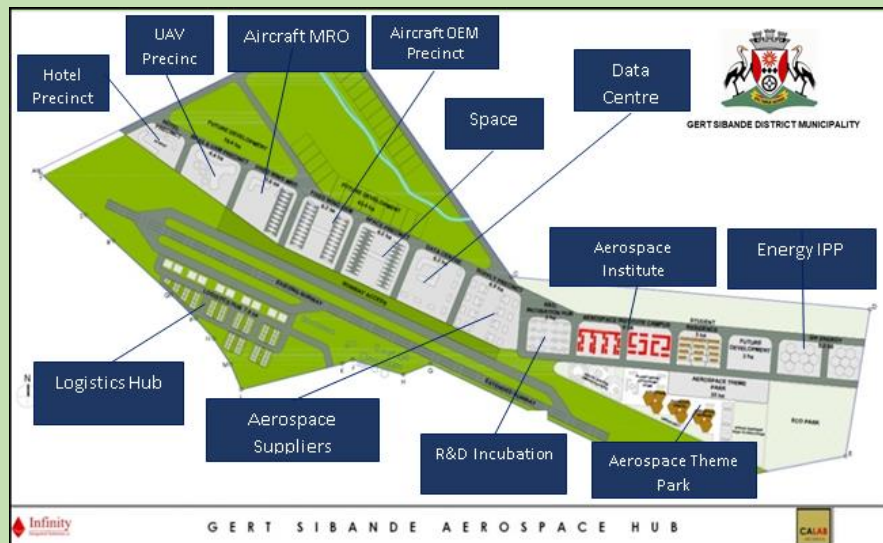
There were no major ICT capital projects in the 2021-22 financial years

COMPONENT J: MISCELLANEOUS (PROVISION OF AIRPORTS)

Provision of Airports

The GSDM has taken over the ownership and control of the Ermelo Airport (FAEO) which was donated by the Msukaligwa Local Municipality. The airport will be developed into an Aerospace industrial hub which will accommodate the precincts depicted in the diagram below. Various viability studies and business plans have been developed in pursuit of public and private sector partners to invest in the project.

The site is made up of 304 hectares of undeveloped land hosting the Ermelo Airport which is home to the South African Weather Services regional office, 26 hangars hosting private aircraft owners and a 1500-meter tarmac runway. This airport is one of the 14 precincts that will be established on the 304 hectares of land.



GSDM UAV (Drone) Initiative

The GSDM has established a drone capability within the municipality. The following milestones have been achieved:

1. Five (5) Drone Pilots have been trained and accredited by the South African Civil Aviation Authority
1. Two (2) Drone technicians have been trained and qualified.
2. Two drones acquired by GSDM and licenced by SACAA
3. GSDM became the first municipality in the country to obtain Remote Operating Certificate in South Africa (Licence to operate drones)
4. Entered MoU with SAFCOL (SA State owned company for forestry) to partner in drone operations in the forestry industry
5. Appointed an artificial intelligence company to add value to the drone services through the introduction of AI in municipal operations.

The objectives of the drone unit are to enhance the efficiency of service delivery in several service areas. The image bellow summarizes the service offering by the GSDM Drone Unit





CHAPTER 4

CHAPTER 4 – ORGANISATIONAL DEVELOPMENT PERFORMANCE (PERFORMANCE REPORT PART II)

INTRODUCTION

GSDM prides itself in appointing most suitable, qualified and skilled workers to ensure that efficiency and effectiveness within the Municipality is maintained.

Changes in business processes requires the Municipality to review its organisational structure on yearly basis and this resulted in some of the designations renamed, realignment of section and reporting lines and new positions being created. The review of the organisational structure was approved by Council on 18 June 2021 in terms of Council resolution C46/06/2021.

T 4.0.1

COMPONENT A: INTRODUCTION TO THE MUNICIPAL PERSONNEL

4.1 EMPLOYEE TOTALS, TURNOVER AND VACANCIES

Description	Employees			
	2020/2021			
	Approved Posts	Employees	Vacancies	Vacancies
	No.	No.	No.	%
Water	0	0	0	0%
Waste Water (Sanitation)	0	0	0	0%
Electricity	0	0	0	0%
Waste Management	0	0	0	0%
Housing	0	0	0	0%
Waste Water (Stormwater Drainage)	0	0	0	0%
Roads	0	0	0	0%
Transport	0	0	0	0%
Planning	18	15	3	17%
Local Economic Development	12	12	0	0%
Financial Services	31	30	1	3%
Planning (Strategic & Regulatory)	3	3	0	0%
Community & Social Services	72	58	14	19%
Environmental Protection	0	0	0	0%
Security and Safety	50	50	0	0%
Sport and Recreation	2	1	1	50%
Corporate Policy Offices and Other	204	169	13	6%
Totals	392	338	32	9,17%

Headings follow the order of services as set out in chapter 3. Service totals should equate to those included in the Chapter 3 employee schedules. Employee and Approved Posts numbers are as at 30 June, as per the approved organogram.

T 4.1.1

Vacancy Rate: 2020/21			
Designations	*Total Approved Posts	*Vacancies (Total time that vacancies exist using fulltime equivalents)	*Vacancies (as a proportion of total posts in each category)
	No.	No.	%
Municipal Manager	1	0	0%
CFO	1	0	0%
Other S56 Managers (excluding Finance Posts)	5	0	0%
Other S56 Managers (Finance posts)	0	0	0%
Police officers	47	0	0%
Fire fighters	0	0	0%
Senior management: Levels 14-18 (excluding Finance Posts)	53	9	75%
Senior management: Levels 14-18 (Finance posts)	16	0	0%
Highly skilled supervision: levels 9-13 (excluding Finance posts)	123	8	69%
Highly skilled supervision: levels 9-13 (Finance posts)	18	5	16%
Skilled : Levels 4-8 (exluding Finance Posts)	41	5	12%
Skilled : Levels 4-8 (Finance Posts)	9	0	0%
Non-skilled: Levels 0-3	78	5	51%
Total	392	32	9,17%
Note: *For posts which are established and funded in the approved budget or adjustments budget (where changes in employee provision have been made). Full-time equivalents are calculated by taking the total number of working days lost (excluding weekends and public holidays) while a post remains vacant and adding together all such days lost by all posts within the same set (e.g. 'senior management') then dividing that total by 250 to give the number of posts equivalent to the accumulated days.			

T 4.1.2

Turn-over Rate			
Details	Total Appointments as of beginning of Financial Year	Terminations during the Financial Year	Turn-over Rate*
	No.	No.	
Year -2 (2018/19)	287	7	2,43%
Year - 1 (2019/20)	303	15	4,95%
Year - 0 (2020/21)	338	16	4,73%
* Divide the number of employees who have left the organisation within a year, by total number of employees who occupied posts at the beginning of the year			

T 4.1.3

COMMENT ON VACANCIES AND TURNOVER:

The funded vacant position were due to resignations, retirements, deaths and dismissals that were recorded, these positions were advertised both internally and externally in order to attract a qualified pool of candidates per occupational category. Retention measures are also in place wherein staff with prerequisite skills and knowledge are retained and offered higher positions and counteroffers. Due to

other institutions offering more benefits that GSDM it's not always possible to retain scarce skills positions.

The Senior Managers including Municipal Manager and Chief Financial Officer positions are advertised in the National Newspaper in terms of our recruitment policy and at the year under review this position were never vacant.

T 4.1.4

COMPONENT B: MANAGING THE MUNICIPAL WORKFORCE

4.2 POLICIES

INTRODUCTION TO MUNICIPAL WORKFORCE MANAGEMENT

Human Resources policies are reviewed from time to time with the aim of keeping up breast with the changes in regulations in Local Government. These policies are aimed at ensuring HR processes and procedures are done in a fair, consistent and transparent manner. The Employment Equity report was submitted online to the Department of Labour in January as required by law.

Policies reviewed and developed are workshopped to all staff to ensure adherence with legislation and making sure that staff are well vest with changes and new policies developed.

T 4.2.0

4.2 POLICIES

POLICY NAME	POLICY NUMBER	STATUS	COUNCIL RESOLUTION	DATE OF APPROVAL/REVIEW	COMMENTS	POLICY OWNER
Donation Policy	C108/12/2012	Approved	C43/05/2020		Approved	HR/CS
HR Strategy	C64/10/2014	Approved	C36/04/2018	17/04/2018	To be reviewed in 2020/21	HR/CS
Attendance and Punctuality policy	C36/07/2013	Approved	C36/04/2018	17/04/2018	To be reviewed in 2020/21	HR/CS
Alcohol and Drugs Abuse Policy	C36/07/2013	Approved	C36/04/2018	17/04/2018	To be reviewed in 2020/21	HR/CS
Training and Development Policy	C36/07/2013	Approved	C36/04/2018	17/04/2018	To be reviewed in 2020/21	HR/CS
Bereavement Policy	C36/07/2013	Approved	C36/04/2018	17/04/2018	To be reviewed in 2020/21	HR
Bursary Scheme for Community Policy	C108/12/2012	Approved	C36/04/2018	17/04/2018	To be reviewed in 2020/21	HR/CS
Code of Conduct Policy	C115/11/2015	Approved	C36/04/2018	17/04/2018	To be reviewed in 2020/21	HR/CS
Compensation for Occupational injuries and disease policy/ Occupational Health and Safety	C108/12/2012	Approved	C27/03/2022	31/03/2022	Approved	HR/CS
Performance Management for staff below section 56	C64/10/2014	Approved	C36/04/2018	31/03/2022	Approved	HR/CS
Determination of Commencing Salary appointment Policy	C64/10/2014	Approved	C36/04/2018	17/04/2018	To be reviewed in 2020/21	HR/CS
Recruitment and selection of appointment policy	C64/10/2014	Approved	C112/12/2020	12-Mar-20	Approved	HR/CS
Overtime Policy	C36/07/2013	Approved	C112/12/2020	12-Mar-20	Approved	HR/CS
Induction of New Employees Policy	C108/12/2012	Approved	C36/04/2018	17/04/2018	To be reviewed in 2020/21	HR/CS
Leave Policy	C64/10/2014	Approved	C112/12/2020	12-Mar-20	Approved	HR/CS
Bereavement Policy	C37/04/2018	Approved	C37/04/2018	17/04/2018	To be reviewed in 2020/21	HR/CS
Letting and Hiring of GSDM Premises and other Facilities	C115/11/2015	Approved	C53/06/2021	29/06/2021	Approved	HR/CS
Acting Allowance	C108/12/2012	Approved	C112/12/2020	12-Mar-20	Approved	HR/CS
Subsistence and Travelling Allowance	C108/12/2012	Approved	C108/12/2017	31/03/2022	Approved	HR/CS
Delegation of powers		Approved	C99/12/2017	12-Jul-17	To be reviewed in 2019/20	HR/CS

POLICY NAME	POLICY NUMBER	STATUS	COUNCIL RESOLUTION	DATE OF APPROVAL/REVIEW	COMMENTS	POLICY OWNER
Practical Training Volunteering	C108/12/2012	Approved	C56/06/2018	28/06/2018	To be reviewed in 2020/21	HR/CS
Task Job Evaluation	C64/10/2014	Approved	C56/06/2018	28/06/2018	To be reviewed in 2020/21	HR/CS
Smoking Policy	C108/12/2012	Approved	C56/06/2018	28/06/2018	To be reviewed in 2020/21	HR/CS
Employees Assistance Programme Policy	C64/10/2014	Approved	C53/06/2021	29/06/2021	Approved	HR/CS
EAP Plan	C52/06/2018	Approved	C53/06/2021	29/06/2021	Approved	HR/CS
Relocation Policy	C36/07/2013	Approved	C56/06/2018	28/06/2018	To be reviewed in 2020/21	HR/CS
Placement Policy	C108/12/2012	Approved	C56/06/2018	28/06/2018	To be reviewed in 2020/21	HR/CS
Succession Policy	C52/06/2018	Approved	C56/06/2018	28/06/2018	To be reviewed in 2020/21	HR/CS
Sexual Harassment Policy	C36/07/2013	Approved	C116/12/2018	12-Jun-18	To be reviewed in 2020/21	HR/CS
Employment Equity Policy	C116/12/2018	Approved	C116/12/2018	12-Jun-18	To be reviewed in 2020/21	HR/CS
Conditional Study Grant Policy(Employee)	C36/07/2013	Approved	C112/12/2020	31/03/2022	Approved	HR/CS
Occupational Health and Safety	C27/03/2022	Approved	C27/03/2022	31/03/2022	Approved	HR/CS
Termination Policy	C27/03/2022	New	C27/03/2022	31/03/2022	Approved	HR/CS
Human Resources Standard Operation Procedure	C27/03/2022	New	C27/03/2022	31/03/2022	Approved	HR/CS
Danger Allowance Policy	C82/08/2020	New	C82/08/2020	25/08/2020	Approved	HR/CS

T 4.2.1

COMMENT ON WORKFORCE POLICY DEVELOPMENT:

HR policies are in place and were reviewed and new policies were developed and approved by Council. The revised organisational structure was approved and is being implemented also all approved and funded vacancies were filled.

T 4.2.1.1

4.3 INJURIES, SICKNESS AND SUSPENSIONS

Number and Cost of Injuries on Duty 2020/2021					
Type of injury	Injury Leave Taken	Employees using injury leave	Proportion employees using sick leave	Average Injury Leave per employee	Total Estimated Cost

	Days	No.	%	Days	R
Required basic medical attention only	11	3	27,27%	3	R 60 000.00
Temporary total disablement	0	0	0	0	R 0.00
Permanent disablement	0	0	0	0	R 0.00
Fatal	0	0	0,00%	0	R 0.00
Total	11	3	27,27%	2	R 60 000 .00

T 4.3.1

Number of days and Cost of Sick Leave (excluding injuries on duty)						
Salary band	Total sick leave	Proportion of sick leave without medical certification	Employees using sick leave	Total employees in post*	*Average sick leave per Employees	Estimated cost
	Days	%	No.	No.	Days	R' 000
Lower skilled (Levels 1-2)	0	0	0	0	0,00	
Skilled (Levels 3-5)	320	21	250	115	2,78	
Highly skilled production (levels 6-8)	80	36	59	30	2,67	
Highly skilled supervision (levels 9-12)	75	79	42	96	0,78	
Middle management (Levels 13-15)	60	63	43	46	1,30	
Senior management (Levels 16-18)	30	67	18	26	1,15	
MM and S56	24	33	18	5	4,80	
Total	589	299	430	318	13,48	
* - Number of employees in post at the beginning of the year						T 4.3.2
*Average is calculated by taking sick leave in column 2 divided by total employees in column 5						

COMMENT ON INJURY AND SICK LEAVE:

Injuries on Duty for the year under review were closely monitored and reported very low. The reason to keep injuries very low it was due to safety awareness campaigns through memo's, inductions and workshops conducted for GSDM employees. Injured officials are assisted through medical support and their progress is monitored regularly. The IOD's are registered with COIDA and investigated timeously for the purpose of identifying the root cause and further prevention of reoccurrence.

T 4.3.4

Number and Period of Suspensions				
Position	Nature of Alleged Misconduct	Date of Suspension	Details of Disciplinary Action taken or status of case and Reasons why not finalised	Date Finalised
Manager: Quality System	Gross Dishonesty:	03 January 2022	The Employee Resigned	31 March 2022
Security Officer	Gross Dishonesty	05 January 2022	The employee was found guilty and was dismissed	05 July 2022
Security Officer	Gross Insubordination, Negligence and Dishonesty	17 November 2021	The suspension was lifted due to operational reasons.	24 January 2022
				<i>T 4.3.5</i>

Disciplinary Action on Cases of Financial Misconduct			
Position	Nature of Alleged Misconduct and Rand value of any loss to the Municipality	Disciplinary Action taken	Date Finalised
None	None	None	None
			<i>T 4.3.6</i>

4.4 PERFORMANCE REWARDS

COMMENT ON PERFORMANCE REWARDS:
<p>The District has cascaded the Performance Management System successfully to all level. All officials were required to sign Performance Plans against set objectives per occupational category. The performance reviews are conducted on quarterly basis and employees who have achieved the required target are rewarded based on a notch increment of 2.4%.</p> <p style="text-align: right;"><i>T 4.4.1.1</i></p>

COMPONENT C: CAPACITATING THE MUNICIPAL WORKFORCE

INTRODUCTION TO WORKFORCE CAPACITY DEVELOPMENT

Organisational Development entails the human capital of the District through skills development. Skills Development is a compliance matter in terms of the Skills Development Act which requires employers to budget, train employees and report such trainings as part of the Annual Training Report submitted to LGSETA annually by 30 April each year. In order to ensure that the organisation's effectiveness is realised, the District has implemented the Performance Management from Accounting Officer to General Assistants. This enables the supervisory posts to conduct a personnel needs analysis and make the necessary provision in the Municipal budget. The analysis is conducted through the submission of Skills Audit Questionnaires after performance assessments have been performed.

