Umkhandlu wakwa
NONGOMA
LOCAL MUNICIPALITY

2024/25 FY
DRAFT ANNUAL REPORT
FOR NONGOMA LOCAL MUNICIPALITY

Contents

CHAPTER 1: MAYOR'S FOREWORD AND EXECUTIVE SUMMARY

1.1 THE MAYOR'S FOREWORD

Greetings, In compliance with legislative requirements, the municipality has prepared its Annual Report for the 2024/25 financial year. This report presents our performance outcomes in relation to the budget and targets set by the municipality in the Integrated Development Plan (IDP) and the Service Delivery and Budget Implementation Plan (SDBIP) for 2024/25 FY. Having assumed office as a Mayor of Nongoma shortly after the end of the 2024/25 financial year, I would like to acknowledge the work undertaken by Council during the previous financial year. As the new leadership, we remain committed to ensuring that service delivery is aligned with Council's strategic priorities and the needs of our communities. I encourage management and all staff members to remain fully committed to the execution of the IDP while consistently upholding the principles of accountable, transparent, and effective local governance.

Significant improvements in the performance of the municipality were recorded during the third and fourth quarters of the 2024/25 financial year. The records of all activities undertaken during the financial year are articulated in this report; service delivery highlights are indicated in brief as follows:

- **EPWP** – 568 job opportunities were created
- **LED** – Implementation of SMME Mentorship and Poverty Alleviation Programmes
- **Youth Development** – Provision of internships and hosting of a Career Exhibition
- **Infrastructure Projects** – We implemented and completed MIG-funded projects, including the construction of a Concrete Road in Ward 19, Gravel roads, Community Halls and Creches across various wards. Projects that could not be completed within the financial year were rolled over for continuation in the 2025/26 financial year. In addition to infrastructure development projects, we focused on maintaining our existing infrastructure, including pothole patching and refurbishment of community facilities.

As we move forward, we remain steadfast in our commitment to the philosophy of self-help and self-reliance ***"Siyazakha Siyazenzela"*.**

CLLR M.E ZONDO
THE MAYOR

1.2 THE MUNICIPAL MANAGER'S REMARKS

Greetings, It is my honour to present the Annual Report for Nongoma Local Municipality, which accompanies the Annual Financial Statements for the 2024/25 financial year. This report reflects our steadfast commitment to enhancing service delivery, maintaining financial sustainability, and strengthening governance structures amid significant operational challenges.

The past year has been a pivotal period for our municipality. Our municipality was confronted by severe financial constraints, with limited funds available for service delivery for the financial year. Creditor obligations amounted to approximately R37 million, with a significant portion overdue beyond 180 days and the debtors' book reflected arrears exceeding R58 million on amounts outstanding for 180 days and more. This underscored the urgent need for stringent cost-containment measures and fiscal discipline to avert further deterioration of financial health.

Recognizing these challenges, the municipality developed a comprehensive Turnaround Strategy, focused on restoring financial stability, improving service delivery, and rebuilding trust with our communities. This strategy is structured across the five strategic pillars: Putting People First, Delivery of Basic Services, Good Governance, Sound Financial Management and Building Institutional Capacity.

Key highlights include:

- Service Delivery and Public Participation: We have made significant progress in deploying officials to community engagement forums and preparing a clear Service Delivery Plan that commits all municipal departments to service standards. Public participation remains a cornerstone of our governance approach.
- Financial Management: To promote sound financial health, we implemented strict cost-containment policies, including reducing vehicle hire, limiting VIP protection personnel, and improving grant management, such as the effective ring-fencing and monitoring of Municipal Infrastructure Grants (MIG). Through these efforts, we have reduced outstanding creditors from over R47 million at the beginning of the financial year to just below R20 million by mid-2025.

- Revenue Enhancement and Debt Management: Our ongoing revenue enhancement strategy prioritizes rigorous debt collection, data cleansing, and engagement with major government debtors to reduce outstanding balances. These measures are designed to improve cash flow and ensure sustainable revenue streams.
- Institutional and Governance Improvements: Filling of critical positions, including a new Chief Financial Officer seconded by the MEC following a formal request from Council, and have improved internal controls, audit response plans, and accountability mechanisms. Council and MPAC's functional capacity have been strengthened through training and clearer delineation of roles and responsibilities.

Despite these advancements, substantial risks remain. The acute lack of administrative leadership, middle management capacity gaps, neglected municipal assets, and strained community relations require continued, focused attention.

The Strategic Risk Register was reviewed by senior management, and it was found that the municipality is faced with a number of key strategic risks that could impact its operations and service delivery. Measures and strategies have been developed and implemented to effectively manage and mitigate these risks.

The municipality attained a qualified audit opinion for the 2023/24 FY, representing a decline from the unqualified opinions of the prior years (2020/21, 2021/22 and 2022/23).

Looking ahead, the municipality commits to fully implementing our Turnaround Plan, fostering financial prudence, enhancing operational efficiency, and re-establishing public trust. We recognize the imperative to prepare credible, transparent Annual Financial Statements and to achieve a clean audit opinion in the forthcoming financial year. Our collective goal is to transform Nongoma Local Municipality into a resilient, service-oriented institution that effectively meets the needs and expectations of its people.

I extend my gratitude to Council, municipal staff, KZN COGTA, Provincial Treasury, and all municipal stakeholders for their ongoing support and partnership in this transformative journey.

Together, we will build a financially stable, well-governed, and people-centered municipality.

ACTING MUNICIPAL MANAGER
MR M.B MNGUNI

1.3 EXECUTIVE SUMMARY AND OVERVIEW OF THE MUNICIPALITY

1.3.1 Summary of annual report legislative framework

In terms of section 121(1) of the MFMA, every municipality and every municipal entity must for each financial year prepare an annual report. In terms of section 127(2) of the MFMA, the Mayor of the Municipality must, within seven months after the end of a 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. Over and above indicated requirements, MFMA Circular No. 63 gives clarities as to exact chapters and information that should be contained in the municipal Annual Report.

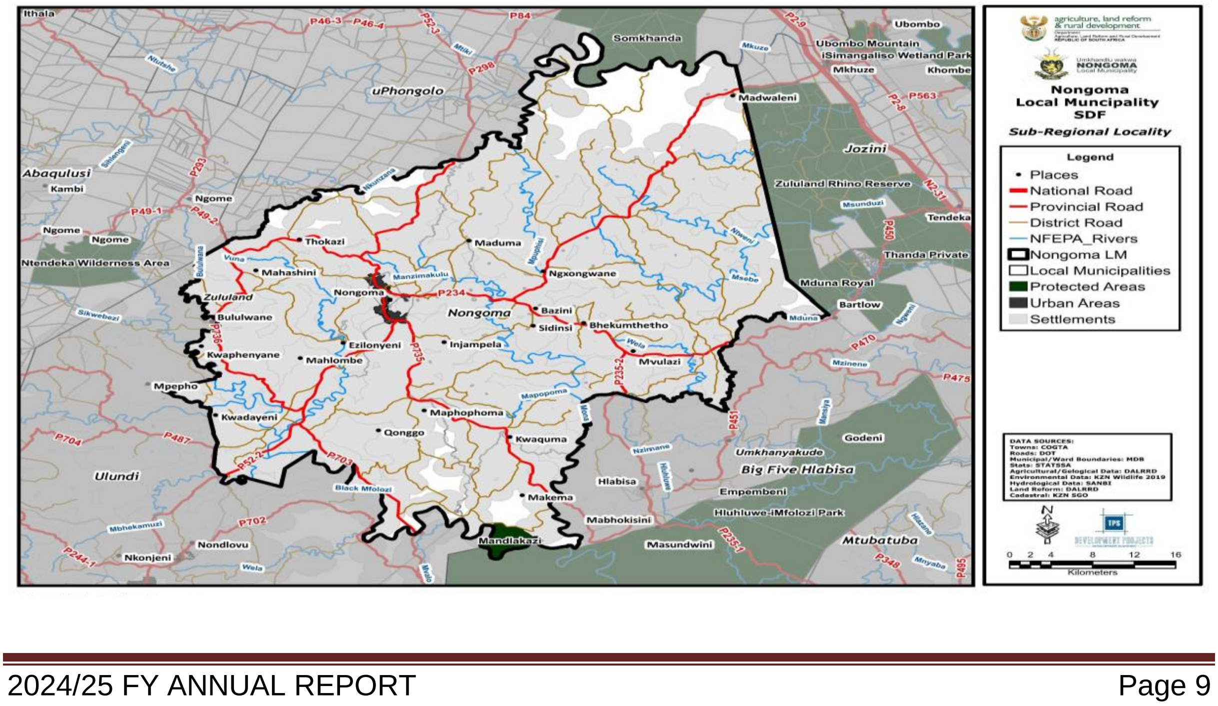
1.3.2 Municipal Overview

Nongoma Local Municipality is one of the 5 local municipalities within Zululand District; and is located in the north eastern part of Zululand District in the KwaZulu-Natal province of South Africa (27°55′S 31°39′E), it has two secondary corridors, which run from Ulundi to Pongola and from Hlabisa to Vryheid. At 2,185.5 km2 and with a population totaling 225 278 (StatSa, Census 2022); the municipality is Zululand's second largest municipality in terms of population and the second largest in terms of area size.

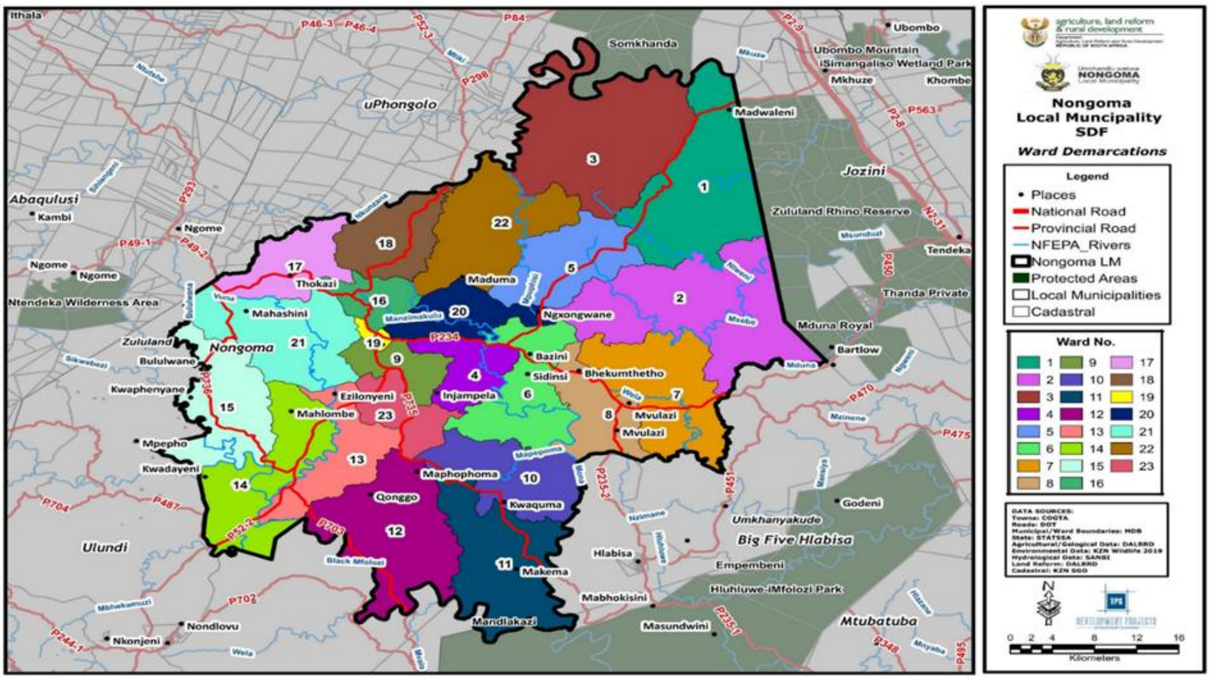
Nongoma municipality shares its name with the town of Nongoma, which serves as the seat of the municipality. It is the home of late King Goodwill Zwelithini, the hereditary traditional leader of the Zulu nation, hence it is popularly known as the seat of the Zulu monarch. The King's royal palaces are among the main tourist attractions in the region. The municipality has three tribal authorities, namely Mandlakazi, Usuthu and Matheni.

The Map below indicates the spatial location of Nongoma municipality. The municipality shares its boundaries with uMkhanyakude's Big 5 Hlabisa and Jozini Local municipalities on the South and the East respectively; and then within the Zululand District it shares its borders with Uphongolo in the North, Abaqulusi (West) and uLundi (South) municipalities.

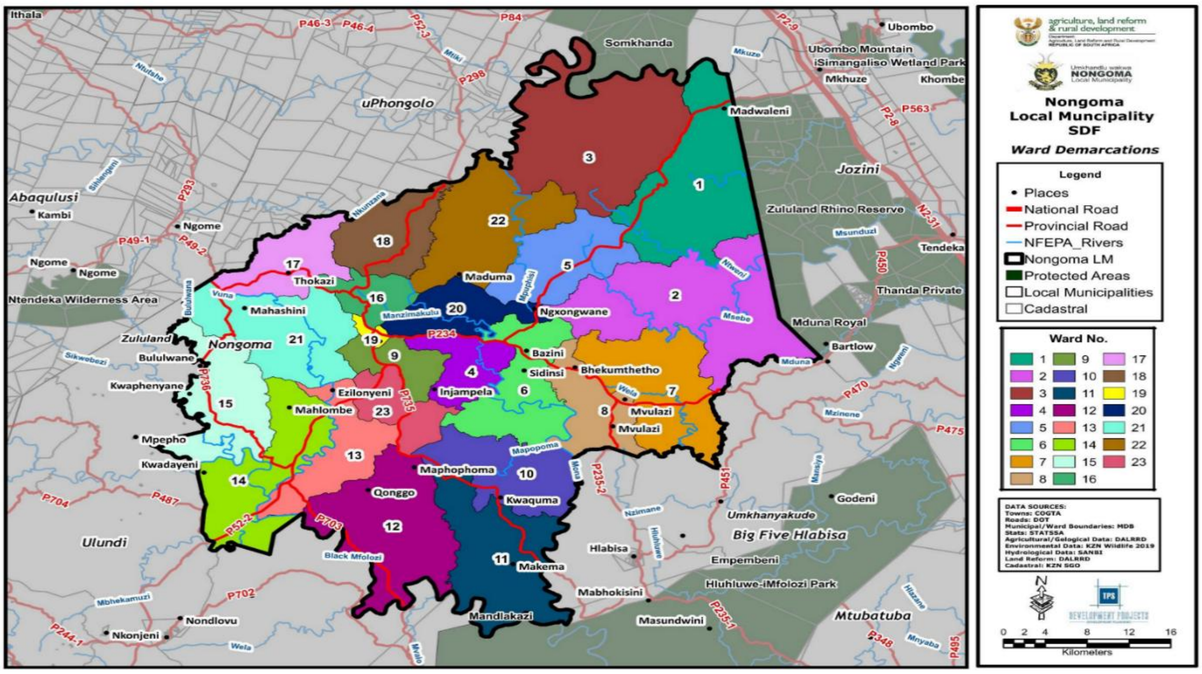
Map 1: Nongoma Locality Map (Nongoma Final SDF,2025)



Map 2: Nongoma Traditional Areas (SDF 2025)



Map 3: Nongoma Municipal Wards (Nongoma SDF 2025)



1.3.3 Municipal Vision, Mission Statement and Goals

VISION

"A service delivery driven municipality where good governance, environmental sustainability, tourism and agriculture thrive for economic growth."