T 4.5.0

4.5 SKILLS DEVELOPMENT AND TRAINING

COMMENT ON SKILLS DEVELOPMENT AND RELATED EXPENDITURE AND ON THE FINANCIAL COMPETENCY REGULATIONS:

The Annual Training Report (ATR) and the Workplace Skills Plan (WSP) for the year under review was compiled and submitted to LGSETA and implemented successfully as 66% of the planned training was implemented.

The Senior Managers of the District as guided by the Municipal Systems Act and Financial officials including Finance interns have met the minimum competency levels as required by the Competency regulation. This training has been further extended to non-financial managers with funding support from National Treasury.

T 4.5.4

COMPONENT D: MANAGING THE WORKFORCE EXPENDITURE

INTRODUCTION TO WORKFORCE EXPENDITURE

Workforce expenditure is managed through vigorous inputs and motivation by the Heads of Department into a structure management discussion who will upon consideration of factors such as change in business processes and budget will recommend to Council for approval of Organisational Structure which will be the document guiding the control of workforce expenditure.

T 4.6.0

4.6 EMPLOYEE EXPENDITURE

The employee related cost are the biggest expenditure items which has been influenced by various factors including Explain the spending pattern in the context of the actual and two previous years plus the budget year. Refer to implications for workforce ratio in Chapter 5. Comment on factors influencing workforce expenditure during the year.

T 4.6.1.1

COMMENT ON UPGRADED POSTS AND THOSE THAT ARE AT VARIANCE WITH NORMAL
PRACTICE

There were no upgraded posts and those that are at variance.

T 4.6.5

DISCLOSURES OF FINANCIAL INTERESTS

Refer to disclosures made by officials and councillors concerning their financial interests as required by PM Regulations 805 of 2006 are set out in **Appendix J**.

T 4.6.6

4.7. 2021/22 ANNUAL PERFORMANCE REPORT

June 2022

This component includes the Annual Performance Scorecard Report addendums for the current year. *See Appendix T for this information.*

The purpose of this report is to give feedback regarding the performance of Gert Sibande District Municipality as required through The Municipal Systems Act No 32 of 2000 and Municipal Finance Management Act No 52 of 2003. The information included in this report is based on the IDP¹ and SDBIP² as developed for the financial year 2021/22. The scorecards were developed to reflect **cumulative performance**, therefore the status of indicators are a reflection of the overall performance level achieved year to date. This report is based on information received from each department for assessment of performance ending June 2022. This is a high-level report based on scores obtained through a process whereby actual information per Key Performance Area (KPA), strategic objective, programme and the aligned Key Performance Indicators and projects are compared to the budget and initial planning included in the 2021/22 Integrated Development Plan.

Overall performance for Gert Sibande District Municipality is based on the Departmental Performance Scorecards which is inclusive of the IDP and SDBIP. Sub-sections are included that discuss the progress made in achieving the targets as detailed in each scorecard in terms of the contribution made by each Department.

This report serves as a summary of results. The detail pertaining to the Key Performance Indicators (KPIs) are included in a separate addendum document, due to the volume thereof. Results are presented in the form of scores as detailed below and were calculated using an automated system (excel based) and based on the guidelines contained in the DPLG Regulation 805; Municipal Performance Regulations for Municipal Managers and Managers Directly Accountable to Municipal Managers, 2006. The scoring method utilised is as follows;

¹ Integrated Development Plan

² Service Delivery and Budget Implementation Plan

Colour code	Scoring	% Target achieved		
Rating	Score	Low	High	
Unsatisfactory	1-1.99	0.0%	66%	
Below average	2 -2.99	66.6%	99.9%	
Achieved target	3 -3.99	100%	132%	
Achieved/ exceeded target	4 -4.99	133%	166.9%	
Outstanding	5+	167.0%	+	
NA – Not applicable for reporting in reporting period (excluded from performance measurement)				
OW – Set to zero weighting (excluded from performance measurement) by the Department				

This report serves as the 2021/22 Annual Performance Overview Report for the period ending June 2022. It provides feedback on the performance level achieved to date against the targets as laid out in the IDP and SDBIP.

The overall performance for Gert Sibande District Municipality is based on the Departmental Performance Scorecards as this contains all the indicators as included in the IDP and SDBIP. At the end of the 2021/22 financial year, the overall accumulative performance achieved target with an overall score of **3.26**. A total of 185 KPI's encompassing the different scorecards contribute to the overall organisational score, 0 KPI's were zero weighted (Excluded from performance measurement) and therefore do not carry a score. Of all the 185 KPI's, hundred and seventy four (94%) (2020/2021 – 87%) achieved or exceeded target, eleven (6%) (2020/2021 – 13%) were below target.

A summary of performance by scorecard is provided as per the table below;

Gert Sibande District Municipality	June 21	June 22
	Score	Score
Overall	3.21	3.26
IDP	3.05	3.32
SDBIP	3.18	3.25

Table: Overall Performance

The **IDP Scorecard** achieved a target score of **3.32 (Compared to a 2020/21 score of 3.05)**. A total of 35 KPI's contribute to this scorecard, of which none were zero weighted, thus having no impact on the overall IDP score. Of the 35 indicators, thirty-four (97%) achieved or exceeded target, and one (3%) were below target.

The **SDBIP Scorecard** achieved target with a score of **3.25 (Compared to a 2020/21 score of 3.18)**. A total of 150 KPI's contribute to this scorecard, of which none were zero weighted, thus having no impact on the overall SDBIP score. Of the 150 indicators, hundred-and-forty (93%) achieved or exceeded target, ten (7%) were below target.

Measures to improve performance

- Quarterly performance assessment meetings will be held between the Accounting Officer and Heads of departments to monitor performance.
- Oversight committees will monitor performance and provide guidance to help improve performance.
- Assessment on the performance of external service providers will be conducted regularly to ensure that we derive value for money from the work done by service providers and to ensure that timely remedial actions are taken where performance is not satisfactory.
- Strategic workshop for Oversight structures on the setting of indicators will be held to enhance institutional performance.

The following summary sheets contain a breakdown of the Departmental performance.

The Departmental Performance Scorecards constitutes all the KPI's as contained in the IDP and SDBIP. This section of the report provides information on the contribution made by each Department to the performance levels achieved for the different scorecards which in turn represents the overall³ performance level achieved by the Municipality. Gert Sibande District Municipality completed the 2021/22 financial year with an overall score of **3.26**. A summary of the overall performance level achieved by each Department is provided in the table below;

Departmental Performance Overall Scores	June	June
	2021	22
	Score	Score
Overall	3.21	3.26
Office of the Municipal Manager	3.04	3.09
Financial Services	3.02	3.04
Corporate Services	3.33	3.22
Community and Social Services	3.23	3.60
Infrastructure and Technical Services	3.19	3.15
Planning, Economic Development & Innovation	3.41	3.58

Table: Departmental Performance Overall Scores

³ Overall performance is calculated by taking an average of ALL of the KPI and project scores applicable to GSDM

Overall departmental scores are calculated by taking an average of ALL of the KPI and project scores applicable to that department

2.1 OFFICE OF THE MUNICIPAL MANAGER

The Office of the Municipal Manager is responsible for a total of 43 KPI's which contribute to the overall performance level for the IDP and SDBIP Scorecards. The statistics for the Department were as follows;

Scorecard	Total KPIs	Applicable for Reporting:	Set to zero weighting	Target Achieved	Under Target
IDP	7	7	0	7	0
SDBIP	36	36	0	34	2

The Department ended the financial year achieving target with an overall score of **3.09**. A summary of performance by Key Performance Area is provided below;

	June 21	June 22
Departmental Performance		
Office of the Municipal Manager	Score	Score
Overall Performance	3.04	3.09
KPA 4: Municipal Financial Viability and Management	3.32	2.35
KPA 5: Good Governance and Public Participation	3.04	3.12
KPA 6: Spatial Development Analysis and Rationale	3.00	3.00

Table: Summary Performance – Office of the Municipal Manager

The **IDP Scorecard** achieved a below the target score of **3.00 (Compared to 2020/21 score of 2.50)**. A total of 7 KPI's contribute to this scorecard, of which none were zero weighted. All the 7 KPIs (100%), achieved target.

The **SDBIP Scorecard** achieved target with a score of **3.11 (Compared to 2020/21 score of 3.21)**. A total of 36 KPI's contribute to this scorecard, of which none were zero weighted. Of the 36 KPI's, thirty four (94%) achieved or exceeded target, and two (6%) were below target.

2.2 FINANCIAL SERVICES

The Financial Services Department is responsible for a total of 21 KPI's which contribute to the overall performance level for the IDP and SDBIP Scorecards. The statistics for the Department were as follows;

Scorecard	Total KPIs	Applicable for Reporting:	Set to zero weighting	Target Achieved	Under Target
IDP	6	6	0	6	0
SDBIP	15	15	0	13	2

The Department ended the financial year achieving target with an overall score of **3.04**. A summary of performance by Key Performance Area is provided below;

Departmental Performance	June 21	June 22
Financial Services	Score	Score
Overall Performance	3.02	3.04
KPA 4: Municipal Financial Viability and Management	3.02	3.15
KPA 5: Good Governance and Public Participation	3.00	2.00

Table: Summary Performance – Financial Services

The **IDP Scorecard** achieved target with a score of **3.04 (Compared to a 2020/21 score of 3.55)**. A total of 6 KPI's contribute to this scorecard. No KPIs were zero weighted. All the 6 KPI's (100%) achieved or exceeded target, and none (0%) were below target.

The **SDBIP Scorecard** achieved a below target with a score of **2.84 (Compared to 2020/21 score of 2.85)**. A total of 15 KPI's contribute to this scorecard. No KPIs were zero weighted. Of the 15 KPI's, thirteen (87%) achieved or exceeded target, and two (13%) were below target.

3.3 CORPORATE SERVICES

The Corporate Services Department is responsible for a total of 44 KPI's which contribute to the overall performance level for the IDP and SDBIP Scorecards. The statistics for the Department were as follows;

Scorecard	Total KPIs	Applicable for Reporting:	Set to zero weighting	Target Achieved	Under Target
IDP	6	6	0	6	0
SDBIP	38	38	0	36	2

The Department ended the financial year achieving target with an overall score of **3.22**. A summary of performance by Key Performance Area is provided below;

	June 21	June 22
Departmental Performance		
Corporate Services	Score	Score
Overall Performance	3.33	3.22

KPA 1: Municipal Transformation and Institutional Development	3.06	3.03
KPA 2: Basic Service Delivery	3.83	3.56
KPA 4: Municipal Financial Viability and Management	3.09	3.00
KPA 5: Good Governance and Public Participation	3.49	3.29

Table: Summary Performance –Corporate Services

The **IDP Scorecard** achieved a target score of **3.06 (Compared to a 2020/21 score of 3.31)**. A total of 6 KPI's contribute to this scorecard, of which none were zero weighted. All the 6 KPI's, (100%) achieved or exceeded target, and none (0%) was below target.

The **SDBIP Scorecard** achieved target with a score of **3.25 (Compared to a 2020/21 score of 3.33)**. A total of 38 KPI's contribute to this scorecard, of which none were zero weighted. Of the 38 KPI's, thirty six (95%) achieved or exceeded target, and two (5%) were below target.

3.4 COMMUNITY AND SOCIAL SERVICES

The Community and Social Services Department is responsible for a total of 26 KPI's which contribute to the overall performance level for IDP and SDBIP Scorecards. The statistics for the Department were as follows;

Scorecard	Total KPIs	Applicable for Reporting	Set to zero weighting	Target Achieved	Under Target
IDP	4	4	0	4	0
SDBIP	22	22	0	21	1

The Department ended the financial year achieving target with an overall score of **3.60**. A summary of performance by Key Performance Area is provided below;

Departmental Performance	June 21	June 22
Community and Social Services	Score	Score
Overall Performance	3.23	3.60
KPA 2: Basic Service Delivery	3.65	3.65
KPA 5: Good Governance and Public Participation	1.67	3.00

Table: Summary Performance – Community and Social Services

The **IDP Scorecard** achieved target with a score of **4.21 (Compared to 2020/21 score of 3.63)**. A total of 4 KPI's contribute to this scorecard, of which none was zero weighted. All the remaining 4 KPI's, (100%) achieved or exceeded target, and none (0%) were below target.

The **SDBIP Scorecard** achieved target with a score of **3.48 (Compared to 2020/21 score of 3.15)**. A total of 22 KPI's contribute to this scorecard, of which none were zero weighted. Of the 22 KPI's, twenty-one (95%) achieved or exceeded target, and one (5%) was below target.

3.5 INFRASTRUCTURE AND TECHNICAL SERVICES

The Infrastructure and Technical Services Department is responsible for a total of 25 KPI's which contribute to the overall performance level for the General, IDP and SDBIP Scorecards. The statistics for the Department were as follows;

Scorecard	Total KPIs	Applicable for Reporting	Set to zero weighting	Target Achieved	Under Target
IDP	3	3	0	3	0

Scorecard	Total KPIs	Applicable for Reporting	Set to zero weighting	Target Achieved	Under Target
SDBIP	22	22	0	20	2

The Department ended the financial year achieving target with an overall score of **3.15**. A summary of performance by Key Performance Area is provided below;

	June 21	June 22
Departmental Performance		
Infrastructure and Technical Services	Score	Score
Overall Performance	3.19	3.15
KPA 2: Basic Service Delivery	3.22	3.17
KPA 4: Municipal Financial Viability and Management	2.85	3.00
KPA 5: Good Governance and Public Participation	3.00	3.00

Table: Summary Performance –Infrastructure and Technical Services

The **IDP Scorecard** achieved target with a score of **3.10** (Compared to a 2020/21 score of **2.98**). A total of 3 KPI's contribute to this scorecard, of which none was zero weighted. All the 3 KPI's, (100%), achieved or exceeded target and none (0%) was below target.

The **SDBIP Scorecard** achieved target with a score of **3.16** (Compared to 2020/21 score of **3.22**). A total of 22 KPI's contribute to this scorecard, of which none were zero weighted. Of the 22 KPI's, twenty (91%) achieved or exceeded target, and two (9%) were below target.

3.6 PLANNING, ECONOMIC DEVELOPMENT & INNOVATION

The Planning, Economic Development & Innovation Department is responsible for a total of 26 KPI's which contribute to the overall performance level for the IDP and SDBIP Scorecards. The statistics for the Department were as follows;

Scorecard	Total KPIs	Applicable for Reporting	Set to zero weighting	Target Achieved	Under Target
IDP	9	9	0	8	1
SDBIP	17	17	0	16	1

The Department ended the financial year achieving target with an overall score of **3.58**. A summary of performance by Key Performance Area is provided below;

Departmental Performance	June 21	June 22
Planning and Economic Development	Score	Score
Overall Performance	3.41	3.58
KPA 3: Local Economic Development	3.78	3.42
KPA 5: Intergovernmental Relations, Good Governance and Public Participation	3.29	3.55
KPA 6: Spatial Development Analysis and Rationale	3.18	3.75

Table: Summary Performance –Planning, Economic Development & Innovation

The **IDP Scorecard** achieved target with a score of **3.30 (Compared to 2020/21 score of 3.74)**. A total of 9 KPI's contribute to this scorecard, of which none was zero weighted. Of all 9 KPI's, eight (89%) achieved or exceeded target, and one (11%) was below target.

The **SDBIP Scorecard** achieved target with a score of **3.73 (Compared to 2020/21 score of 3.21)**. A total of 17 KPI's contribute to this scorecard, of which none was zero weighted. Of all 17 KPI's, sixteen (94%) achieved or exceeded target, and one (6%) was below target.

Key performance indicators	Targets	Actual performance	Reason for not achieving target/current challenges	Corrective measures
Office of the Municipal Manager				
% of Departmental Allocation spend on Promotion of the District	90%	85,89%	There was a duplication of purchase orders worth 98 000 and one needed to be cancelled by Finance. A request to advertise diaries and calendars was put on hold which also had an impact on expenditure, R200 000 was secured for this purpose.	We commit that under expenditure will be avoided in the future. Management will strengthen controls on reconciliation and review to ensure that this does not recur.
% of Capital budget Allocation spent (GSDM - Overall)	90%	70.54%	Funds allocated for the automated system was not utilised due to the court ruling on PPPFA.	Procurement of automated system is underway the tender is at the evaluation stage. Service provider will be appointed in September 2022.