SPATIAL VISION:

"By 2040, Nongoma Municipality will have an efficient, just, resilient, and environmentally sustainable, culture conscious and economically sound spatial structure."

MISSION STATEMENT

"We are committed to fostering economic development by creating an enabling environment for entrepreneurship, job creation, and investment opportunities, while ensuring equitable access to quality services for all residents. Through preserving and promoting our rich cultural heritage, we strive to strengthen the identity and pride of the Zulu nation, enhancing social cohesion and unity within our diverse community."

MUNICIPAL GOALS

- Improve institutional efficiency and effectiveness
- Improved basic service delivery and infrastructure development
- Improved inclusive economic growth and community development
- Improved financial viability and sustainability
- Responsive, transparent, participatory and accountable municipal governance
- Improved spatial equity and environmental sustainability

1.3.4 Brief demographic profile for Nongoma Local Municipality population

According to the 2022 Census count by Statistics South Africa, Nongoma has a total population of 225 278, if compared with the 2011 statistics (194 908).

The population of Nongoma increased from 194,908 in 2011 to 225,278 in 2022, marking a growth rate of approximately 15.58%. This growth suggests dynamic changes in the community, potentially impacting infrastructure, services, and employment opportunities. It reflects both natural increase and migration as contributing factors.

In terms or racial characteristics; 99.5% of the people in the municipality are African Black, 0,10% are Coloured, with the other population groups making up the rest. Females make up 54.6% of the total population as compared to males (45.4%).

Figure 1: Population Groups in Nongoma LM (StatsSa, 2022)

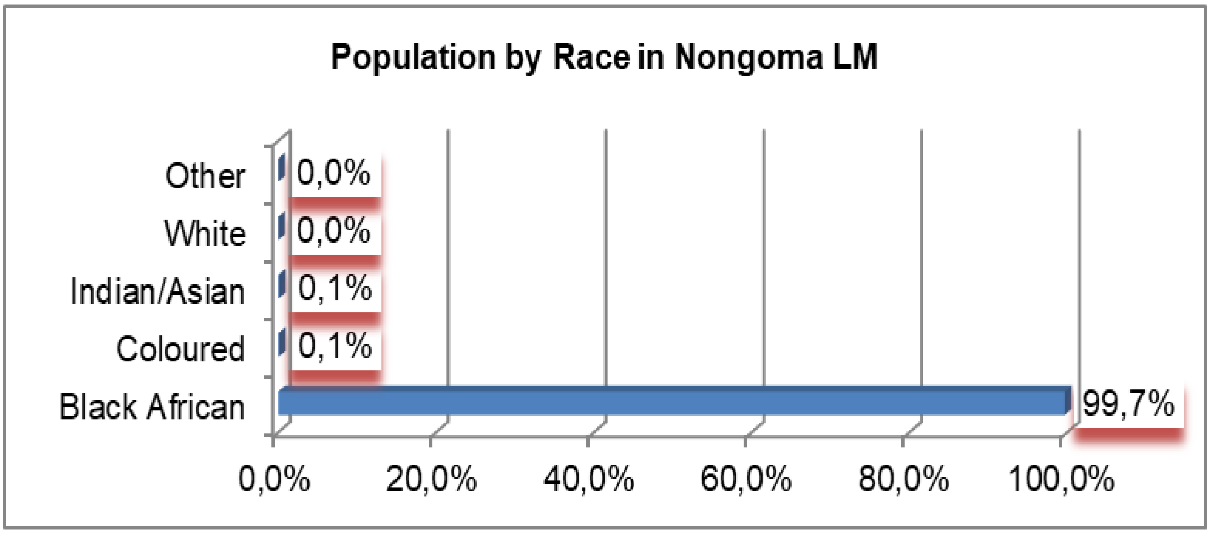
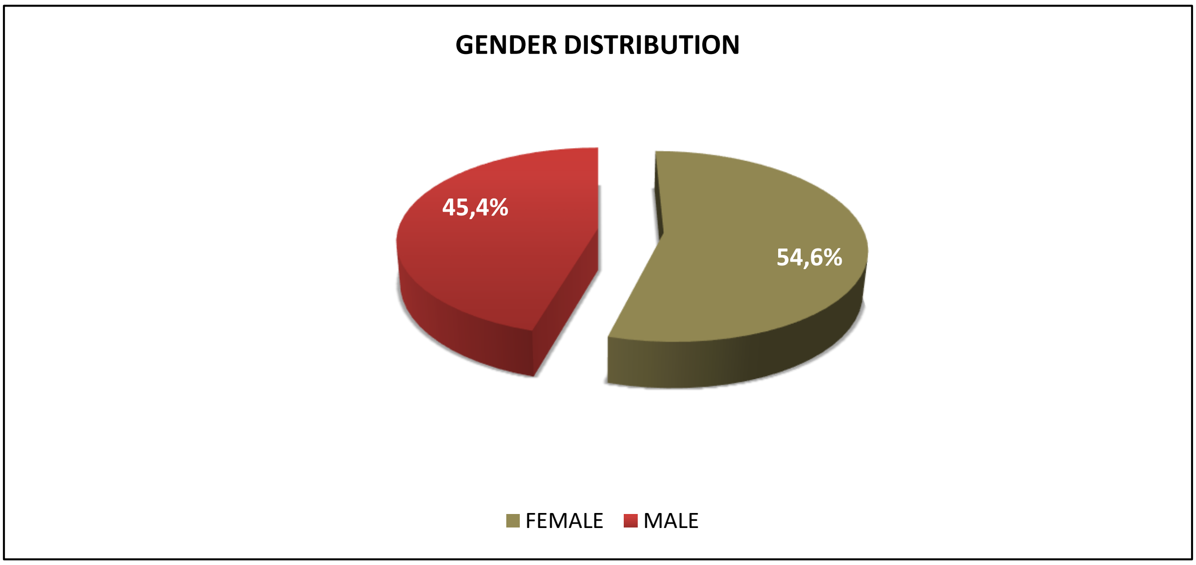


Figure 2: Gender Distribution in Nongoma LM (StatsSa, 2022)



1.3.5 Municipal Powers and Functions

The Constitution of the Republic of South Africa Act 108 of 1996, precisely Schedule 4, Part B, read together with Section 152 thereof, and containing the objects of local government, vests the powers and functions of the Municipality. Meanwhile, municipal transformation and institutional development relates to a fundamental and significant change relating to the way the municipalities perform their functions, how resources are deployed and the institutional strategies which are implemented with a view to ensuring optimum results in service delivery to the community. It is envisaged that transformation and institutional development shall be seen to take place when the following is addressed as part of the Municipality's strategic planning and direction.

Municipal powers and functions are articulated in table below. The highlighted functions are those that the Nongoma local municipality is currently performing.

Municipal Powers and Functions

Zululand District Municipality and Local Municipalities		
DISTRICT MUNICIPAL FUNCTIONS	**SHARED FUNCTIONS DISTRICT AND LOCAL**	**LOCAL MUNICIPAL FUNCTIONS**
Portable Water Supply	Fire Fighting services	Air Pollution
Sanitation Services	Local Tourism	Building regulations (National Building Regulations)
Electricity Reticulation	Municipal Airports	Child Care Facilities
Municipal Health Services	Municipal Planning	Pontoons, Ferries, Jetties, Piers and Harbours
Regional Airport	Municipal Public Transport	Storm Water Management System In Built up areas
	Cemeteries, Funeral Parlours and Crematoria	Trading regulations
	Markets	Beaches and Amusement Facilities
	Municipal Abattoirs	Billboards and the Display of Advertisements in Public places
	Municipal Roads	Cleansing
	Refuse Removal, Refuse Dumps and Solid Waste	Control of Public Nuisances
		Facilities for the Accommodation, Care and Burial of Animals
		Fencing and Fences
		Licensing of Dogs
		Local amenities
		Local Sport Facilities
		Municipal Parks and Recreation
		Noise Pollution
		Pounds
		Public Places
		Street Trading
		Street Lighting
		Traffic and Parking

CHAPTER 2: MUNICIPAL GOVERNANCE

COMPONENT A: POLITICAL AND ADMINISTRATIVE GOVERNANCE

Nongoma Municipality was established in terms of the Constitution Act, no 108 1996, the Demarcation act 27 of 1998 and Section 12 Notice issued in terms of the Local Government: Municipal Structures Act 117 of 1998. The municipality is organized into political and administrative structures.

2.1. POLITICAL STRUCTURE OF THE MUNICIPALITY

The Nongoma Council was inaugurated in terms of Section 29(2) of the Local Government Municipal Structures Act, 1998 (Act No. 117 of 1998), as amended.

Council of Nongoma comprises of 45 Councillors made up of 23 Ward Councillors and 22 PR Councillors as follows:

- IFP: 19 Ward Councillors and 01 PR Councillor
- NFP: 04 Ward Councillors and 10 PR Councillors
- ANC: 08 PR Councillors
- EFF: 02 PR Councillors
- NAPF: 01 PR Councillor

Three (3) of the 45 Councillors are full time Office Bearers that include the Mayor, Deputy Mayor and the Speaker. Council of Nongoma is fully functional. It is chaired by the Speaker and its meetings sit at least once a quarter as per the approved annual schedule. Special Meetings are coordinated as and when necessary.

Three (3) Traditional Leaders partake in Council Meetings in terms of section 81 of the Municipal Structures Act, namely:

- Ematheni Traditional Council,
- OSuthu Traditional Council, and
- Mandlakazi Traditional Council.

As promulgated in section 79 and 80 of the Municipal Structures Act, 1998 (Act No. 117 of 1998), a municipal council may establish one or more committees necessary for the effective and efficient performance of its functions or the exercise of any of its powers. Section 79 committee reports directly to Council while a section 80 committee reports to the Executive Committee.

Nongoma Municipality has the following Council Committees that are functional: Executive Committee (EXCO), Municipal Public Accounts Committee (MPAC), Audit and Performance Committee and Portfolio Committees.

The Portfolio Committees for Nongoma Local Municipality are arranged as follows:

Portfolio Committee	Chairperson of the Committee
Corporate Services	Cllr. M.N Sokhela
Finance Department (BTO)	Cllr. C.M Ndabandaba
Community Services	Cllr. K.M Dladla
Planning & Economic Development	Cllr. J.T Nkosi
Technical Services	Cllr. N.M Mthembu

2.1.1. List of Councillors

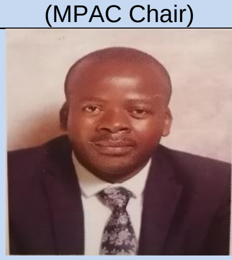
Council is headed by the following full-time councillors:

POLITICAL STRUCTURE		
No.	DESIGNATION	FUNCTIONS
1.	 Hon. Mayor Cllr CM Ndabandaba	The functions of the Mayor are set out in the Municipal Structures Act. The mayor is elected by the Municipal Council to co-ordinate the work of the Municipality. Functions include the following: Ceremonial: Must perform a ceremonial role as the council may determine. EXCO: Heads the municipal EXCO Determine the venue, time and date of meeting of the mayoral committee Strategy: Recommends to the council strategies, programmes and services to address priority needs through the integrated development plan. Performance Monitoring and Evaluation: Monitor the management of the municipality's administration in accordance with the directions of the municipal council.
2.	 Hon. Deputy Mayor Cllr GS Nkosi	The Deputy Mayor is a member of the Executive Committee of the municipal council and is elected when the executive committee is elected. The Deputy Mayor exercises the powers and performs the duties of the Mayor if the Mayor is absent or not available or if the office of the Mayor is vacant. The Mayor may delegate duties to the deputy mayor.
3.	 Hon. Speaker: Cllr B.H. Sithole	The Speaker of a municipal council- ▪ presides at meetings of the council; ▪ performs the duties and exercises the powers delegated to the speaker in terms of section 59 of the Local Government: Municipal Systems Act, 2000 (Act 32 of 2000): I.e. – must ensure that the council meets at least quarterly; – must maintain order during meetings; – must ensure compliance in the council and council committees with the Code of Conduct set out in Schedule 1 to the Local Government: Municipal Systems Act, 2000 (Act 32 of 2000); and – must ensure that council meetings are conducted in accordance with the rules and orders of the council.

The municipal council is made up of the following councillors:

 1. Cllr. C.M Ndabandaba The Mayor	 2. Cllr G.S Nkosi The Deputy Mayor	 3. Cllr B.H. Sithole The Speaker
 4. Cllr J.T Nkosi Ward 18 Councillor EXCO Member	 5. Cllr. TJ Nsele Ward 10 Councillor EXCO Member	 6. Cllr K.M. Dladla PR Councillor EXCO Member
 7. Cllr N.M Mthembu PR Councillor EXCO Member	 8. Cllr M.E Zondo PR Councillor EXCO Member	 9. Cllr. SL Mbongwa Ward 5 Councillor EXCO Member
 10. Cllr S.M Zulu Chief Whip	 11. Cllr. M.N Sokhela PR Councillor EXCO Member	 12. Cllr. P.W Gumbi PR Councillor
 13. Cllr F.M Shongwe Ward 1 Councillor	 14. Cllr. G.N Mthiyane Ward 2 Councillor	 15. Cllr. B.G Ndwandwe Ward 3 Councillor

 16. Cllr. N.M Manqele Ward 4 Councillor	 17. Cllr. BW Zulu Ward 15 Councillor	 18. Cllr S.A Mhlongo Ward 6 Councillor
 19. Cllr D.J Mtshali Ward 7 Councillor	 20. Cllr. M.P Nxumalo Ward 8 Councillor	 21. Cllr S.S.Z Dlamini Ward 9 Councillor
 22. Cllr. B.C Mvelase Ward 11 Councillor	 23. Cllr. TM Ndwandwe Ward 12 Councillor	 24. Cllr. MA Mtshali Ward 13 Councillor
 25. Cllr. Z.H Zungu Ward 16 Councillor	 26. Cllr S. Mbatha Ward 17 Councillor	 27. Cllr N.P Ndebele Ward 19 Councillor
 28. Cllr N. Msomi Ward 20 Councillor	 29. Cllr. B.L Buthelezi Ward 21 Councillor	 30. Cllr M.H Zulu Ward 22 Councillor
 31. Cllr. V.P Mpanza Ward 23 Councillor	 32. Cllr S.V Nxumalo PR Councillor	 33. Cllr G.N Xaba PR Councillor

 34. Cllr A.N Manqele PR Councillor	 35. Cllr N.F Zungu PR Councillor	 36. Cllr. T.J.C Mthimkhulu PR Councillor
 37. Cllr. S Gazu PR Councillor	 38. Cllr. LN Buthelezi PR Councillor	 39. Cllr. C.S.P Sithole PR Councillor
 40. Cllr. SM Mbatha Ward 14 Councillor	 41. Cllr. L.N Mdluli PR Councillor	 42. Cllr. SC Ndwandwe PR Councillor (MPAC Chair)
 43. Cllr M.E Ndwandwe PR Councillor	 44. Cllr ZN Sithole PR Councillor	 45. Cllr BA Mncwango PR Councillor