Key performance indicators	Targets	Actual performance	Reason for not achieving target/current challenges	Corrective measures
Financial Services				
% of tenders successfully awarded within the validity period	100%	84,37% awarded within validity period	Delays in evaluation due to the volume of documents received relating to the term contracts for various services.	The end user Department will be advised to split the various disciplines to spread across the financial year.
Number of District Supply Chain Management (SCM) Forums held	02	No Forums held	Non-attendance by the local municipalities to the meeting even after the intervention with the respective CFOs.	This matter has been escalated to MM's Forum we are hoping this will be addressed moving forward.
Corporate Services				
% of staff trained against the WSP	80%	67% staff trained	Insufficient budget to implement all the training interventions as per our submission to LGSETA.	The training plan must be internalised and be aligned to the available training budget. The measurement of the KPI must be aligned to the

Key performance indicators	Targets	Actual performance	Reason for not achieving target/current challenges	Corrective measures
				internal training plan and budget.
% Donation budget vote spent	90%	76.43% expenditure	Immemo cultural events were not held due to restrictions on public gatherings.	Amakhosi will request donations in the next financial year.
Community and Social Services				
% expenditure on disaster management relief (COVID 19) by 30 June 2022	90%	31.48% expenditure	Additional funds were allocated for COVID 19 during adjustment budget and then in April 2022 COVID 19 state of disaster was terminated then funds were no longer utilised.	No need for COVID 19 funds as state of disaster was terminated. No budget for this in future.
Planning, Economic Development and Innovation				
Number of job opportunities created through municipality's	300	284 Job	Contracts for Siyathuthuka was extended until June 2022, hence no new	Align the Siyathuthuka contract term and number of beneficiaries to the set target to avoid

Key performance indicators	Targets	Actual performance	Reason for not achieving target/current challenges	Corrective measures
Local Economic Development initiatives including capital projects (GKPI)		opportunities	beneficiaries were recruited.	under-performance.
% expenditure on Expanded Public Works Program (EPWP) Grant by 30 June 2022	100%	92% expenditure	Some funds were reserve for procurement of PPE for new beneficiaries in March 2022 however the contract was extended so no new PPE purchased.	Identify and invest in new job creation projects.
Infrastructure and Technical Services				
Total (cubic meters) m ³ of illegal dumping cleaned	1440 cubic meters	294 cubic meters	GSDM fleet was grounded due to depleted diesel funds. Breakdown of fleet and expiring of maintenance contract.	Fleet has been fixed and diesel budget has been availed for the new FY.
Number of methods implemented for Microbiology and Chemistry section	05	01	<u>1. Poor Performance of the service provider:</u> Due to the failure of the contracted service provider to deliver gases ordered, the Laboratory could not perform analysis required for validation of the methods and	1.Services of the previous service provider are terminated and processes to secure a new service provide have been initiated through Competitive bidding process. 2.Methods are planned for implementation by

Key performance indicators	Targets	Actual performance	Reason for not achieving target/current challenges	Corrective measures
			<p>eventually implementing the methods</p> <p><u>2. Suspension of SCM5000000000000 processes:</u></p> <p>Services of an alternate provider could not be secured timeously after termination of the contract with the current service provider.</p>	the 4th quarter in the current financial year (2022/23).

This section serves to evaluate the Service Provider's performance in respect of provisions of the contract and the product that the Service Provider delivered for all aspects of the project scope. The Evaluation criteria are based on a scale of 1-5 and each of aspects measured relate to the successful completion of the project. The evaluation score guide on the performance of the service providers is as follows:

Scale		Criteria
5	Excellent	Completion of the project before the scheduled time and within budget
4	Good	Completion of project within time frame and budget
3	Average	Completion of project within time frame but outside the allocated budget or vice versa
2	Below Average	Failure to complete the project
1	Unacceptable	Failure to commence with the project

No	BID/ QUOTATION NUMBER	SUPPLIER NAME	DESCRIPTION OF GOODS/SERVICES/PROJECTS	TENDER AMOUNT	VARIATIONS	FINAL CONTRACT AMOUNT	CONTRACT START DATE	CONTRACT END DATE	CONTRACT DURATION IN MONTHS	2021 JUNE SCORE (1-5)	2022 JUNE SCORE (1-5)	COMMENTS
1	GSDM 67/2018	Mhlathuze Water	Referral services for testing of potable water, raw water, waste water and sludge samples for the GSDM water quality laboratory for a period of three years	As and when required as the document tender amount	None	As per quoted amount	2019/11/30	2022/11/29	36	5	5	Performance Satisfactory
2	GSDM 02/2019	Bidvest Steiner	Provision of hygiene services & pest control at Gert Sibande District Municipality main offices, water laboratory, Mkhondo, Chief Albert Luthuli, Dipaleseng and Dr Pixley ka Isaka Seme disaster management centres for a period of thirty six(36) months	R 6 688,71	None	R 6 688,71	2019/09/27	2022/09/26	36	5	5	Performance Satisfactory
3	GSDM 177/2018	Vumesa (pty) Ltd	Appointment of a professional service provider for the implementation of Empuluzi/Methula bulk water supply scheme phase 2, 3b, 4b, 5, 6, & 7 in Chief Albert Luthuli Local Municipality	R 19 403 000,00	None	R 19 403 000,00	2019/10/04	2022/10/03	36	5	5	Performance Satisfactory

No	BID/ QUOTATION NUMBER	SUPPLIER NAME	DESCRIPTION OF GOODS/SERVICES/PROJECTS	TENDER AMOUNT	VARIATIONS	FINAL CONTRACT AMOUNT	CONTRACT START DATE	CONTRACT END DATE	CONTRACT DURATION IN MONTHS	2021 JUNE SCORE (1-5)	2022 JUNE SCORE (1-5)	COMMENTS
4	GSDM 77/2019	Mpfumelelo Business Enterprise (pty) Ltd	Appointment of a service provider for the construction of three reservoirs, a 5 ml at Siyathemba, a 5ml in Greylingstad and a 1.5ml at Nthorwane and construction of 25 km bulk water pipeline from Siyathemba reservoir to Greylingstad reservoir.	R 173 703 376,00	None	R 173 703 376,00	2019/12/13	2022/12/12	36	5	5	Performance Satisfactory
5	GSDM 39/2019	Lexisnexis SA (pty) Ltd	Supply and delivery of an online law library for GSDM and seven (7) local municipalities for a period of 36 months	As and when required	None	As per quoted amount	2020/04/01	2023/03/31	36	4	4	Performance Satisfactory
6	GSDM 157/2019	Eddizakhe Trading Project jv Mulalo Works Business Enterprises CC	Appointment of a contractor for the upgrading of the Mayflower water treatment works	R 57 507 067,10	R 10 925 981,60	R 68 433 048,70	2020/04/01	2023/04/01	36	4	4	Performance Satisfactory
7	GSDM 166/2019	Nathoo Mbenyane Engineers (pty) Ltd	Appointment of a professional service provider for the Msukaligwa bulk water supply scheme cluster 1,2 and 3 in Msukaligwa Local Municipality	R 28 527 418,93	None	R 28 527 418,93	2020/04/22	2023/04/21	36	4	4	Performance Satisfactory
8	GSDM 146/2019	Zabalaza General Business Enterprise	Supply and delivery of chemicals and consumables for icp/aa to the gert sibnde water quality laboratory as and when required for the period of thirty six (36) months	As and when required	None	As and when required	2020/04/22	2023/03/31	36	4	4	Performance Satisfactory

No	BID/ QUOTATION NUMBER	SUPPLIER NAME	DESCRIPTION OF GOODS/SERVICES/PROJECTS	TENDER AMOUNT	VARIATIONS	FINAL CONTRACT AMOUNT	CONTRACT START DATE	CONTRACT END DATE	CONTRACT DURATION IN MONTHS	2021 JUNE SCORE (1-5)	2022 JUNE SCORE (1-5)	COMMENTS
9	GSDM 173/2019	Kunene Makopo	Appointment of an insurance broker for the period 01 July 2020 to 30 June 2023	Per annual premium for the next 3 financial years	None	per annual premium for the next 3 financial years	2020/05/26	2023/05/25	36	4	4	Performance Satisfactory
10	GSDM 110/2018	Avax SA 181 CC	Appointment of a service provider for the upgrading of fortuna water treatment works in Dipaleseng Local Municipality	R 89 386 249,11	R17 283 017,34	R106 669 266,45	2019/03/14	2022/03/13	36	4	4	Performance Satisfactory
11	GSDM 100/2019	Motsewakhumo Trading and Projects jv Ndluwakho Constructio	The upgrading of Rooikoppen sewer_internal reticulation phase 2 and phase 3 of the upgrading of Rooikoppen sewer internal reticulation	R 91 430 953,47	None	R 91 430 953,47	2020/05/26	2023/05/25	36	5	2	Project contractual date had to be extended without cost to GSDM due to slow progress on site. Contractor failed to pay subcontractors for work done.
12	GSDM 147/2019	Mahhelane Cleaning Services and Projects CC	Supply and delivery of laboratory glassware to the Gert Sibande water quality laboratory as and when required for the period of thirty six (36) months	As per the quoted amount in the tender document referred to the Attached List Of Prices for the next 36 Months.	None	as Per the quoted amount in the tender document referred to the Attached List Of Prices for the next 36 Months.	2020/05/26	2023/05/25	36	5	5	Performance Satisfactory

No	BID/ QUOTATION NUMBER	SUPPLIER NAME	DESCRIPTION OF GOODS/SERVICES/PROJECTS	TENDER AMOUNT	VARIATIONS	FINAL CONTRACT AMOUNT	CONTRACT START DATE	CONTRACT END DATE	CONTRACT DURATION IN MONTHS	2021 JUNE SCORE (1-5)	2022 JUNE SCORE (1-5)	COMMENTS
13	GSDM 148/2019	African Quality Analytics (pty) Ltd	Supply and delivery of reagents and consumables for the discreet analyser (gallery plus) to the Gert Sibande water quality laboratory as and when required for the period of thirty six (36) months	As per the quoted amount in the tender document referred to the Attached List Of Prices for the next 36 Months.	None	as Per the quoted amount in the tender document referred to the Attached List Of Prices for the next 36 Months.	2020/05/26	2023/05/25	36	4	4	Performance Satisfactory
14	GSDM 114/2019	Igagu Communications (pty) Ltd	Provision of a full end to end managed information and communication technology (ict) network service for Gert Sibande District Municipality for a period of 36 months	As per the quoted amount in the tender document referred to the Attached List Of Prices for the next 36 Months.	None	as Per the quoted amount in the tender document referred to the Attached List Of Prices for the next 36 Months.	2020/06/26	2023/06/25	36	5	5	Performance Satisfactory
15	GSDM50/2019	Promolab pty t/a Separations	Procurement of do meters, commissioning and maintenance for the period of 36 months	R90 768.30	None	R90 768.30	2020/04/01	2023/03/31	36	4	5	Performance Satisfactory
16	GSDM 06/2018	Actophambili Roads (pty) Ltd	Appointment of a service provider for hiring of road rehabilitation machines/ equipment for a period of three (03) years	R109 961,00	None	R109 961,00	2020/09/17	2023/09/16	36	4	5	Improved turnaround time

No	BID/ QUOTATION NUMBER	SUPPLIER NAME	DESCRIPTION OF GOODS/SERVICES/PROJECTS	TENDER AMOUNT	VARIATIONS	FINAL CONTRACT AMOUNT	CONTRACT START DATE	CONTRACT END DATE	CONTRACT DURATION IN MONTHS	2021 JUNE SCORE (1-5)	2022 JUNE SCORE (1-5)	COMMENTS
17	GSDM 21/2020	Empower Energy and Machite Engineering jv (pty) Ltd	Management, operation and maintenance of electricity distribution network at Bethal & Emzinoni (Govan Mbeki Local Municipality) for a period of five years	As per quoted prices on the BOQ (Not specified on the SLA)	None	As per quoted amount	2020/10/22	2025/10/21	60	5	5	Performance Satisfactory
18	GSDM 203/2019	Mabika Holdings (pty) Ltd	Provision of agricultural production inputs and provision of agricultural production inputs and equipments supplier/service provider for Gert Sibande District Municipality for a period of 24 months. (as and when required)	R 44 141,40	None	R 44 141,40	2020/10/22	2023/10/21	36	5	5	Performance Satisfactory
19	GSDM 15/2020	Metrohm SA (pty) Ltd	Procurement and installation of the autotitrator instrument for the Gert Sibande District Municipality water quality laboratory including maintenance plan for the period of thirty six (36) months as and when required	R 764 128,36	None	R 764 128,36	2020/10/22	2023/10/21	36	5	5	Performance Satisfactory
20	GSDM 20/2020	Vuxeni Information Technologies	Provision of a multifunction copier rental, maintenance, and consumables for Gert Sibande District Municipality for a period of 36 months	R 5 374 910,40	None	R 5 374 910,40	2020/10/22	2023/10/21	36	5	5	Performance Satisfactory

No	BID/ QUOTATION NUMBER	SUPPLIER NAME	DESCRIPTION OF GOODS/SERVICES/PROJECTS	TENDER AMOUNT	VARIATIONS	FINAL CONTRACT AMOUNT	CONTRACT START DATE	CONTRACT END DATE	CONTRACT DURATION IN MONTHS	2021 JUNE SCORE (1-5)	2022 JUNE SCORE (1-5)	COMMENTS
21	GSDM 28/2020	Manth Phillipine Mothlake Enviromental Enterprise	Appointment of a service provider for the design, supply and delivery of labels for bottled water for a period of thirty-six (36) months	R666.66 PER ROLL OF 1000 quantity	None	R666.66 PER ROLL OF 1000 QUANTITY	2020/10/22	2023/10/21	36	4	4	Performance Satisfactory
22	GSDM 05/2020	Dem - Sane Technologies	Supply and delivery of hotmix asphalt for a period of 36 moths	R4800.00 per ton	None	R4800.00 PER TON	2020/10/08	2023/10/07	36	5	5	Performance Satisfactory
23	GSDM 95/2020	FBL Trading Enterprise	Provision of executive services for Gert Sibande District Municipality in line with the council resolution	As and when required	As per quoted amount	AS PER QUOTED AMOUNT	2021/02/23	2022/10/22	20	5	5	Performance Satisfactory
24	GSDM 84/2020	Imbewu Yezwe Projects (pty) Ltd	Appointment of a contractor for the upgrade of bulk pipelines for Empuluzi Methula	R 151 864 229,37	None	R 151 864 229,37	2021/02/23	2024/02/22	36	5	5	Performance Satisfactory
25	GSDM 85/2020	Mpfumelelo Business Eneterprise (pty) Ltd	Appointment of a contractor for the Msukaligwa regional bulk water supply scheme for Breyten (cluster 02) in Msukaligwa Local Municipality	R 339 770 007,00	None	R 339 770 007,00	2021/02/23	2024/02/22	36	5	5	Performance Satisfactory

No	BID/ QUOTATION NUMBER	SUPPLIER NAME	DESCRIPTION OF GOODS/SERVICES/PROJECTS	TENDER AMOUNT	VARIATIO NS	FINAL CONTRACT AMOUNT	CONTRACT START DATE	CONTRACT END DATE	CONTRACT DURATION IN MONTHS	2021 JUNE SCORE (1-5)	2022 JUNE SCORE (1-5)	COMMENTS
26	GSDM 34/2020	Lalile Project (pty) Ltd	Appointment of a service provider on up's maintenance service for the period of 36 months for the GSDM main building	R 512 406,00	None	R 512 406,00	2021/02/04	2024/02/28	36	4	4	Performance Satisfactory
27	GSDM 35/2020	Lalile Project (pty) Ltd	Appointment of a service provider on up's maintenance service for the period of 36 months for the GSDM disaster management centres and Laboratory	R 326 000,00	None	R 326 000,00	2021/02/04	2024/02/28	36	5	5	Performance Satisfactory
28	GSDM 98/2020	Afi Consult (pty) Ltd	Appointment of a professional service provider for Amsterdam bulk water supply scheme phase 3 – Gabosch dam	R 26 560 311,25	None	R 26 560 311,25	2021/04/26	2024/04/27	36	New	4	Performance Satisfactory

No	BID/ QUOTATION NUMBER	SUPPLIER NAME	DESCRIPTION OF GOODS/SERVICES/PROJECTS	TENDER AMOUNT	VARIATIONS	FINAL CONTRACT AMOUNT	CONTRACT START DATE	CONTRACT END DATE	CONTRACT DURATION IN MONTHS	2021 JUNE SCORE (1-5)	2022 JUNE SCORE (1-5)	COMMENTS
29	GSDM 112/2020	Ndluwakho Construction and Projects	Appointment of a service provider for the upgrading of the rooikoppen sewer – internal reticulation (phase)	R 31 520 477,48	None	R 31 520 477,48	2021/04/26	2024/04/27	36	5	2	Project contractual date had to extended without cost to GSDM due to slow progress on site. Contractor failed to pay subcontractors for work done
30	GSDM 99/2020	Vumesa (pty) Ltd	Appointment of professional service provider for the implentation of Empuluzi / Methula bulk water supply	R 40 577 772,49	None	R 40 577 772,49	2021/05/13	2024/05/12	36	New	4	Performance Satisfactory
31	GSDM 169/2020	Thulatsepo General Trading	Appointment of a service provider for the provision of generator maintenance services for a period of three (03) years	As per the BOQ	None	As per the quoted amounts as and when required	2021/08/23	2024/08/22	36	New	4	Performance Satisfactory
32	GSDM 142/2020	Rushtail 4 t/a Electra	Maintenance of the building management system & other related services at GSDM main office, GSDM water lab and GSDM sub districts for a period of thirty six (36) months	As per the BOQ	None	As per the quoted amounts as and when required	2021/07/22	2024/07/21	36	New	4	Performance Satisfactory

No	BID/ QUOTATION NUMBER	SUPPLIER NAME	DESCRIPTION OF GOODS/SERVICES/PROJECTS	TENDER AMOUNT	VARIATIONS	FINAL CONTRACT AMOUNT	CONTRACT START DATE	CONTRACT END DATE	CONTRACT DURATION IN MONTHS	2021 JUNE SCORE (1-5)	2022 JUNE SCORE (1-5)	COMMENTS
33	GSDM 170/2020	Phumlekhaya General Trading (pty) Ltd	Appointment of a service provider for the provision of civil, structural and plumbing maintenance services for a period of three (03) years	As per the BOQ	None	As per the unit price indicated in the bill of quantities	2021/09/03	2024/09/02	36	New	4	Performance Satisfactory
34	GSDM 171/2020	Muntuza Consulting Group CC	Appointment of a service provider for the provision of electrical maintenance services for a period of three (03) years	As per the BOQ	None	As per the unit price indicated in the bill of quantities	2021/09/02	2024/09/01	36	New	4	Performance Satisfactory
35	GSDM 168/2020	Thulatsepo General Trading	Appointment of a service provider for the provision of heating, ventilation and air- conditioning maintenance services for a period of three (03) years	As per the BOQ	None	As per the BOQ	2021/10/07	2024/10/06	36	New	4	Performance Satisfactory
36	GSDM 57/2020	Bonginkosi Technologies t/a Nashua Highveld (pty) Ltd	Appointment of a service provider for the provision of vehicle tracking system for the period of thirty six (36) months(re-advert)	As per the BOQ	None	As per the BOQ	2021/10/08	2024/10/07	36	New	2	Contractual dispute.
37	GSDM 12/2021	Uyapho Engineering Projects cc	Appointment of a service provider for the operation and maintenance for the Balfour waste water treatment works for a period of twelve (12) months	R 4 119 720,00	None	R 4 119 720,00	2021/10/06	2024/10/05	36	New	4	Performance Satisfactory

No	BID/ QUOTATION NUMBER	SUPPLIER NAME	DESCRIPTION OF GOODS/SERVICES/PROJECTS	TENDER AMOUNT	VARIATIONS	FINAL CONTRACT AMOUNT	CONTRACT START DATE	CONTRACT END DATE	CONTRACT DURATION IN MONTHS	2021 JUNE SCORE (1-5)	2022 JUNE SCORE (1-5)	COMMENTS
38	GSDM 148/2020	FirstRand Bank Limited	Provision of a commercial banking services for a period of five (05) years	As per the BOQ	None	As per Bill of Quantity	2021/09/02	2026/09/01	60	New	4	Performance Satisfactory
39	GSDM 174/2020	Ibutho Projects (pty) Ltd	Appointment of a service provider for the upgrading of the Rooikoppen sewer-internal reticulation phase 6	R 129 047 431,21	None	R 129 047 431,21	2021/11/11	2024/07/10	36	New	4	Performance Satisfactory
40	GSDM 126/2021	Qondobezela Enterprise and Logistics (pty) Ltd	Audit of GSDM RRAMs data for compliance with TMH standards for a period of thirty six (36) months	R 296 900,00	None	R 296 900,00	2021/11/15	2024/11/14	36	New	4	Performance Satisfactory
41	GSDM 84/2021	303 Securities	Provision of VIP security services for Gert Sibande District Municipality for a period of 12 months	Negotiated price of R1 440 000	None	Negotiated price of R1 440 000	2021/12/21	2022/12/20	12	New	3	Performance Satisfactory
42	GSDM 59/2021	G P T N Trading (pty) Ltd	Appointment of a service provider for the upgrading and refurbishment of Balfour/Siyathemba bulk water supply scheme phase 4 construction of a pipeline in Dipaleseng Local Municipality	R 122 351 522,00	None	R 122 351 522,00	2022/02/03	2025/02/02	36	New	4	Performance Satisfactory
43	GSDM 186/2020	TMS Consulting Engineers CC	Appointment of a professional service provider for Lekwa water services in Standerton, Morgenzon and Thuthukani area (bulk water services)	R 5 404 782,61	None	R 5 404 782,61	2021/10/04	2024/10/03	30	New	4	Performance Satisfactory

No	BID/ QUOTATION NUMBER	SUPPLIER NAME	DESCRIPTION OF GOODS/SERVICES/PROJECTS	TENDER AMOUNT	VARIATIONS	FINAL CONTRACT AMOUNT	CONTRACT START DATE	CONTRACT END DATE	CONTRACT DURATION IN MONTHS	2021 JUNE SCORE (1-5)	2022 JUNE SCORE (1-5)	COMMENTS
44	GSDM69/2020	Infinity Integrated Solutions	Transaction advisory services for Aerospace	As per the BOQ	None	As per the BOQ	2021/04/15	2024/03/31	36	New	4	Performance Satisfactory
45	GSDM 12/2020	SA Democracy motors CC	Appointment of a filing station for the supply of diesel and petrol for the yellow fleet	As per unit price quoted	None	As per the BOQ	2020/11/13	2023/11/12	36	5	4	Performance Satisfactory
46	GSDM 92/2020	Anatech	Supply and delivery of dionex ics -1100 chemicals and consumables to GSDM Lab for 36 months	As and when required	None	As per the BOQ	2021/04/13	2024/04/12	36	5	4	Performance Satisfactory
47	GSDM 85/2021	Bluelink Investments CC	Appointment of a travel agent for Gert Sibande District Municipality for a period of thirty six (36) months	As per the BOQ	None	As per the BOQ	2022/03/07	2025/03/06	36	New	3	Performance Satisfactory

SERVICE LEVEL AGREEMENTS

No	BID/ QUOTATION NUMBER	SUPPLIER NAME	DESCRIPTION OF GOODS/SERVICES/PROJECTS	TENDER AMOUNT	VARIATIO NS	FINAL CONTRACT AMOUNT	CONTRACT START DATE	CONTRACT END DATE	CONTRACT DURATION IN MONTHS	2021 JUNE SCORE (1-5)	2022 JUNE SCORE (1-5)	COMMENTS
1	SLA	Mhlathuze Water - Amanzi	Water quality testing service	Submit and invoice as when as required	None	Submit and invoice as when as required	2019/06/21	2022/06/20	36	New	5	Turn round time has improved, reports are now received faster than before
2	SLA	Aquatico Laboratory	GSDM61/2021: referral services for testing of potable water, raw water, waste water and sludge samples for the GSDM water quality laboratory for a period of twelve months	Submit and invoice as when as required	None	Submit and invoice as when as required	2022/02/14	2023/02/13	12	New	4	Turn round time has improved, reports are now received faster than before
3	SLA	Munsoft	Financial system, DRP and environment support	Submit and invoice as when as required	None	Submit and invoice as when as required	2021/07/01	2024/06/30	36	New	5	Performance Satisfactory
4	SLA	Muncomp	Munadmin system	Submit and invoice as when as required	None	Submit and invoice as when as required	2021/07/01	2024/06/30	36	New	5	Performance Satisfactory
5	SLA	Igagu Communications (pty) Ltd	Provision of hosting and maintenance of the website and social media services for Gert Sibande District Municipality for a period of thirty six (36) months.	as Per the quoted amount in the tender document referred to the Attached List Of Prices for the next 36 Months.	None	as Per the quoted amount in the tender document referred to the Attached List Of Prices for the next 36 Months	2021/07/01	2024/06/30	36	New	5	Performance Satisfactory

No	BID/ QUOTATION NUMBER	SUPPLIER NAME	DESCRIPTION OF GOODS/SERVICES/PROJECTS	TENDER AMOUNT	VARIATIONS	FINAL CONTRACT AMOUNT	CONTRACT START DATE	CONTRACT END DATE	CONTRACT DURATION IN MONTHS	2021 JUNE SCORE (1-5)	2022 JUNE SCORE (1-5)	COMMENTS
6	SLA	Sage	Payroll services	Submit and invoice as when as required	None	Submit and invoice as when as required	2021/07/30	2022/07/29	12	New	3	Performance Satisfactory
7	SLA	Govan Mbeki	Lease agreement	R8970,00 PM	None	R8970,00 PM	2021/07/01	2024/06/30	36	New	5	Performance Satisfactory

CHAPTER 5

CHAPTER 5 – FINANCIAL PERFORMANCE

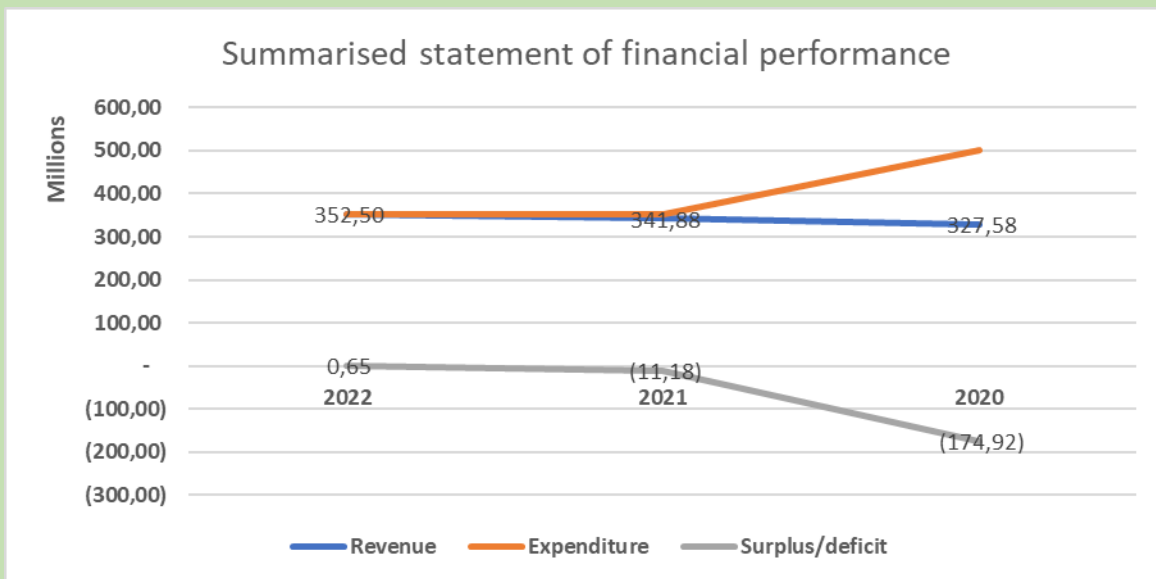
INTRODUCTION

Chapter 5 contains information regarding financial performance and highlights specific accomplishments. The chapter comprises of three components:

- Component A: Statement of Financial Performance
- Component B: Cash flow management
- Component C: Other Financial Matters

COMPONENT A: STATEMENTS OF FINANCIAL PERFORMANCE

5.1 STATEMENTS OF FINANCIAL PERFORMANCE

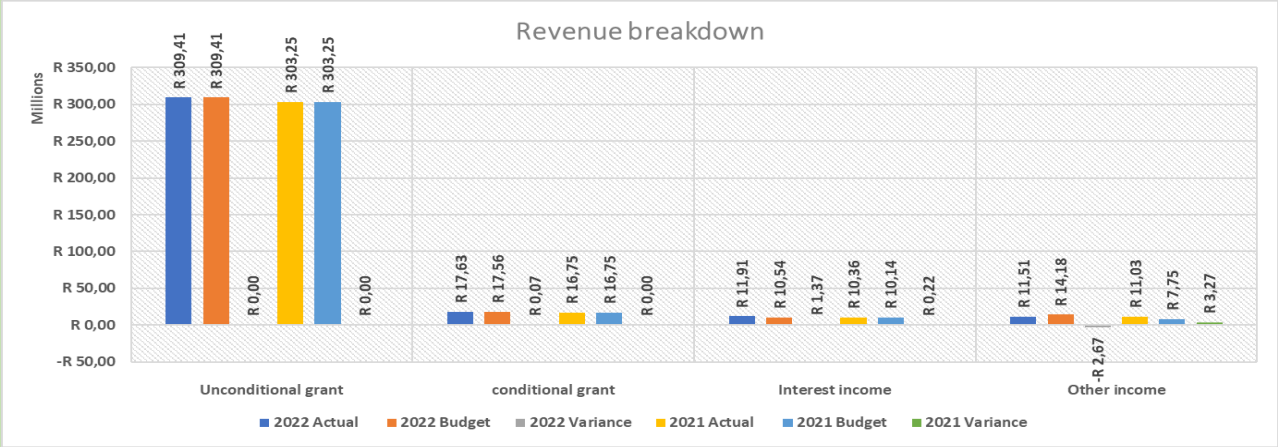


Revenue performance:

The statement of financial performance of the district appears to be improving compared to prior years as in the current year it is on surplus of R647 760. It must be noted that in the 2020 financial period the actual losses of aver R174 million was due to some of the projects which were previously accounted for as WIP had to be transferred to the local municipality relating to the RBIG.

It is worrying that the district continues to depend on grants to fund its operations which is about 93% of the total revenue. There has been a drive to investigate other sources of revenue for the district they are various initiatives in this regard. The interest income of the district from short term investment has shown some increasing due to the increasing in prime rates. The district is implementing RBIG projects on behalf of local municipalities which are gazetted under schedule 5B and Department of water and sanitation (DWS) under schedule 6B. There are cost involved in project managing those projects therefore an agreement was entered into in the 2020/2021 financial period with DWS where 5% of the projects would be paid to district to compensate for the cost incurred. The administration fees raised in relations to the RBIG has increased by R2,6 million in the current year to R10,2 million.