2.2. ADMINISTRATIVE STRUCTURE OF THE MUNICIPALITY

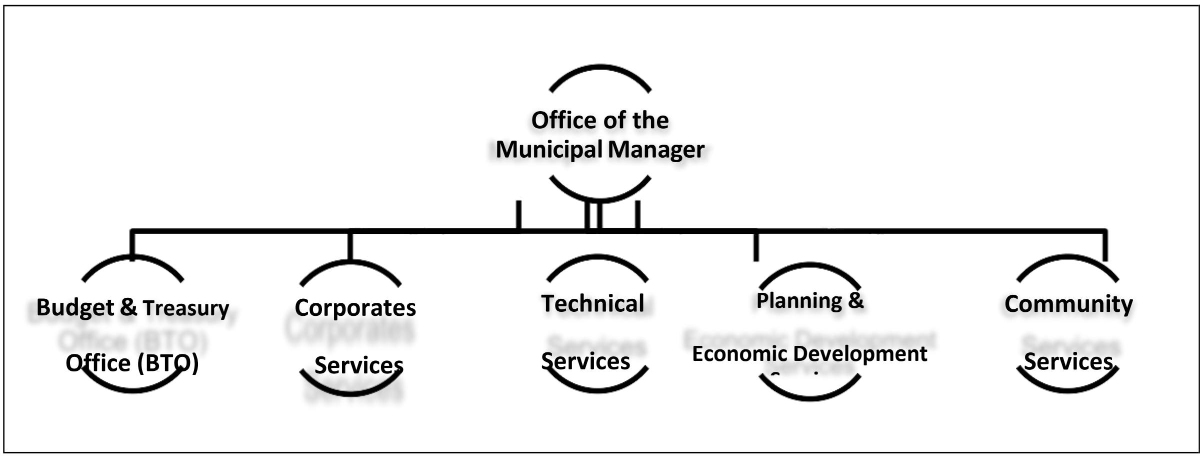
The municipal organizational structure is headed by the municipal manager who is supported by directors. The administrative structure consists of the following 6 departments and Units:

- Office of the Municipal Manager
- Finance
- Corporate Services
- Technical Services
- Planning and Economic Development Services
- Community Services

These departments are headed by a director who reports directly to the Municipal Manager. Each department is divided into units which are headed by a manager who is responsible for specific functions within that department.

- **Top Management Structure**

Figure 3: Top Management Structure



The municipal organogram was tabled and approved by the Council on the 29th of October 2024. This review of the organogram was a crucial step in ensuring that the Municipality's structure aligns with the aspirations and priorities of the elected political leadership. The revision was necessary to support the goals of the political dispensation, reflecting changes in strategic direction, governance priorities, and service delivery expectations.

SENIOR MANAGEMENT AND THEIR DESIGNATED FUNCTIONS:

ACTING MUNICIPAL MANAGER-MR M.B MNGUNI
Risk Management & Compliance
Mayoral Support and Communications
Performance Management System (PMS)
Internal Audit Services
Legal Services

Director Corporate Services- Ms F.O Ntshangase
Human Resouces Management & Development
Information and Communication Technology
Council Support, Administration & Auxiliary
Fleet Management

Acting CFO- Ms N.Q Mzimela
Supply Chain Management
Expenditure Control
Revenue Management
Assests Management & Financial Reporting
Budget and Financial Planning

Acting Director Community Services- Mr. S.I Ndlela
Community Safety and Security Services
Disaster Management and Fire & Rescure
Waste Management
Libraries & Public Amenities

Director Technical Services- Mr. B.T Khumalo
Project Management & EPWP
Housing
Roads and Storm Water Drainage Services
Electricity & Infrastructure Development
Maintenance

Director Planning & Economic Development- Mr. G.A Ndaba
Intergrated Developement Planning (IDP)
Development Planning Services
Environmental Planning Services
LED/Tourism Development

COMPONENT B: INTER-GOVERNMENTAL RELATIONS

2.3 INTER-GOVERNMENTAL RELATION (IGR) COORDINATION

DISTRICT DEVELOPMENT MODEL (DDM)

Intergovernmental Relations (IGR) in South African context concern the interaction of the different spheres of government. The Constitution declares that government is comprised of National, Provincial and Local spheres of government which are distinctive, interdependent and interrelated.

According to the Constitution of the Republic of South Africa, Act, No.108 of 1996, Section 41 (2), an Act of Parliament must establish or provide structures and institutions to promote and facilitate Intergovernmental Relations and provide for appropriate mechanisms and procedures to facilitate settlement of Intergovernmental disputes.

a) Establishment of a fully functional and operational IGR structure;
b) Development of a business engagement model which will encourage all stake holder involvement towards economic viability within the district;
c) Capacitation of Mayors on IGR; and
d) Development of a monitoring mechanism which will be used to track and report on IGR progress.

STATUS & FUNCTIONALITY OF INTER-GOVERNMENTAL STRUCTURES (IGR)

The District Development Model (DDM) has introduced new IGR planning, budgeting and implementation paradigm and discipline (spatial targeting and budgeting towards common long-term outcomes). Its introduction has resulted in all the traditional municipal IGR structures dying a natural death.

The DDM is an operational model for improving cooperative governance aimed at building a capable, ethical developmental state. The key overarching objective is to narrow the distance between people and government by focusing on the District Municipality as a center of joint planning, coordination, monitoring and evaluation of service delivery initiatives by all 3 spheres of government.

As the case with other district municipalities, Zululand DM as the main driver of the District Development model within the Zululand District established various DDM structures. The clusters were functional and were only derailed by the local government elections. However, as soon as new councils were inaugurated, the sitting of the DDM clusters were back on track.

The ZDM DDM structures are arranged as follows:

- **DISTRICT POLITICAL HUB:** The District Political Hub is chaired by the District Mayor, Ministerial Champion and MEC Champion. It comprises of Local Mayors, Speakers, Chair of District House of Traditional Leaders, and Support Teams of the Ministerial Champion, District Mayor and MEC Champion. The purpose of the Political Hub is to oversee the approval, monitoring of the ONE PLAN & ONE

BUDGET, promote greater accountability of government, ensure inclusion of community needs and account to province for the DDM functionality and impact.

- **DISTRICT TECHNICAL HUB**: Chaired by the District Municipal Manager and the Provincial HOD Champion, the structure sees representation from Local Municipalities and the Senior Managers, National/Provincial Sector Departments, District Cluster Chairs and other support structures. The purpose of the Technical Hub is to oversee the development and recommendation of the ONE PLAN and ONE BUDGET, ensure all 3 spheres of government are accountable & participating, ensure streamlined IGR structures, co-ordinate shared services and report to the Political Hub.

- **THE CLUSTER HUBS:** Following the DDM Political Hub meeting that was held on the 22 June 2022, it was resolved that all LM Municipal Managers be appointed as Convenors and Co-Chairpersons of the DDM Clusters. The respective Mayors from the local municipalities were appointed chairpersons of the cluster hubs. Representation includes Local House of Traditional Leader Portfolio Convenors, Sector Departments Representatives, OSS Chairs, Municipal and Departmental Entities. The purpose of the Cluster Hubs is to provide a platform for sector specific coordinated joint planning & oversight of approved DDM plans and sector advisory role to the DDM technical hub. The Cluster Hubs are arranged as follows:

  - Governance State Capacity Institutional Development and Communication (GSCID): The cluster is chaired by the uPhongolo and eDumbe LM Mayors, convened by oPhongolo and eDumbe Municipal Managers (also a co-chair).
  - Economic Sector and Infrastructure Development (ESID): The cluster is chaired by the uLundi LM Mayor, convened by uLundi Municipal Manager (also a Co-chair).
  - Justice, Crime Prevention and Security Cluster (JCPS): The cluster is chaired by the AbaQulusi LM Mayor, convened by AbaQulusi Municipal Manager (also a Co-chair).
  - Social Protection Community and Human Development (SPCHD)): The cluster is chaired by the Nongoma LM Mayor, convened by Nongoma Municipal Manager (also a Co-chair).

The above IGR forums are operational and meet on a quarterly basis. In ensuring optimum participation, they are also a central point upon which the strategic pronouncements from National & Provincial structures are discussed. These pronouncements are relayed by various relevant departments that participate in these structures. Such pronouncements find their way into the agenda items and their progress gets progress monitored at the IGR Structures.