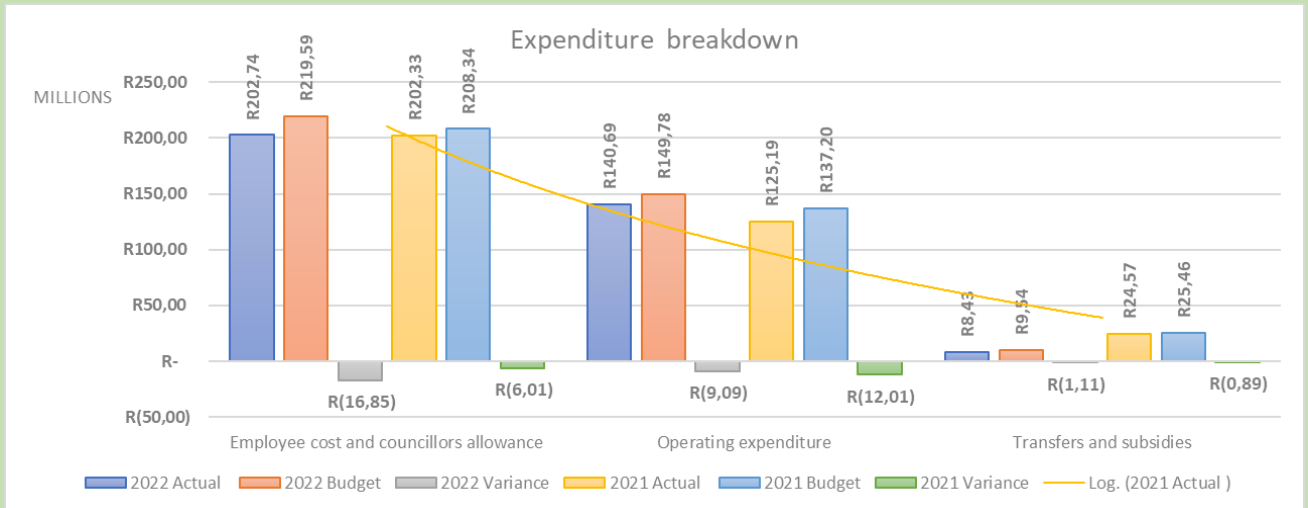
The district is still not generating enough revenue from the laboratory because at the moment it mainly used to test water for the local municipalities within the district which are not charged for such service. There is drive to look at the revenue from private clients as well as municipalities outside the district which can be charged for such service. In the 2021/2022 financial period the district only received about R87 000 for the testing done for private clients. The health income is also on the rise as in the current year it R672 607 more than the budget.



Expenditure of the municipality:

About 58% of the total expenditure goes to employee compensation and councillor’s allowance which is way more than the National treasury norm of 35% to 40%. The Council in the current year it took resolution that some of the positions must be done away with which has assisted a great deal. This evidence by the fact that the actual spending of R202 million is significantly lesser than the budget by R16, 8 million. On the operating expenditure there was also a saving of R9 million compared to the budget for 2021/2022 financial period. Included in the operating expenditure is depreciation and amortization of R23, 5 million which are mainly non-cash items.

The district continues to support local municipality through road gravelling, pothole patching and water testing. The direct cost of R8,4 million relating to that is reflected under transfers and subsidies. However, they are also indirect operational cost which is attributable to some of these service are not included in transfers and subsidies below as it has been classified under operating expenditure.



5.2 GRANTS

Grants performance:

The district has only received R17, 6 million of the conditional grants in the current financial period, this represent about 5% of the total grants received. The district continue to do well on the grant spent as in the current financial period it was 100%. The grants that have been received in current financial period are Infrastructure skills development grant, rural road asset management grant, EPWP grant as well as financial management grants. Almost 90% of these grant are aimed at

5.3 ASSET MANAGEMENT

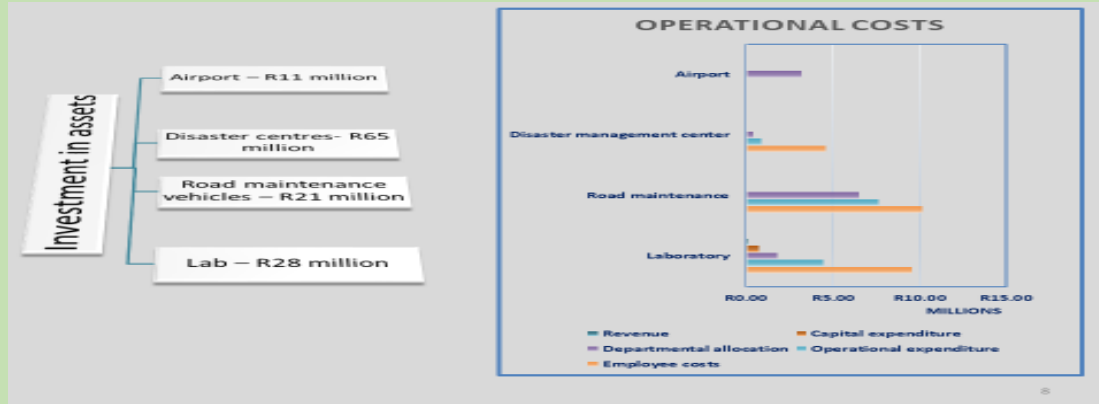
INTRODUCTION TO ASSET MANAGEMENT

The district has asset management policy which is the guiding document for the assets management. There are no issues raised when it comes to asset management within the institution. Auditor General has not raised any major issues with regards to assets in the past 3 financial years. The practice is that on a quarterly basis there are physical verifications that are conducted by the asset team. Each individual is assigned to a responsibility to safe guard assets that they are assigned to.

COMMENT ON ASSET MANAGEMENT:

Bulk of the assets are buildings which consist of main offices, Laboratory and four disaster management centres with a total cost of R370, 5 million. The district has also invested in yellow fleet which is used for road gravelling and pothole patching. The yellow fleet consist of among others graders, water tanker, and tipper truck, lowbed, and TLB, roller, and Jet patcher and honey sucker. The total cost of these yellow fleet is R23, 6 million. These assets are operated by GSDM staff. During the current period the Ermelo airport has been formally transferred by Msukaligwa to Gert Sibande

District municipality. The district is currently working on a plan to fully take advantage of the airport and generate the income which is much needed by the district. Below is the summary of assets that the district has invested in over the years which include the airport that has been transferred from Msukaligwa.



REPAIRS AND MAINTENANCE EXPENDITURE:

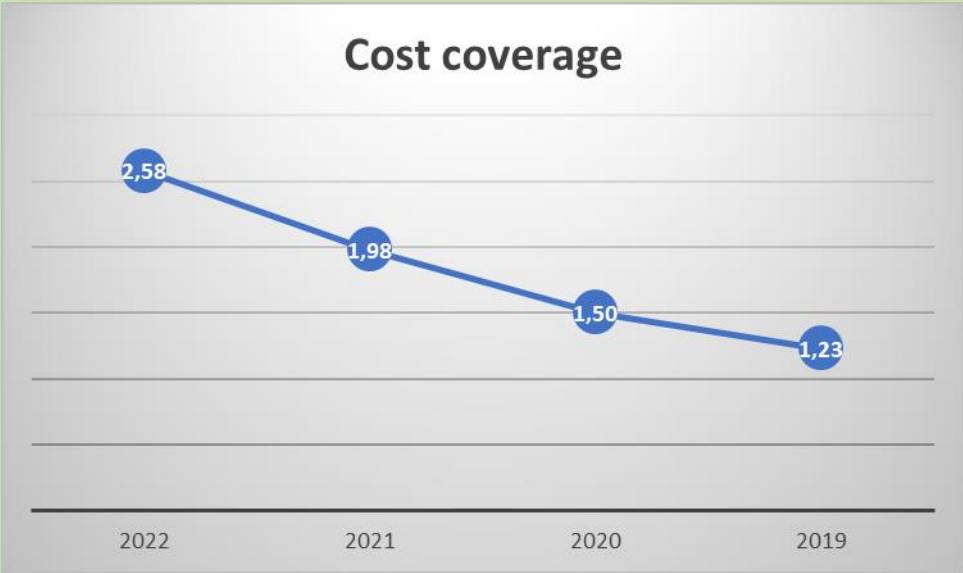
Asset category	2022		
	Repairs and maintenance spending		
	Budget	Actual	Variance
Buildings	R1 540 620.00	R949 184.63	R591 435.37
Yellow fleet	R3 700 000.00	R3 791 269.72	-R91 269.72
Other assets	R7 180 830.00	R6 076 974.79	R1 103 855.21
Total	R12 421 450.00	R10 817 429.14	R1 604 020.86

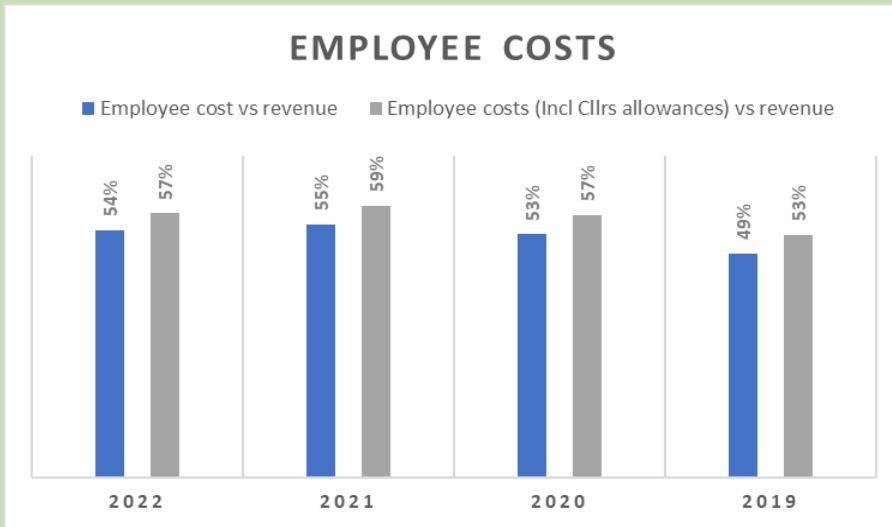
Asset category	2022		
	Assets value (Cost)	Repairs and maintenance expenditure	Percentage of expenditure on value of asset
Buildings	R348 118 185.57	R949 184.63	0%
Yellow fleet	R23 677 200.00	R3 791 269.72	16%
Other assets	R53 185 128.28	R6 076 974.79	11%
Total	R424 980 513.85	R10 817 429.14	3%

COMMENT ON REPAIRS AND MAINTENANCE:

The district has spent R10, 8 million on repairs and maintenance in current financial period. This amount to 3% of the total cost of the assets. Maintenance cost for yellow fleet is around 16% and for other assets is 11% which are above average. The maintenance on building is above R949 thousand which is less than 1% of the total value. These maintenance on building is reasonable as most of the buildings of the district are fairly new which do not require substantial maintenance.

5.4 FINANCIAL RATIOS BASED ON KEY PERFORMANCE INDICATORS





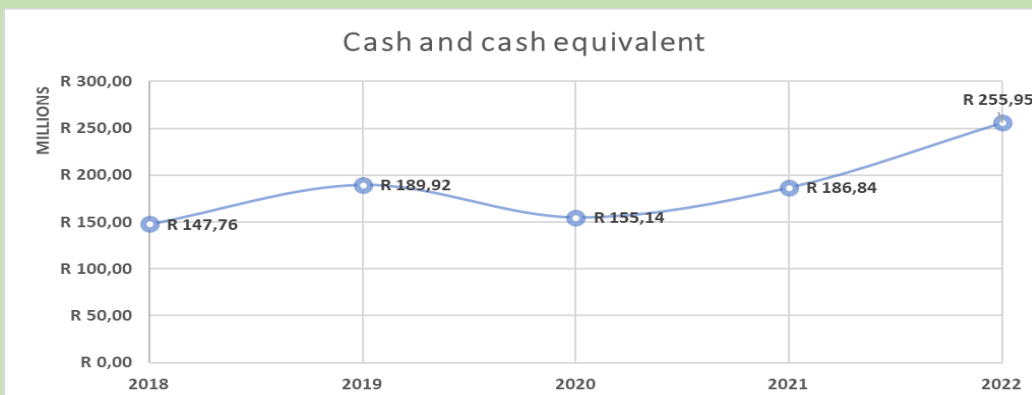
COMMENT ON FINANCIAL RATIOS:

The liquidity and cost coverage ratio of the district indicate that it is still in a good financial health. This is indication that with the current cash and cash equivalent the district can be able to pay all it current liability when they became due and could be able to cover its operational expenditure for three months. The cost coverage ratio has improved from 1.23:1 in 2018/2019 financial period to almost 2.31:1 in 2021/2022 financial period. The liquidity ratio has decreased from just 1.23:1 to just below 2.58:1 compared to the same reporting period.

The spending employee compensation is not looking good for the district as depicted by the picture about of which 57% of the total revenue was spent on such expenditure in the 2021/2022 financial period. This is an increase from 53% in 2018/2019 financial period. The district has implemented a performance management system where all employees who have performed are getting 2.4% increases over and above the normal salary increases that is concluded at the collective bargaining council.

COMPONENT B: CASH FLOW MANAGEMENT

5.5 CASH FLOW



COMMENT ON CASH FLOW:

The table above indicate that the cash flow status of the municipality has increased by R69, 1 million and R107 million in the current period as compared to 2020/2021 and 2017/18 financial period respectively. The cash flow is also higher compared to the budgeted cash flow by R134 million. Is it could be noted from the ratios above the cash and cash equivalent is higher than all current liabilities which means all payables can be pay as and when they became due.

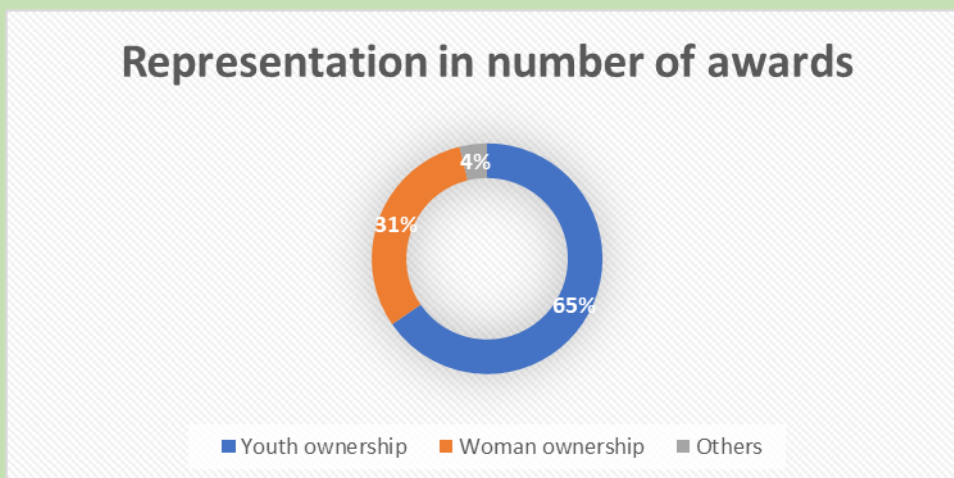
COMPONENT C: OTHER FINANCIAL MATTERS

5.6 SUPPLY CHAIN MANAGEMENT

The district has fully implemented the SCM policies and practices as developed in the SCM regulations of 2005. Over the past financial years there has not been non-compliance with SCM prescripts reported by the Auditor General. This good SCM and financial management practice by the district has resulted in zero Unauthorised, Irregular and Fruitless and wasteful expenditure.

Since the year 2000 there has been various reforms that government has introduced to ensure that previously disadvantaged are included in the mainstream economy through transformed SCM processes. These reforms include amongst others the introduction of Preferential Procurement Policy Framework Act (PPPFA) and Broad Based Black Economic Empowerment Act (BBBEE). In the current financial period awards were made to the value of R300 millions of which 98% was made to level 1 contributor suppliers in terms the value of the award. Furthermore more than R127 millions of those awards were made to companies owned more than 50% by woman, while more than R279 millions of these awards were made to companies where youth ownership is more than 50%.

The graphic below illustrate of Youth and woman percentage representation against the 26 awards:



5.7 GRAP COMPLIANCE

GRAP COMPLIANCE

GRAP is the acronym for **G**enerally **R**ecognized **A**ccounting **P**ractice and it provides the rules by which municipalities are required to maintain their financial accounts. Successful GRAP compliance will ensure that municipal accounts are comparable and more informative for the municipality. It will also ensure that the municipality is more accountable to its citizens and other stakeholders. Information on GRAP compliance is needed to enable National Treasury to assess the pace of progress and consider the implications.

There are no instances of non-compliance with GRAP standards that was reported by the district in the current financial period.

CHAPTER 6

CHAPTER 6 – AUDITOR GENERAL AUDIT FINDINGS GLOSSARY

INTRODUCTION

The constitution S188 (1) (b) states that the functions of the Auditor-General includes the auditing and reporting on the accounts, financial statements, and financial management of all municipalities. MSA section 45 states that the results of performance measurement must be audited annually by the Auditor-General. The Auditor – General has issued an unqualified audit opinion with material findings for the 2021/2022 financial year.

Please refer to the audited and corrected Annual financial Statements for 2021/22 set out in Volume II attached hereto.