The Nongoma municipality allocated its officials (at a TOP management level) to different District Cluster Hubs. These officials report back to MANCO on their participation on the respective Hubs. The allocation of the Nongoma municipal officials in the Cluster Hubs is as follows:

CLUSTER HUB	OFFICIAL	POSITION
Governance State Capacity Institutional Development and Communication (GSCID)	Ms. F.O Ntshangase	HOD: Corporate Service
Economic Sector and Infrastructure Development (ESID)	Mr. B.T Khumalo	HOD: Technical Services
	Mr. G.A Ndaba	HOD: Planning & Economic Development
Social Protection Community and Human Development (SPCHD)	Mr. S.I Ndlela	Acting HOD: Community Services
Justice, Crime, Prevention and Security Cluster	Mr. S.I Ndlela	Acting HOD: Community Services

Central to the success of the DDM is the full participation of the District family of municipalities. Recent reports suggested there had been poor participation by local municipalities at the cluster meetings. In light of the absence of any reports having been submitted to the office of the MM regarding participation to these meetings; it is therefore safe to say that Nongoma officials have not been fully participating as expected. To ameliorate the situation, all the above-listed officials were served with a reminder memo of their responsibilities to participate and have meaningful contribution to the DDM, and that as appointed officials, they are expected to submit a report to the Acting Municipal Manager and make a presentation to MANCO regarding all their engagements in the above-indicated clusters.

Furthermore, it was resolved at the Technical MunicMEC meeting held on 21 May 2020, as well as the Joint PCF that “S56 and S54” Managers must include DDM as part of their Performance Agreements. This resolution was also communicated at all 11 District Technical Hub meetings. The municipality will implement this directive accordingly during the 2025/26 mid-term SDBIP review.

FUNCTIONALITY OF THE ABOVE-INDICATED IGR STRUCTURES

As alluded above, local municipalities are responsible for the coordination and chairing of the cluster Hubs, while the District is responsible for coordination and chairing of both the Technical and Political Hub. In case of Nongoma Municipality which is responsible for coordination of Social Protection Community and Human Development (SPCHD). The Hub’s agenda is informed by the District One plan. A decision matrix monitor discussions and implementation is accordingly compiled, and the reports and the deliberations of the functionality of the DDM structures are regularly tabled to council.

IGR STRUCTURES PERTAINING TO LANDUSE MANAGEMENT

Nongoma municipality is part of a Joint Municipal Planning Tribunal. Other members of the tribunal include Pongola municipality, eDumbe municipality and Zululand District municipality. The JPMT is however semi-functional as it does not sit accordingly. Non-functionality of the JMPT affects land use planning applications process, resulting in unnecessary delays in terms of getting projects off the ground.

The Zululand JMPT has been in existence for five years. It commenced its duties and conformed its members on the 1st of August 2024 through Provincial notice 108 of 2019. Members of the Tribunal's term of office expired on the 30th of July.

In ensuring that operations are not adversely affected and that the district family of municipalities remain compliant with Legislation and have structures in place to approve SPLUMA applications; a resolution was taken during the District Planners Forum, that member municipalities should table, in the respective councils, items approving the extension of the term of office for the existing members. By the end of September 2024 all member municipalities had council resolutions, thus giving JMPT members a go-ahead in terms of ZDM JMPT operations. However, no JMPT meeting has been conducted to date. The JMPT is in a process of being gazetted, a process that is handled by the district municipality. Subsequent to the gazetting, the JMPT will resume its function and will be back to operation.

Furthermore, to safeguard compliance with SPLUMA Regulation 14, the municipality has a functional planning Unit within Planning & Economic Development Department. The unit is headed by a manager who is also a nominated member of the JMPT representing Nongoma municipality. The indicated official is an appointed Municipal Planning Authorized Officer.

Through the indicated unit, the municipality has been able to determine the manner and the format in which development and land use applications must be submitted, and such a unit is the central area (place) where all land use applications must be submitted by the applicants.

Nongoma Municipality also participates in the following IGR Forums within the province:

Forum	Frequency
MUNIMEC	Quarterly
Skills Development Forum	Quarterly
DTAC	Quarterly
M&E Forum	Quarterly
CFO's Forum	Quarterly

COMPONENT C: PUBLIC ACCOUNTABILITY AND PARTICIPATION

2.4 PUBLIC PARTICIPATION

The council has taken a deliberate decision to strengthen and intensify its public participation initiatives by developing its Public Participation Strategy, which is subject to annual review. The last review was conducted and adopted on 26 June 2025. In line with the public participation strategy, the municipality has utilised various avenues of engaging communities and ensuring that they participate in the affairs of the municipality.

The Public Participation component is charged with ensuring that there is an organized and structured manner in which the municipality communicates and consults the community on their developmental needs.

In the past financial year, the Municipality achieved 100% functionality of ward committees and experienced a steady increase in community participation during consultative meetings and IDP/Budget roadshows. Communities were given the opportunity to make representations and actively engage in the drafting of the IDP, ensuring that their needs and priorities were considered.

- **Community Meetings and Ward Committees**

Nongoma Municipality ward committee selection was undertaken in all twenty-three (23) wards after the Local Government Elections in November 2021 and ward committees were inaugurated accordingly. The term of office of ward committees is aligned to that of municipal council. A ward committee enhances participatory democracy at local government in the following ways:

- Participating in the preparation, implementation and review of the Integrated Development Plan (IDP) and Budget
- Participating in the establishment, implementation and review of a Performance Management System (PMS)
- Participating in strategic decisions of the municipality relating to the provision of municipal services in terms of Chapter 8 of the Systems Act, 2000.
- It is the official body with which the Ward Councillor liaises with regarding any matter affecting the ward and more specifically items on the agenda of the municipality affecting that ward.
- The Ward Councillor must give regular feedback at ward committee meetings on Council matters as required in the Code of Conduct for Councillors.
- It is the official body which will receive representations from the community regarding municipal matters in that ward.

The Ward Councillor is responsible for convening ward meetings and ward committee meetings. The meetings were held from the 1st of July 2024 to the 30th of June 2025 where sector reports by each ward committee are submitted to ensure functionality.

The table below provides information relating to community meetings and the functionality of Ward Committees:

WARD COMMITTEES					COMMUNITY MEETINGS
Ward	Committee Established Yes/No	Name of Ward Councillor	No. of meetings held	Committee functioning effectively (Yes/No)	No of Community Meetings convened by Ward Councillor
1	Yes	Cllr F.M Shongwe	12	Yes	4
2	Yes	Cllr G.N Mthiyane	12	Yes	4
3	Yes	Cllr B.G Ndwandwe	12	Yes	4
4	Yes	Cllr N.M Manqele	12	Yes	4
5	Yes	Cllr S.L Mbongwa	12	Yes	4
6	Yes	Cllr S.A Mhlongo	12	Yes	4
7	Yes	Cllr D.J Mtshali	12	Yes	4
8	Yes	Cllr M.P Nxumalo	12	Yes	4
9	Yes	Cllr S.S.Z Dlamini	12	Yes	4
10	Yes	Cllr T.J Nsele	12	Yes	4
11	Yes	Cllr B.C Mvelase	12	Yes	4
12	Yes	Cllr T.M Ndwandwe	12	Yes	4
13	Yes	Cllr M.A Mtshali	12	Yes	4
14	Yes	Cllr S.M Mbatha	12	Yes	4
15	Yes	Cllr B.W Zulu	12	Yes	4
16	Yes	Cllr Z.H Zungu	12	Yes	4
17	Yes	Cllr S Mbatha	12	Yes	4
18	Yes	Cllr J.T Nkosi	12	Yes	4
19	Yes	Cllr N.P Ndebele	12	Yes	4
20	Yes	Cllr N Msomi	12	Yes	4
21	Yes	Cllr B.L Buthelezi	12	Yes	4
22	Yes	Cllr .H Zulu	12	Yes	4
23	Yes	Cllr V.P Mpanza	12	Yes	4

Ward committee reports were submitted to the Speaker's Office on a monthly basis through the Public Participation Unit. Furthermore, the municipality embarked on a ward-based planning process to review its 23 ward-based plans, and these plans were adopted by Council on the 26 of June 2025. Through the ward-based planning process, the ward-based developmental needs were identified.