T 6.0.1

COMPONENT A: AUDITOR-GENERAL OPINION OF FINANCIAL STATEMENTS YEAR -2021/2022

6.1 AUDITOR GENERAL REPORTS YEAR – 1 PREVIOUS YEARS

Below the information on the findings raised by the Auditor – General over the past 5 financial years:

Financial Year	Audit outcome	Number of findings raised
2017/18	Unqualified audit outcomes without findings ('Clean audit')	23
2018/19	Unqualified audit outcomes without findings ('Clean audit')	23
2019/20	Unqualified audit outcomes with findings on compliance	30
2020/21	Unqualified audit outcomes without findings ('Clean audit')	22
2021/22	Unqualified audit outcomes with findings	28

COMPONENT B: AUDITOR-GENERAL OPINION YEAR 0 (CURRENT YEAR)

6.2 AUDITOR GENERAL REPORT YEAR – 2021/2022

The Auditor – General has issued an unqualified audit opinion with material findings for the 2021/2022 financial year. This was a regression from the 2020/2021 financial years where the district obtained an unqualified audit opinion with no material findings (clean audit opinion). It must be noted that the findings raised by the Auditor General were corrected in the final set of financial statements and all relevant documentations were provided to the Auditor General, the matters relate to the following:

- Some Trade and other receivables incorrectly classified
- Transfers payable limitation of scope (Amount not correct)
- Insufficient supporting documents for yearend journals processed
- Comparative VAT receivable in note 42 overstated

On service delivery performance, the Auditor General identified material misstatements in the annual performance report submitted for auditing. The misstatement was in the reported performance information of basic service delivery and infrastructure development. As management subsequently corrected the misstatements the Auditor General did not raise any material finding on the usefulness and reliability of the reported performance information

Management prepared an audit action plan which is going to deal with the root causes of the findings raised by Auditor General during the audit. The action plan will be submitted to National and Provincial Treasury as well as the Audit committee and Internal Audit unit for inputs and oversight for implementation

AUDITOR GENERAL REPORT ON THE FINANCIAL STATEMENTS: YEAR 0 (2021/22)

Below is the report of the Auditor General.

T 6.2.3

<p>Restatement of corresponding figures</p> <p>7. As disclosed in note 39 to the financial statements, the corresponding figures for 30 June 2021 were restated as a result of an error in the financial statements of the municipality at, and for the year ended 30 June 2022.</p> <p>Other matter</p> <p>8. I draw attention to the matter below. My opinion is not modified in respect of this matter.</p> <p>Unaudited disclosure notes</p> <p>9. In terms of section 125(2)(e) of the MFMA, the municipality is required to disclose particulars of non-compliance with the MFMA in the financial statements. This disclosure requirement did not form part of the audit of the financial statements and, accordingly, I do not express an opinion on it.</p> <p>Responsibilities of the accounting officer for the financial statements</p> <p>10. The accounting officer is responsible for the preparation and fair presentation of the financial statements in accordance with the GRAP and the requirements of the MFMA and Dora, and for such internal control as the accounting officer determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.</p> <p>11. In preparing the financial statements, the accounting officer is responsible for assessing the municipality's ability to continue as a going concern, disclosing, as applicable, matters relating to going concern and using the going concern basis of accounting unless the appropriate governance structure either intends to liquidate the municipality or to cease operations, or has no realistic alternative but to do so.</p> <p>Auditor-general's responsibilities for the audit of the financial statements</p> <p>12. My objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes my opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with the ISAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.</p> <p>13. A further description of my responsibilities for the audit of the financial statements is included in the annexure to this auditor's report.</p>	<p>Report of the auditor-general to Mpumalanga Provincial Legislature and the Council of the Gert Sibande District Municipality</p> <p>Report on the audit of the financial statements</p> <p>Opinion</p> <p>1. I have audited the financial statements of the Gert Sibande District Municipality set out on pages ... to ..., which comprise the statement of financial position as at 30 June 2022, statement of financial performance, statement of changes in net assets and cash flow statement and statement of comparison of budget information with actual information for the year then ended, as well as notes to the financial statements, including a summary of significant accounting policies.</p> <p>2. In my opinion, the financial statements present fairly, in all material respects, the financial position of the Gert Sibande District Municipality as at 30 June 2022, and their financial performance and cash flows for the year then ended in accordance with South African Standards of Generally Recognised Accounting Practice (SA Standards of GRAP) and the requirements of the Municipal Financial Management Act 56 of 2003 (MFMA) the Division of Revenue Act 9 of 2021 (DORA).</p> <p>Basis for opinion</p> <p>3. I conducted my audit in accordance with the International Standards on Auditing (ISAs). My responsibilities under those standards are further described in the auditor-general's responsibilities for the audit of the financial statements section of my report.</p> <p>4. I am independent of the municipality in accordance with the International Ethics Standards Board for Accountants' <i>International code of ethics for professional accountants (including International Independence Standards)</i> (IESBA code) as well as other ethical requirements that are relevant to my audit in South Africa. I have fulfilled my other ethical responsibilities in accordance with these requirements and the IESBA code.</p> <p>5. I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.</p> <p>Emphasis of matter</p> <p>6. I draw attention to the matter below. My opinion is not modified in respect of this matter.</p>	<p>Report on the audit of the annual performance report</p> <p>Introduction and scope</p> <p>14. In accordance with the Public Audit Act 25 of 2004 (PAA) and the general notice issued in terms thereof, I have a responsibility to report on the usefulness and reliability of the reported performance information against predetermined objectives for selected key performance area presented in the annual performance report. I performed procedures to identify material findings but not to gather evidence to express assurance.</p> <p>15. My procedures address the usefulness and reliability of the reported performance information, which must be based on the municipality's approved performance planning documents. I have not evaluated the completeness and appropriateness of the performance indicators included in the planning documents. My procedures do not examine whether the actions taken by the municipality enabled service delivery. My procedures do not extend to any disclosures or assertions relating to the extent of achievements in the current year or planned performance strategies and information in respect of future periods that may be included as part of the reported performance information. Accordingly, my findings do not extend to these matters.</p> <p>16. I evaluated the usefulness and reliability of the reported performance information in accordance with the criteria developed from the performance management and reporting framework, as defined in the general notice, for the following key performance area presented in the municipality's annual performance report for the year ended 30 June 2022:</p> <table border="1" data-bbox="1161 1182 1516 1230"> <thead> <tr> <th>Key performance area</th> <th>Pages in the annual performance report</th> </tr> </thead> <tbody> <tr> <td>KPA 2 – basic service delivery and infrastructure development</td> <td>x – x</td> </tr> </tbody> </table> <p>17. I performed procedures to determine whether the reported performance information was properly presented and whether performance was consistent with the approved performance planning documents. I performed further procedures to determine whether the indicators and related targets were measurable and relevant, and assessed the reliability of the reported performance information to determine whether it was valid, accurate and complete.</p> <p>18. I did not identify any material findings on the usefulness and reliability of the reported performance information for its development priority.</p> <ul style="list-style-type: none"> • KPA: Basic service delivery and infrastructure development <p>Other matters</p> <p>19. I draw attention to the matters below.</p> <p>Achievement of planned targets</p> <p>20. Refer to the annual performance report on pages ... to ... for information on the achievement of planned targets for the year</p>	Key performance area	Pages in the annual performance report	KPA 2 – basic service delivery and infrastructure development	x – x
Key performance area	Pages in the annual performance report					
KPA 2 – basic service delivery and infrastructure development	x – x					

Adjustment of material misstatements

- 21. I identified material misstatements in the annual performance report submitted for auditing. These material misstatements were in the reported performance information of basic service delivery and infrastructure development. As management subsequently corrected the misstatements, I did not raise any material findings on the usefulness and reliability of the reported performance information.

Report on the audit of compliance with legislation

Introduction and scope

- 22. In accordance with the PAA and the general notice issued in terms thereof, I have a responsibility to report material findings on the municipality's compliance with specific matters in key legislation. I performed procedures to identify findings but not to gather evidence to express assurance.
- 23. The material finding on compliance with specific matters in key legislation is as follows:

Annual financial statements and annual reports

- 24. The financial statements submitted for auditing were not prepared in all material respects in accordance with the requirements of section 122(1) of the MFMA. Material misstatements of current assets and current liabilities identified by the auditors in the submitted financial statements were subsequently corrected and the supporting records provided, resulting in the financial statements receiving an unqualified audit opinion.

Other information

- 1. The accounting officer is responsible for the other information. The other information comprises the information included in the annual report, which includes the , the audit committee's report . The other information does not include the financial statements, the auditor's report and those selected key performance areas presented in the annual performance report that have been specifically reported in the auditor's report.
- 2. Our opinion on the financial statements and findings on the reported performance information and compliance with legislation do not cover the other information and we do not express an audit opinion or any form of assurance conclusion on thereon.
- 3. In connection with our audit, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements and the selected key performance area presented in the annual performance report, or my knowledge obtained in the audit, or otherwise appears to be materially misstated.
- 4. If based on the work I have performed, I conclude that there is a material misstatement in this other information, I am required to report that fact.
- 5. I have nothing to report in this regard.

Internal control deficiencies

- 25. I considered internal control relevant to my audit of the financial statements, reported performance information and compliance with applicable legislation; however, my objective was not to express any form of assurance on it. The matter reported below is limited to the significant internal control deficiencies that resulted in the finding on compliance with legislation included in this report.
- 26. Management did not implement adequate controls to ensure that the annual financial statements and annual performance report submitted for audit are free of material misstatements.

Auditor-General
Mbombela

30 November 2022



COMMENTS ON MFMA SECTION 71 RESPONSIBILITIES:

Section 71 of the MFMA requires municipalities to return a series of financial performance data to the National Treasury at specified intervals throughout the year. The Chief Financial Officer states that these data sets have been returned according to the reporting requirements.

Signed (Chief Financial Officer)..... Dated

T 6.2.5

GLOSSARY

Accessibility indicators	Explore whether the intended beneficiaries are able to access services or outputs.
Accountability documents	Documents used by executive authorities to give “ <i>full and regular</i> ” reports on the matters under their control to Parliament and provincial legislatures as prescribed by the Constitution. This includes plans, budgets, in-year and Annual Reports.
Activities	The processes or actions that use a range of inputs to produce the desired outputs and ultimately outcomes. In essence, activities describe “ <i>what we do</i> ”.
Adequacy indicators	The quantity of input or output relative to the need or demand.
Annual Report	A report to be prepared and submitted annually based on the regulations set out in Section 121 of the Municipal Finance Management Act. Such a report must include annual financial statements as submitted to and approved by the Auditor-General.
Approved Budget	The annual financial statements of a municipality as audited by the Auditor General and approved by council or a provincial or national executive.
Baseline	Current level of performance that a municipality aims to improve when setting performance targets. The baseline relates to the level of performance recorded in a year prior to the planning period.
Basic municipal service	A municipal service that is necessary to ensure an acceptable and reasonable quality of life to citizens within that particular area. If not provided it may endanger the public health and safety or the environment.
Budget year	The financial year for which an annual budget is to be approved – means a year ending on 30 June.
Cost indicators	The overall cost or expenditure of producing a specified quantity of outputs.
Distribution indicators	The distribution of capacity to deliver services.
Financial Statements	Includes at least a statement of financial position, statement of financial performance, cash-flow statement, notes to these statements and any other statements that may be prescribed.
General Key performance indicators	After consultation with MECs for local government, the Minister may prescribe general key performance indicators that are appropriate and applicable to local government generally.
Impact	The results of achieving specific outcomes, such as reducing poverty and creating jobs.
Inputs	All the resources that contribute to the production and delivery of outputs. Inputs are “ <i>what we use to do the work</i> ”. They include finances, personnel, equipment and buildings.
Integrated Development Plan (IDP)	Set out municipal goals and development plans.
National Key performance areas	<ul style="list-style-type: none"> • Service delivery & infrastructure • Economic development • Municipal transformation and institutional development • Financial viability and management • Good governance and community participation
Outcomes	The medium-term results for specific beneficiaries that are the consequence of achieving specific outputs. Outcomes should relate clearly to an institution’s strategic goals and objectives set out in its plans. Outcomes are “ <i>what we wish to achieve</i> ”.

Outputs	The final products, or goods and services produced for delivery. Outputs may be defined as "what we produce or deliver". An output is a concrete achievement (i.e. a product such as a passport, an action such as a presentation or immunization, or a service such as processing an application) that contributes to the achievement of a Key Result Area.
Performance Indicator	Indicators should be specified to measure performance in relation to input, activities, outputs, outcomes and impacts. An indicator is a type of information used to gauge the extent to which an output has been achieved (policy developed, presentation delivered, service rendered)
Performance Information	Generic term for non-financial information about municipal services and activities. Can also be used interchangeably with performance measure.
Performance Standards:	The minimum acceptable level of performance or the level of performance that is generally accepted. Standards are informed by legislative requirements and service-level agreements. Performance standards are mutually agreed criteria to describe how well work must be done in terms of quantity and/or quality and timeliness, to clarify the outputs and related activities of a job by describing what the required result should be. In this EPMDS performance standards are divided into indicators and the time factor.
Performance Targets:	The level of performance that municipalities and its employees strive to achieve. Performance Targets relate to current baselines and express a specific level of performance that a municipality aims to achieve within a given time period.
Service Delivery Budget Implementation Plan	Detailed plan approved by the mayor for implementing the municipality's delivery of services; including projections of the revenue collected and operational and capital expenditure by vote for each month. Service delivery targets and performance indicators must also be included.
Vote:	One of the main segments into which a budget of a municipality is divided for appropriation of money for the different departments or functional areas of the municipality. The Vote specifies the total amount that is appropriated for the purpose of a specific department or functional area. Section 1 of the MFMA defines a "vote" as: <i>a) one of the main segments into which a budget of a municipality is divided for the appropriation of money for the different departments or functional areas of the municipality; and</i> <i>b) which specifies the total amount that is appropriated for the purposes of the department or functional area concerned</i>

VOLUME II

APPENDICES

APPENDIX A – COUNCILLORS; COMMITTEE ALLOCATION AND COUNCIL ATTENDANCE

PARTY MEMBERS	NUMBER OF CLLRS	PART TIME CLLRS	FULL TIME CLLRS	NO. OF FEMALE CLLRS
African National Congress	27	16	11	13
Economic Freedom Fighters	10	10	-	6
Democratic Alliance	8	8	-	3
Freedom Front Plus	2	2	-	0
ARP	1	1	-	0
Traditional Leaders	8	8	-	1
TOTAL	56	47	9	19

APPENDIX B – COMMITTEES AND COMMITTEE PURPOSES

Committees (other than Mayoral) and Purposes of Committees	
Municipal Committees	Purpose of Committee
Corporate Services	To render a comprehensive human resources and administration function to enhance service delivery and employee's welfare.
Finance	To provide strategic direction on financial planning, management and accounting in municipalities and also assist with the implementation and compliance with the MFMA and related Treasury Regulations.
Planning, Economic Development & Innovation	To provide an overview of the district economy, sets policy direction for economic growth and identify strategies, programs and projects to improve the economy. Through its innovation unit, it creates new opportunities that result in economic growth.
Infrastructure and Technical Services	The development and implementation of processes, systems and strategies designed to procure and sustain infrastructural capacity of municipalities in order for them to be able to provide quality services to their communities.
Community and Social Services	To ensure provision of acceptable standard of social services, environmental & health services to the communities.
Monitoring and Evaluation	Responsible for monitoring all areas of the municipality's activities and for evaluating it to determine the impact, quality and effectiveness of its work.

Special Programme and Agriculture	The purpose is to promote, facilitate, coordinate and monitor the realization of the rights of women, men, children, senior citizen and people with disability.
Municipal Public Account Committee	Its mandate is to perform oversight on behalf of council as required by the constitution of the Republic, the MFMA and Municipal System Act.
By-Laws and Policies Committee	Drafting new policies and amendments to existing policies as required and submitting them to council for approval, from time to time, to ensure their relevance, clarity and application. It is also an oversight committee.
Rules and Ethics Committee	The responsibility of this committee is to develop, review and recommend to council, the standing rules and orders for council and its section 79 and 80 committees

APPENDIX C –THIRD TIER ADMINISTRATIVE STRUCTURE

<i>Photo</i>	<p>TOP ADMINISTRATIVE STRUCTURE</p> <p>TIER 1</p> <p>MUNICIPAL MANAGER Mr Absenia Habile</p>
<i>Directors</i>	<p>TIERS 2 AND 3</p> <p>General Manager: Corporate Services Ms. Ngelosi Ndhlovu</p>
<i>Optional</i>	<p>General Manager: Community and Social Services Mr Melato Michele</p> <p>Chief Financial Officer Mr Zakhele Buthelezi</p> <p>General Manager: Infrastructure and Technical Services Mr. Ephraim Thabethe</p> <p>General Manager: Planning and Economic Development Mr. Mthandeni Mkhonza</p> <p>Deputy CFO Mr Francois Gates</p>

**APPENDIX G – RECOMMENDATIONS OF THE MUNICIPAL AUDIT COMMITTEE
YEAR 0**

Date of Committee	Committee recommendation during the year	Recommendation adopted (Enter Yes) if not adopted (provide explanation)
31 July 2020	The Business Continuity Plan (BCP) should be tabled at the ICT Steering Committee to be reviewed and validated	Yes
31 July 2020	The Committee is pleased with the commitment displayed by management considering Covid-19	Yes
31 July 2020	The bank reconciliation is still not balancing	Yes
31 July 2020	The staff leave balances still need to be verified	Yes
31 July 2020	The Committee recommended the Disaster Recovery Plan be updated	Yes
31 July 2020	The issue regarding VPN (Virtual Private Network) needs to be addressed urgently as more staff need to work from home	Yes
31 July 2020	Data allowances also need to be considered	Yes
31 July 2020	The emerging risk of a lack of a VPN needs to be addressed urgently to enable finance staff to compile the annual financial statements	Yes
14 August 2020	The cash and cash equivalents note is incomplete	Yes
14 August 2020	Notes 6 and 30 needs to be re- looked at	Yes
14 August 2020	The Accounting Officers report is incomplete	Yes
14 August 2020	The contingencies note is not complete	Yes
14 August 2020	The cash flow statement is not in balance	Yes
29 September 2020	The changes to councillors need to updated on page 1	Yes
29 September 2020	The statement of finance position lacks some notes	Yes
29 September 2020	The contingencies note is not complete	Yes
29 September 2020	The deviations note needs to be amended	Yes
29 September 2020	The loss for the year needs to be included in the accounting officers report	Yes
29 September 2020	The reversal of the impairments is not disclosed on the correct line item	Yes
29 September 2020	The note on labour matters should be adjusted to show full disclosure	Yes
06 November 2020	The Committee is satisfied with the SANS compliance by the Municipality to maintain its laboratory license	Yes
06 November 2020	The salary bill is of concern as the projection is above the National Treasury norm of 35 %	Yes
06 November 2020	The escalating data costs were noted with concern	Yes
06 November 2020	Ethics management and training need to be catered for.	Yes
06 November 2020	Management should address all the findings in the Leave	Yes

Date of Committee	Committee recommendation during the year	Recommendation adopted (Enter Yes) if not adopted (provide explanation)
	Management report as a matter of urgency.	
15 January 2021	The Committee noted over 10 creditors not paid within 30 days.	Yes
15 January 2021	Interest on investment need to be reworked to reflect correctly on the report.	Yes
15 January 2021	RRAMS still performing unsatisfactorily currently at 24%	Yes
15 January 2021	EPWP exceeded the projected budget at 70% year to date	Yes
15 January 2021	Salaries, wages and Councillor Allowances expenditure to date is R 96 million and will require review during the adjustment budget	Yes
05 February 2021	The committee outlined that the annexures attached be reviewed for completion and accuracy	Yes
05 February 2021	Expenditure of 62.82 % is very satisfactory for the quarter	Yes
05 February 2021	The Committee inquired about the exclusion of leave management and management's response was to amend the template to include leave management on the report in future	Yes
05 February 2021	The Committee proposed that on terminations reporting should include details of fixed term contracts employees that have elapsed.	Yes
05 February 2021	The Committee proposed that the PMS climate survey should also be reported to PAC	Yes
05 February 2021	The vacant posts with no budget should not be reported vacant as there is no budget to fill the post is available	Yes
05 February 2021	The Committee enquired about the support to employees affected by Covid-19 and financial effects. Management outlined that the support for employees through the Employee Awareness Practitioner who is permanently appointed. Also, an increase in the purchase of data bundle as most employees work offsite	Yes
05 February 2021	All legal matters delayed result in more costs than budgeted for	Yes
05 February 2021	Management should address all the findings in the Supply Chain Management tenders and quotations reports	Yes
10 May 2021	The Committee expressed their dissatisfaction with the minimal engagements with the Auditor General team during the audit.	Yes
10 May 2021	Management must monitor employee cost as it is increasing.	Yes
10 May 2021	Expenditure of 70 % is very satisfactory for the third quarter.	Yes
10 May 2021	Corporate Services should develop a strategy to ensure that the salary bill does not exceed the National Treasury norm of 35% of their budget.	Yes
10 May 2021	Legal costs should be monitored against liabilities as they are gradually	Yes

Date of Committee	Committee recommendation during the year	Recommendation adopted (Enter Yes) if not adopted (provide explanation)
	catching up.	
10 May 2021	The report does not contain essential details (legal costs)	Yes
10 May 2021	The committee requested that cases should brought to closure especially old matters.	Yes
10 May 2021	Management should ensure that all non-compliance matters raised in the OHS report be addressed immediately.	Yes
30 June 2021	The Annual Financial Statements and PMS process plans must be in sync	Yes
30 June 2021	·Management should strictly monitor the checklist for deadlines to ensure the Annual Financial Statements are prepared on time	Yes
30 June 2021	Proposed mitigations must be aligned to root causes to ensure that repeat findings are prevented.	Yes
30 June 2021	Issues raised by AG in the past must be covered when preparing the Annual Financial Statements.	Yes
30 June 2021	. The AG action plan and the checklist for compilation of Annual Financial Statements be noted and submitted to Council for adoption.	Yes

APPENDIX J – DISCLOSURES OF FINANCIAL INTERESTS

NO.	EMPLOYEE NAME	DESIGNATION	STATUS
COMMUNITY AND SOCIAL SERVICES			
1.	Mr. ME Michele	General Manager: CSS	Yes
2.	Vacant	Executive Secretary	
3.	Mr. TA Ndlovu	Senior Manager: Social Development	Yes
4.	Ms. NS Hlongwane	Manager – Library & Information	No
5.	Ms. TE Nene	Librarian Assistant	No
6.	Ms. Z. Nxumalo	Librarian Assistant	No
7.	Mr. TD Hlanyane	Senior Manager: Municipal Health Services	Yes
8.	Ms. M. Naicker	Administration	

NO.	EMPLOYEE NAME	DESIGNATION	STATUS
9.	Ms. FN Nkosi	Admin Data Capturer	Yes
10.	Ms. MLT Mogakabe	Manager: Environmental Services	Yes
11.	Ms. A. Mjali	LGS	
12.	Ms. NDL Thabethe	Senior Environmental Services	
13.	Ms. SV Kubheka	Environmental Bio-Diversity & Conservation	Yes
14.	Ms. SR Ngcongo	Environmental Bio-Diversity & Conservation	Yes
15.	Ms. BNP Mthembu	Air Quality Officer	Yes
16.	Ms. A Gqabe	Air Quality Officer	Yes
17.	Ms. N Simelane	Compliance & Enforcement Officer	
18.	Ms. SP Sibiya	Compliance & Enforcement Officer	Yes
19.	Mr. PK Tsotetsi	Compliance & Enforcement Officer	Yes
20.	Ms. LF Magagula	Environmental Officer	Yes
21.	Mr. IM Dladla	Manager: EHP	Yes
22.	Mr. J Brits	Senior Environmental Health Practitioner	Yes
23.	Ms. KJT Nkosi	Environmental Health Practitioner	Yes
24.	Ms. SN Madonsela	Environmental Health Practitioner	Yes
25.	Mr. WM Nkosi	Environmental Health Practitioner	
26.	Ms. E Van Der Merwe	Senior Environmental Health Practitioner	Yes
27.	Ms. SL Mdluli	Environmental Health Practitioner	Yes
28.	Mr. MS Nkosi	Environmental Health Practitioner	
29.	Ms. N Sikhakhane	Intern: MHS	
30.	Ms. MD Famo	Senior Environmental Health Practitioner	Yes
31.	Mr. QR Madi	Environmental Health Practitioner	
32.	Ms. GJ Madida	Environmental Health Practitioner	Yes
33.	Mr. CJ Pedro	Environmental Health Practitioner	Yes
34.	Ms. TF Malope	Environmental Health Practitioner	Yes
35.	Mr. LR Masondo	Intern: MHS	
36.	Ms. A Mbasane	Senior Environmental Health Practitioner	

NO.	EMPLOYEE NAME	DESIGNATION	STATUS
37.	Ms. FS Ludidi	Environmental Health Practitioner	
38.	Ms. S Molaoa	Environmental Health Practitioner	Yes
39.	Ms. KD Sejeng	Environmental Health Practitioner	
40.	Mr. MB Hlongwane	Intern: MHS	
41.	Mr. SO Zwane	Senior Environmental Health Practitioner	Yes
42.	Ms. SG Magagula-Dlamini	Environmental Health Practitioner	Yes
43.	Ms. TP Nkosi	Environmental Health Practitioner	
44.	Ms. MCS Prinsloo	Senior Environmental Health Practitioner	Yes
45.	Ms. MP Mokgophi	Environmental Health Practitioner	
46.	Ms. V Nkuna	Environmental Health Practitioner	
47.	Ms. MZ Nkosi	Environmental Health Practitioner	Yes
48.	Mr. JM Dunn	Senior Environmental Health Practitioner	Yes
49.	Mr. NM Mashele	Environmental Health Practitioner	Yes
50.	Ms. PZ Mathonsi	Environmental Health Practitioner	Yes
51.	Mr. S Mpukwana	Environmental Health Practitioner	
52.	Ms. MM Mafa	Environmental Health Practitioner	
53.	Ms. KD Mabilo	Environmental Health Practitioner	
54.	Vacant	Senior Manager: Disaster, fire & Rescue	
55.	Mr. LM Magagula	Manager: Disaster Management	
56.	Mr. LM Khumalo	Disaster Management Officer	
57.	Ms. SBN Shobede	Administration Officer: Disaster Management	
58.	Mr. B. Msinda	Disaster Management	
59.	Ms. KC Mathunjwa	Administration Officer: Disaster Management	
60.	Mr. ZH Luhlanga	Disaster Management Officer	
61.	Mr. RM Motha	Disaster Management Officer	
NO	EMPLOYEE	DESIGNATION	STATUS
PLANNING AND ECONOMIC DEVELOPMENT			
62.	Mr MJ Mkhonza	General Manager PEDI	Yes
63.	Ms S Nyandeni	Executive Secretary	Yes
64.	Ms PO Chiloane	Senior Manager: Economic Dev	Yes
65.	Mr B Rachoene	Manager: Trade Development	Yes

NO.	EMPLOYEE NAME	DESIGNATION	STATUS
66.	Mr CV Mashinini	Manager: Buss and Enterprise Dev	Yes
67.	Ms BC Nkosi	Assistant Manager: Bus Development	Yes
68.	Mr ST Mliphha	Buss and Enterprise Dev Officer	Yes
69.	Mr VD Nkosi	Buss and Enterprise Dev Officer	Yes
70.	Ms GI Mokgatsi	Project Officer	Yes
71.	Mr CB Mahlangu	Project Coordinator	Yes
72.	Mr J Bongwe	Project Officer	Yes
73.	Mr PB Nkosi	Senior Manager: Planning	Yes
74.	Mr RD Jacobs	Manager: GIS	Yes
75.	Ms R Mathebula	Chief Town and Regional Officer	Yes
76.	Mr ST Sithole	GIS Technologist	Yes
77.	Mr TGM Mahlangu	GIS Officer	Yes
78.	Ms A Matheledzha	ISDG Student: GIS	Yes
79.	Ms N Gundula	ISDG Student: GIS	Yes
80.	Mr S Xaba	ISDG Student: Land Surveyor	Yes
81.	Mr O Mulaudzi	Town & Regional Planner	Yes
82.	Ms PTG Malindisa	Administration Officer: Planning	Yes
83.	Ms T Nkosi	ISDG Student: Planning	Yes
84.	Mr TF Tsotseti	Transport Planner	Yes
85.	Mr. KK Mogadi	RRAMS Technicians	Yes
86.	Mr SK Simelane	RRAMS Technicians	Yes
87.	Mr. BB Mtsweni	RRAMS Technicians	Yes
88.	Mr DX Singwane	RRAMS Technicians	Yes
89.	Mr SA Mdakane	RRAMS Technicians	Yes
90.	Mr TE Moche	ISDG Graduate: GIS	Yes
91.	Ms NM Xaba	ISDG Graduate: GIS	Yes
92.	Ms NZ Madondo	ISDG Graduate: Town Planning	Yes
93.	Ms PM Mphethi	ISDG Graduate: Town Planning	Yes
94.	Mr ZC Lushaba	ISDG Graduate: Town Planning	Yes
95.	Mr Z Madonsela	ISDG Student: Planning	Yes
96.	Mr S Ndlangamandla	ISDG Student: Planning	Yes
97.	Mr S Mthembu	ISDG Student: Planning	Yes
98.	Mr Z Madonsela	ISDG Student: Planning	Yes
99.	Mr S Ndlangamandla	ISDG Student: Planning	Yes
100.	Mr S Mthembu	ISDG Student: Planning	Yes
INFRASTRUCTURE AND TECHNICAL SERVICES			
101.	Bongile Mduyulwa	General Manager: ITS	Yes
102.	Janice May	Executive Secretary	Yes
103.	Goodwill Ngcobo	Manager	Yes
104.	Johan Du Plooy	Senior Manager: Special Programme	Yes
105.	Siphamandla Zondo	Special programme	Yes
106.	Sipho Shabangu	Special programme	Yes

NO.	EMPLOYEE NAME	DESIGNATION	STATUS
107.	Thandeka Mbuli	Special programme	Yes
108.	Portia Phiri	Special programme	Yes
109.	Siphiwe Zulu	Special programme	Yes
110.	Masakhane Jobodwana	Special programme	Yes
111.	Tsepo Moloji	Special programme	Yes
112.	Harriet Silingile	Special programme	Yes
113.	Sfiso Mahlaba	Special programme	Yes
114.	Victoria Tshabalala	Senior Manager: Laboratory	Yes
115.	Siyabonga Makhathini	Laboratory	Yes
116.	Thulani Makhoba	Laboratory	Yes
117.	Nonduduzo Ndwandwe	Laboratory	Yes
118.	Sibusiso Habile	Laboratory	Yes
119.	Nondumiso Sikhosana	Laboratory	Yes
120.	Marygold Masuku	Laboratory	Yes
121.	Refilwe Masango	Laboratory	Yes
122.	Sihle Dube	Laboratory	Yes
123.	Sithembile Mkwanzazi	Laboratory	Yes
124.	Lindelwa Ndlovu	Laboratory	Yes
125.	Lungile Thwala	Laboratory	Yes
126.	Thabo Dhlamini	Laboratory	Yes
127.	Lindiwe Nldovu	Laboratory	Yes
128.	Prince Ndhlovu	Laboratory	Yes
129.	Rolfiwe Mdau	Laboratory	Yes
130.	Asiphe Ntontela	Laboratory	Yes
131.	Tshidi Pitso	Senior Manager: Water and Sanitation	Yes
132.	Porsche Sekhoto	Water and Sanitation	No
133.	Mbali Mahlangu	Water and Sanitation	Yes
134.	Comfort Ndhlovu	Water and Sanitation	Yes
135.	Bongani Thela	Water and Sanitation	Yes
136.	Tebogo Mpuru	Water and Sanitation	Yes
137.	Phiwe Bataala	Senior Manager: Roads and Facilities	Yes
138.	Pamela Dayi	Roads and community Facilities	Yes
139.	EM Mgayi	Roads and community Facilities	Yes
140.	TP Manana	Roads and community Facilities	Yes
141.	NM Sangweni	Roads and community Facilities	Yes
142.	DP Nkosi	Roads and community Facilities	Yes
143.	MJ Mahlangu	Roads and community Facilities	Yes
144.	MD Mkwanzazi	Roads and community Facilities	Yes
145.	SW Masuku	Roads and community Facilities	Yes
146.	CB Dladla	Roads and community Facilities	Yes
147.	HS Nkosi	Roads and community Facilities	Yes