In line with the municipality's ongoing efforts to strengthen its relationship with traditional leadership and enhance collaboration between the municipality and tribal authorities, the Honorable Speaker also visited all traditional councils quarterly in accordance with COGTA guidelines on the involvement of traditional leaders in municipal development programmes. The visits aimed to discuss, among other things, the introduction of councillors serving under each traditional council and the municipal public participation programme.

COMPONENT D: CORPORATE GOVERNANCE

2.5 RISK MANAGEMENT

All entities face uncertainty and the challenge for management is to determine how much uncertainty it is prepared to accept as it strives to grow stakeholder value. Enterprise Risk Management is the process that will enable management to identify, assess and manage risks in the face of uncertainty and is therefore, integral to value creation and preservation.

The KZN Municipalities and Municipal Entities Enterprise Risk Management Framework, defines enterprise risk management as:

- a process
- effected by people
- applied in a strategy setting
- applied across the enterprise
- designed to identify events potentially affecting the entity and manage risk within its risk appetite
- providing reasonable assurance to the entity's management and the council
- Geared to the achievement of the organization's objectives.

NLM Risk Management Committee: The Risk Management Committee was established in terms of section 62(1)(d) of the Municipal Finance Management Act, 2003 (Act No. 56 of 2003) to assist the Municipal Manager to fulfil his duties on risk management and compliance and carry out responsibilities in accordance with prescribed legislation and corporate governance principles. It is our policy that the Enterprise Risk Management Committee also serves as Fraud Prevention Committee. ERMC membership is composed of an external Chairperson who is a Chartered Accountant and Senior Management. Officials from Internal Audit, Legal Services, Operational Health & Safety and ICT also sit in quarterly meetings of the ERMC as standing invitees.

Risk Governance: Nongoma ERMC is functional; it monitors the implementation of Risk Management Framework of the Municipality including Fraud Risk and report quarterly to Audit and Performance Committee. As part of its operations, ERMC has reviewed and recommended the approval of the Risk Management policies to Council. As a result, the following documents were adopted by Council on 30 August 2024;

- ✓ RMC Charter (Terms of Reference)
- ✓ Risk Management Policy
- ✓ Risk Management Strategy
- ✓ Fraud Prevention Strategy and Plan
- ✓ Fraud Prevention Policy
- ✓ Whistle Blowing Policy
- ✓ Conflict of Interest Policy

Council Resolution no.
NMC 018/2024/2025

The dedicated Risk and Compliance Unit within the office of the Municipal Manager continues to coordinate risk and compliance matters, which included facilitating the Operational Risk Assessment for the entire organization, from which the output is the Operational Risk Registers which serve to inform the Internal Audit Plan. At a departmental level, Risk Champions from each department have been designated. These designated officials also sit in the ERMC Meetings on a quarterly basis.

Risk Champions act as change agents in the enterprise risk management process. A key part of the Risk Champion's responsibility involves escalating instances where the risk management efforts are stifled, such as when individuals might try to hinder enterprise risk management initiatives.

Implementation of Risk Management Process and Compliance with Municipal Regulations: The Operational Risk Assessment was last conducted on 25th of June 2024. The organizational Risk Register, was communicated to Internal Auditors for the development of the Risk-Based IA Plan. Departmental Risk Registers accompanied by monitoring tools (in excel format) were communicated to HODs and Risk Champions for implementation of Action Plans. In the quest to ensure effective compliance with legislation, a Compliance Checklist was developed; and has been monitored on quarterly basis.

The Strategic Risk Register was reviewed by senior management on the 24th of October 2024, and it was found that the top 5 strategic risks that affect the municipality are as follows:

Risk Descriptions	**Action Plans**
Failure to pay creditors within 30 days period	To present monthly updates on cash flow position to extended MANCO
Inability to attract tourist and development tourism activities	Develop a Tourism Website with a digital Tourism Information Office
Failure to provide municipal wide waste removal	To appoint a service provider to rehabilitate and recycle landfill site
Failure to respond effectively and timeously in the event of a disaster/incident	Establish early warning system - Procure a cellphone with a dedicated number to report emergencies. - Create ward-based emergency groups
Ineffective environmental management	To develop Environmental Management Standard Operating Procedure manual

Fraud Risk Assessment: The importance of conducting this assessment stems from the Local Government Anti-Corruption Strategy (LGACS), which is modeled around the Public Service Anti-Corruption Strategy. On annual basis, Nongoma Municipality conducts the fraud risk assessment aimed at identifying fraud risks and then developing mitigating strategies. This assessment is preceded by the fraud risk survey which is conducted with a purpose of assessing the municipality's exposure to fraud risks according to the municipality's employees, assessing the municipal employee's awareness of fraud and fraud risks and to allow for recommendations on fraud prevention by other (non-management) employees of the municipality.

Currently, the review of the organizational Fraud Risk register has not been conducted. Given the sensitive nature of the subject and the Municipality's vulnerabilities in recent periods, the Risk Management Unit has formally requested the Provincial Treasury's support in facilitating this review. Their involvement is intended to ensure objectivity and thorough oversight, this assessment is scheduled for the first quarter of 2025/26 FY, on the 13th and 14th of August 2025.

Fraud Risk Awareness: The analysis of the survey results conducted by KZN Provincial Treasury indicated, among other things, that some of the employees are not familiar with the concept of fraud risk management and types of fraud, have no knowledge of the Municipal Whistle Blowing Policy and do not know the reporting processes.

This prompted the Municipality to conduct the fraud and corruption awareness through a digital flyer that was distributed to all employees and councillors through emails on the 28th of August 2024. In addition, the Whistle Blowing Policy was workshopped and a statement of the Mayor on fraud and corruption was issued, containing the Mayor's slogan on fraud and corruption which says" I serve with honesty and good faith", highlighting that the municipality has zero tolerance to fraud and also advising of the employees' and Councillors' responsibility to report allegations of fraud and corruption using reporting processes articulated in the Municipal Whistle Blowing Policy.

RISK MANAGEMENT IMPLEMENTATION CHALLENGES		
No	**CHALLENGES**	**PROPOSED INTERVENTIONS**
1.	Limitation of Scope on IA Risk Management Review	HODs to attend to internal audit findings and provide comments
2.	Action plans not implemented	HODs to monitor the implementation of action plans timeously
3.	Emerging risks not reported	HODs to use the emerging risks template to report merging risks in every sitting of the Enterprise Risk Management Committee

2.6 COUNCIL COMMITTEES

As promulgated in section 79 and 80 of the Municipal Structures Act, 1998 (Act No. 117 of 1998), a municipal council may establish one or more committees necessary for the effective and efficient performance of its functions or the exercise of any of its powers. Section 79 committee reports directly to Council while a section 80 committee reports to the Executive Committee.

Nongoma Municipality has the following Oversight and Council Committees that are functional: Executive Committee (EXCO), Municipal Public Accounts Committee (MPAC), Audit and Performance Committee and Portfolio Committees.

The portfolio committees for Nongoma municipality are arranged as follows:

Portfolio Committee	Chairperson of the Committee
Corporate Services	Cllr. M.N Sokhela
Finance Department (BTO)	Cllr. C.M Ndabandaba
Community Services	Cllr. K.M Dladla
Planning & Economic Development	Cllr. J.T Nkosi
Technical Services	Cllr. N.M Mthembu

All portfolio committees were functional. While in terms of the schedule the Council sits quarterly; ad hoc meetings are arranged when a need arise. Top MANCO of the municipality participates in the Council meetings.