NO.	EMPLOYEE NAME	DESIGNATION	STATUS
148.	XT Shongwe	Roads and community Facilities	Yes
149.	LB Dlamini	Roads and community Facilities	Yes
150.	L Sibisi	Roads and community Facilities	Yes
151.	CS Nkonde	Roads and community Facilities	Yes
NO.	EMPLOYEE NAME	DESIGNATION	STATUS
CORPORATE SERVICES			
152.	0089 - Ms ST Ndlovu	CORP00201 - Exec Secretary: Corporate Services	Yes
153.	0108 - Mr MA Barnabas	CORP00301 - Senior Manager: Administration & HR	Yes
154.	0016 - Ms KG Choenyane	CORP00601 - Secretary MMC	Yes
155.	0114 - Mr SF Memela	CORP00901 - Senior Fleet Management Officer	Yes
156.	0173 - Mr SS Nxumalo	CORP01001 - Driver/ Messenger	Yes
157.	0172 - Mr JM Morare	CORP01002 - Driver/ Messenger	Yes
158.	0427 - Mr PJ Mabuza	CORP01004 - Driver/ Messenger	Yes
159.	0360 - Mr RE Shabangu	CORP01101 - Supervisor: Security Officer	Yes
160.	1017 - Mr ML Motha	CORP01201 - Horticulturist	Yes
161.	0377 - Mr TD Motha	CORP01202 - Horticulturist	Yes
162.	0093 - Mr FM Mosakeng	CORP01401 - Handyman	Yes
163.	0322 - Mr EM Dhludhlu	CORP01502 - Gen Assistant:Maintenance/Cleaning	Yes
164.	0325 - Ms N Gushu	CORP01503 - Gen Assistant:Maintenance/Cleaning	Yes
165.	0321 - Mr MH Hlatshwayo	CORP01504 - Gen Assistant:Maintenance/Cleaning	Yes
166.	0346 - Mr DC Magagula	CORP01508 - Team Leader	Yes
167.	0340 - Ms LI Mashinini	CORP01511 - Gen Assistant:Maintenance/Cleaning	Yes
168.	0338 - Miss BP Mdluli	CORP01512 - Gen Assistant:Maintenance/Cleaning	Yes
169.	0324 - Ms ME Mofokeng	CORP01516 - Gen Assistant:Maintenance/Cleaning	Yes
170.	0337 - Ms NN Motau	CORP01517 - Team Leader	Yes
171.	0335 - Ms NP Ndaba	CORP01520 - Gen Assistant:Maintenance/Cleaning	Yes
172.	0334 - Ms PZ Ndlovu	CORP01523 - Gen Assistant:Maintenance/Cleaning	Yes
173.	0320 - Mr EM Nkosi	CORP01527 - Gen Assistant:Maintenance/Cleaning	Yes
174.	0328 - Ms ND Nkosi	CORP01529 - Gen Assistant:Maintenance/Cleaning	Yes
175.	0332 - Mr TL Nkosi	CORP01530 - Gen	Yes

NO.	EMPLOYEE NAME	DESIGNATION	STATUS
		Assistant:Maintenance/Cleaning	
176.	0368 - Mr NI Nkumane	CORP01531 - Gen Assistant:Maintenance/Cleaning	Yes
177.	0367 - Mr A Shale	CORP01532 - Gen Assistant:Maintenance/Cleaning	Yes
178.	0333 - Ms MA Sibisi	CORP01536 - Gen Assistant:Maintenance/Cleaning	Yes
179.	0323 - Mr PZ Zimu	CORP01538 - Gen Assistant:Maintenance/Cleaning	Yes
180.	0260 - Mr SE Mojaki	CORP01007 - Driver/ Messenger	Yes
181.	0065 - Ms PL Mahlangu	CORP01541 - Gen Assistant:Maintenance/Cleaning	Yes
182.	0063 - Ms LM Skosana	CORP01542 - Gen Assistant:Maintenance/Cleaning	Yes
183.	0068 - Ms NW Mahlasela	CORP01543 - Gen Assistant:Maintenance/Cleaning	Yes
184.	0207 - Ms BN Nkambule	CORP01543 - Gen Assistant:Maintenance/Cleaning	Yes
185.	0262 - Ms NC Nkosi	CORP01545 - Gen Assistant:Maintenance/Cleaning	Yes
186.	0375 - Ms DE Hlatshwayo	CORP01546 - Gen Assistant:Maintenance/Cleaning	Yes
187.	0376 - Mr BR Mdluli	CORP01549 - Gen Assistant:Maintenance/Cleaning	Yes
188.	0054 - Mrs FT Khuzwayo	CORP01601 - Snr Admin Officer - Auxiliary	Yes
189.	0261 - Ms S Lekalake	CORP01702 - Switchboard Operator/ Receptionist	Yes
190.	0096 - Mr NS Manyaka	CORP01901 - Senior Occupational Health & Safety	Yes
191.	0289 - Ms JE Khumalo	CORP02101 - Records Manager	Yes
192.	0030 - Ms SEE Mathebula	CORP02201 - Administration Officer: Tenders	Yes
193.	0049 - Ms PL Mkhalihi	CORP02302 - Records & Registry Clerk	Yes
194.	0160 - Ms ZG Masuku	CORP02401 - Manager: Committees	Yes
195.	0460 - Ms NJ Makhubu	CORP02501 - Senior Committee Officer	Yes
196.	0215 - Ms Z Radebe	CORP02601 - Committee Officer	Yes
197.	0394 - Ms BC Thabethe	CORP02602 - Committee Officer	Yes
198.	0426 - Mr PA Sibanyoni	CORP008 - Manager: Auxiliary Services	Yes
199.	0413 - Mr BB Motha	CORP03001 - Labour Relations Specialist	Yes

NO.	EMPLOYEE NAME	DESIGNATION	STATUS
200.	0153 - Ms PP Khanye	CORP03101 - Human Resource Officer	Yes
201.	0313 - Mr SJ Nkonde	CORP032 - Labour Relations Officer	Yes
202.	0420 - Mr MA Madonsela	CORP00501 - Senior Manager: Legal Services	Yes
203.	0050 - Mr MJ Kubheka	CORP03701 - Manager: Office of The Speaker	Yes
204.	0060 - Ms CN Tsheke	CORP04401 - Snr Admin Officer – Council Support	Yes
205.	0216 - Ms LC Zwane	CORP04502 - Secretary - MMC	Yes
206.	1001 - Ms JIC Magagula	CORP0 - Senior Admin Officer	Yes
207.	0371 - Mr PLJ Shongwe	CORP05101 - VIP Protection Officer	Yes
208.	0056 - Ms WM Mbonani	CORP04502 - Secretary - MMC	Yes
209.	0385 - Mr ES Mabila	CORP06002 - Junior ICT Technician	Yes
210.	0414 - Mr ES Ngwenya	CORP06201 - Help Desk Operator	Yes
211.	0373 - Ms SM Pillay	CORP02801 - Manager: Human Resources	Yes
212.	1003 - Mr SP Msibi	CORP06801 - Senior Manager: Council Support	Yes
213.	1025 - Mr SP Sikhakhane	CORP07101 - Manager: Community Outreach	Yes
214.	0231 - Ms CKB Mkwanzazi	CSS00501 - Manager: Special Programmes	Yes
215.	0350-FA Mkhondwana	CORP- Assistant HR Officer	Yes
216.	0362 - Mr JZ Nhlabathi	CSS00901 - Coordinator - HIV/ AIDS	Yes
217.	0381 - Mr SF Ntshangase	CORP00401 - Supervisor: Building Maintenance & System Controller	Yes
218.	0389 - Ms GS Nkosi	CORP00501 - Access Controllers	Yes
219.	0366 - Mr SZ Dlamini	CORP00502 - Access Controllers	Yes
220.	0165 - Ms S Mthinto	CORPS00601 - Security Officer	Yes
221.	0164 - Mr CG Mavuso	CORP00602 - Supervisor Security Head Office	Yes
222.	1046 - Mr SE Maseko	CORP02402 - Coordinator Sports, Atrs & Culture	Yes
223.	1106 - Mr AK Malaza	CORP - General Assistant	Yes
224.	1107 - Mr EP Mlangeni	CORP - General Assistant	Yes
225.	1118 - Ms. NA Matlala	CORP - Co-Ordinator : ISDG	Yes
226.	1110 - Ms ZC Mahlangu	CORP - General Assistant	Yes
227.	1111 -Mr JE Mabuza	CORP - General Assistant	Yes
228.	1112- Ms TQ Mhlanga	CORP - Team Leader	
229.	1114 - Mr SS Bembe	CORP -Team Leader	Yes
230.	1115 - Ms NJ Makhubu	CORP - General Assistant	Yes
231.	1116 - Ms ZGE Mncuseni	CORP - General Assistant	Yes
232.	1038 - Ms NT Mabuza	CSS01001 - Sign Language Interpreter	Yes
233.	1089 - Mr. SE Mayisela	CORP - System Administrator	Yes

NO.	EMPLOYEE NAME	DESIGNATION	STATUS
234.	1100 - Mr ME Mthethwa	CORP00 - Manager: ICT Services	Yes
235.	1140 - Ms KS Mgeyane	CORP020 - Internal Safety Officer	Yes
236.	1145 - Mr MZC Khayiyana	CORP003 - Manager - Security	Yes
237.	1146 - Mr VR Khumalo	CORP006 - Security Officer	Yes
238.	1147 - Mr M Madolo	CORP006 - Security Officer	Yes
239.	1148 - Ms NM Tshabalala	CORPS006 - Security Officer	Yes
240.	1149 - Ms MS Phenethe	CORP006 - Security Officer	Yes
241.	1150 - Ms PC Xaba	CORP006 - Security Officer	Yes
242.	1151 - Ms P Mphuthi	CORP006 - Security Officer	Yes
243.	1152 - Mr. EZ Thwala	CORP006 - Security Officer	Yes
244.	1153 - Mr. DP Mathebula	CORP006 - Security Officer	Yes
245.	1154 - Mr. SP Hlatshwayo	CORP006 - Security Officer	Yes
246.	1155 - Ms. TL Nkosi	CORP006 - Security Officer	Yes
247.	1156 - Ms. NG Mavuso	CORP006 - Security Officer	Yes
248.	1157- Ms. ZG Thela	CORP006 - Security Officer	Yes
249.	1158 - Mr. PW Magubane	CORP006 - Security Officer	Yes
250.	1159 - Mr. M Lengoabala	CORP006 - Security Officer	Yes
251.	1160 - Mr. LW Mabaso	CORP006 - Security Officer	Yes
252.	1161 - Ms. TJ Mahlangu	CORP006 - Security Officer	Yes
253.	1162 - Ms. DW Msezane	CORP006 - Security Officer	Yes
254.	1163 - Ms. S Shongwe	CORP006 - Security Officer	Yes
255.	1164 - Ms. ZM Zwane	CORP006 - Security Officer	Yes
256.	1165 - Mr. JH Mavuso	CORP006 - Security Officer	Yes
257.	1166 - Ms. MM Nkambule	CORP006 - Security Officer	Yes
258.	1167 - Ms. NDP Lukhele	CORP006 - Security Officer	Yes
259.	1168 - Mr. KM Mhlanga	CORP006 - Security Officer	Yes
260.	1169 - Mr. NB Makwela	CORP006 - Security Officer	Yes
261.	1170 - Ms. NT Mtshikana	CORP006 - Security Officer	Yes
262.	1171 - Mr. RW Thabethe	CORP006 - Security Officer	Yes
263.	1172 - Mr. IN Sibeko	CORP006 - Security Officer	Yes
264.	1173 - Mr. TP Mathunjwa	CORP006 - Security Officer	Yes
265.	1174 - Mr. VA Mashaba	CORP006 - Security Officer	Yes
266.	1175 - Mr. BS Nkosi	CORP006 - Security Officer	Yes
267.	1176 - Mr. RS Shongwe	CORP006 - Security Officer	Yes
268.	1177 - Ms. NM Khumalo	CORP006 - Security Officer	Yes
269.	1178 - Mr. OP Boshego	CORP006 - Security Officer	Yes
270.	1179 - Mr. LT Mashinini	CORP006 - Security Officer	Yes
271.	1180 - Ms M Rammutla	CORP00 - EAP Practitioner	Yes
272.	1184 - Mr. M Mkhonto	CORP006 - Senior Manager: ICT	Yes
273.	1199 - Mr. MN Mavuso	HSPS006 - Security Officer	Yes
274.	1200 - Mr. PZ Vilakazi	HSPS006 - Security Officer	Yes
275.	1201 - Ms. MP Makombo	HSPS006 - Security Officer	Yes

NO.	EMPLOYEE NAME	DESIGNATION	STATUS
276.	1202 - Ms. JG Xaba	HSPS006 - Security Officer	Yes
277.	1203 - Mr. MR Msibi	HSPS006 - Security Officer	Yes
278.	1204 - Mr. M Magagule	HSPS006 - Security Officer	Yes
279.	1206 - Mr. SH Manana	CORP063 - Chief SDF	Yes
280.	1211 - Mr SJ Skosana	GEN_MAINT - General Assistant: Maintenance	Yes
281.	1213 - Ms LN Masina	GEN_MAINT - General Assistant: Maintenance	Yes
282.	1214 - Ms BK Sangweni	GEN_MAINT - General Assistant: Maintenance	Yes
283.	1215 - Ms TS Mlotshwa	GEN_MAINT - General Assistant: Maintenance	Yes
284.	1218- Mr. BF Masuku	Web Page Administrator	Yes
285.	1223 - Ms NE Mabuza	Assistant Skills Development Officer	Yes
286.	1224 - Mr TT Sithole	HSPS006 - Security Officer	Yes
287.	1225 - Mr SS Madonsela	HSPS006 - Security Officer	Yes
288.	1226 - Mr PX Nkamule	HSPS006 - Security Officer	Yes
289.	1227 - Ms MP Mkhwanazi	HSPS006 - Security Officer	Yes
290.	1228 - Ms MI Mthethwa	HSPS006 - Security Officer	Yes
291.	1229 - Ms MJ Thwala	HSPS006 - Security Officer	Yes
292.	1217 - Ms TG Thabethe	HR Clerk	Yes
293.	1223 - Ms NE Mabuza	ASS_HRDOFF01 - Assistant HRD Officer	Yes
294.	1259 - Ms NP Gama	Secretary: Office of the Chief Whip	Yes
295.	1263 - Mr M Nkwanyana	Driver: Office of the Executive Mayor	Yes
296.	1264 - Mr LSH Mnculwane	Researcher: Office of the Chief Whip	Yes
297.	1267- Mr. TS Thomo	Chief Of Staff	Yes
298.	1270- Ms. TP Motloung	Secretary: Office of the Speaker	Yes
299.	1272- Mr. AP Molefe	Driver: Office of the Speaker	Yes
300.	1274- Ms. ME Radebe	General Manager	Yes
301.	1275- Mr. MS Mtshweni	Legal Advisor	Yes
302.	1277- Mr. TD Mosia	Admin Officer: Section 79	Yes
NO.	EMPLOYEE NAME	DESIGNATION	STATUS
OFFICE OF THE MUNICIPAL MANAGER			
303.	Mr C A Habile	Municipal Manager	Yes
304.	Ms Cynthia Nkosi	Executive Secretary	Yes
305.	Mr LV Mkhwanazi	Senior Manager: COO	Yes
306.	MS B Dube	Manager Communications	Yes
307.	Mr K Batala	Chief Risk Officer	Yes
308.	MS L Mbele	Senior Internal Auditor	Yes
309.	Ms Z Mtshweni	Senior Performance Officer	Yes
310.	Mr T Mahlangu	Photographer	Yes

NO.	EMPLOYEE NAME	DESIGNATION	STATUS
311.	Mr K Chetty	Senior Manager Internal Audit	Yes
312.	Ms A Mposi	Manager PMS	Yes
313.	Ms C Tai Tai	Manager IGR	Yes
314.	Mr S Bila	Senior Communications Officer	Yes
315.	Ms L Mothupi	Communications Clerk	Yes
316.	Mr Mbuyiseni Zondo	PMS Administrator	Yes
317.	Ms L Sekhonde	Marketing officer	Yes

APPENDIX L: CONDITIONAL GRANTS RECEIVED: EXCLUDING MIG

Government grants and subsidies 2022	Received	Actual
Equitable Share	14 856 000	14 856 000
Financial Management Grant	1 000 000	1 000 000
Revenue replacement grant	294 552 000	294 552 000
Expanded Public Works Programme	2 752 000	2 752 000
Infrastructure Skills Development Grant (ISDG)	13 500 000	13 500 000
Rural Road Asset management Systems Grant (RRAMS)	2 365 000	2 365 000
	329 025 000	329 025 000

APPENDIX T – ANNUAL PERFORMANCE REPORT AND SCORECARD

See attached Appendix T

VOLUME II: ANNUAL FINANCIAL STATEMENTS

See attached volume II