Executive Committee (EXCO): The EXCO of Nongoma is functional. Meetings are held monthly in terms of an approved schedule and makes recommendations to Council. The accountability of EXCO to Council stands as a cardinal principle of good governance.

No.	Member	Designation	No. of meetings held
1.	Cllr. CM Ndabandaba	Chairperson	11
2.	Cllr. BH Sithole	Member	
3.	Cllr. GS Nkosi	Member (resigned as a councillor in May 2025)	
4.	Cllr. JT Nsele	Member	
5.	Cllr. SL Mbongwa	Member	
6.	Cllr. M.E Zondo	Member	
7.	Cllr. M.N Sokhela	Member	
8.	Cllr. N.M Mthembu	Member	
9.	Cllr. K.M Dladla	Member	

The EXCO has been holding its meetings monthly accordingly within an approved schedule, except for the month of May, wherein the committee failed to quorate, this failure, resulted in the meeting not being convened in time.

Troika: The TROIKA is a meeting whose purpose is to ensure effective political management of the institution. The TROIKA is chaired by the Mayor. Members of the TROIKA include the Deputy Mayor, the Speaker and the Municipal Manager. The function of TROIKA includes:

- Consider Council agenda;
- Ensure items brought to Council are competent;
- Facilitate for the political management of the Council meeting;
- Ensure smooth running of the council; and
- Facilitate a common understanding amongst the political offices on items before council.

Nongoma LM Troika sits fortnightly. Discussions and agenda for Troika are determined by discussions at Extended Manco.

Municipal Public Accounts Committee (MPAC): The MPAC is a committee of the municipal council, appointed in accordance with section 79 of the Municipal Structures Act, 1998. In the financial year under review, the MPAC of Nongoma was functional and chaired by Councillor S.C Ndwandwe. The main purpose of the MPAC was to exercise oversight over the executive functionaries of council and to ensure good governance in the municipality. MPAC operated in terms of approved Terms of Reference and its meetings of the MPAC sit once a quarter.

The following were the members of the committee:

No.	Member	Designation	No. of meetings held	Dates
1.	Cllr. S.C Ndwandwe	Chairperson	3	29 August 2024
2.	Cllr. M.A Mtshali	Member		26 March 2025
3.	Cllr. M.E Ndwandwe	Member		14 April 2025
4.	Cllr. B.A Mncwango	Member		
5.	Cllr. T.M Ndwandwe	Member		
6.	Cllr. N.A Manqele	Member		

- **PARTICIPATION OF AMAKHOSI IN COUNCIL MEETINGS**

Nongoma LM is made up of three (3) Traditional Councils that consistently participate not only in council meetings, but also in the affairs of the municipality. These TCs are as follows:

- Ematheni Traditional Council,
- oSuthu Traditional Council, and
- Mandlakazi Traditional Council.

An indicator, derived from the C88/Back-to-Basics reporting, was added on the Organizational SDBIP. The indicator required regular engagements between the municipality and the 3 traditional authorities within Nongoma municipality. This then enhanced the participation of the traditional authorities into the affairs of the municipality, whose participation had previously been limited to their attendance to council meetings.

Based on the circular 88 and SDBIP reports, the traditional authorities have been fully participating in all council meetings via their respective representatives.

2.7 FUNCTIONALITY OF MANAGEMENT STRUCTURES

There are 2 main Management structures in the municipality, i.e.:

- Chaired by the Accounting Officer; Top Management Committee (Top MANCO) which comprises of the Heads of Departments, and also the PMS Manager and Risk Management and Compliance Manager. In the 2024/25 FY, the committee was functional and sat every week on a Monday.
- Also chaired by the Accounting Officer; the Extended Management Committee (MANCO) which comprises of the Heads of Departments and all line Managers sits every Monday or Wednesday.

IDP STEERING COMMITTEE

Central to the development of the IDP is the IDP Process Plan, which provides a framework upon which an IDP review process would happen. The process of developing the IDP was driven in-house. In line with Section 30 of the Municipal Systems Act which allows the Mayor of a municipality to assign the responsibility of IDP drafting process to the Municipal Manager; The IDP Unit has been responsible for Day-to-Day Management of the IDP drafting process.

As a requirement towards the development of the IDP; an IDP Steering Committee must be formulated. The municipality formulated its Steering Committee just after the adoption by the council of the IDP Process plan. Membership of the Nongoma IDP Steering Committee was as follows:

- The Acting Municipal Manager: Mr. M.B Mnguni (The Chairperson)
- The Acting Chief Financial Officer: Ms N.Q Mzimela
- HOD: Corporate Services, Ms F.O Ntshangase
- HOD: Technical Services, Mr. B.T Khumalo
- HOD: Planning & Economic Development Services: Mr. G.A Ndaba
- HOD: Community Services. Mr. S.I Ndlela (Acting HOD)
- PMS Manager: Mrs N.E Sokhela
- Risk & Compliance Manager: Mr. S Ntanzi (Acting Manager)

- **BID COMMITTEES**

The work of the Bid Committees is influenced by the procurement plan. The municipal 2024/2025 Procurement plan was in place and for it to have been implemented, the bid committees must be functional.

- **Bid Specification Committee:** The committee was functional and was composed of the following members:

  - SCM Practitioner– Miss B.S Ntombela (Chairperson)
  - Civil Engineering Technician (Infra) – Mr L Khalishwayo
  - Manager Financial Reporting – Mr. N Madwe
  - SCM Practitioner: Demand – Mr S.G Nkosi

- **Bid Evaluation Committee:** The committee was functional and was made up of the following members:
  - Manager Expenditure – Mr M.B Dube (Chairperson)
  - PMU Manager – Mr Q.V Zulu
  - Manager Waste Management – Ms P.N Zulu
  - Manager PMS – Ms N.E Sokhela
  - Manager Social Services – Ms S.G Khumalo

- **Bid Adjudication Committee**: The committee was functional and was made up of the following members:
  - CFO – Chairperson
  - HOD Technical Services – Mr B.T Khumalo
  - HOD Community Services
  - HOD Planning and Economic Development – Mr G.A Ndaba
  - HOD Corporate Services – Ms F.O Ntshangase
  - SCM Manager- S Duma (UMlalazi Municipality)

MUNICIPAL BUDGET STEERING COMMITTEE

The Mayor of Nongoma municipality has in terms of Section 4 of the Municipal Budget and Reporting Regulations, established a budget steering committee. This committee's role is to provide technical assistance to the mayor in discharging his or her responsibilities set out in section 53 of the MFMA. These include providing political guidance to the IDP and budget processes and the priorities that must guide the preparation of the budget, ensuring the budget is approved by the council.

- Membership of the Nongoma IDP Steering Committee is as follows:
- The Chairperson (The Mayor)
- The Municipal Manager
- The Chief Financial Officer
- HOD: Corporate Services
- HOD: Technical Services
- HOD: Community Services
- HOD: Planning & Economic Development
- Manager: IDP
- Manager: PMS
- Manager: Budget & financial Planning

LOSS CONTROL MANAGEMENT COMMITTEE

The Loss Control Management Committee was established in the 2019/2020 FY. It comprised of the following members:

- CFO (Chairperson)
- HOD: Corporate Services (Deputy Chair)
- Manager: Expenditure
- Manager: Traffic & Protection Services
- Manager: Legal and Fleet
- Manager at the Office of the Municipal Manager

The committee considered and settled or repudiated claims for damages caused to the property of members of public arising against the municipality from time to time as well as consider and settle internal loss control issues as they arise. The committee was dysfunctional.

MUNICIPAL DISCIPLINARY BOARD

Council of Nongoma in its meeting held on the 22nd of May 2024 appointed a Disciplinary Board as per the Municipal Regulations on Financial Misconduct Procedures and Criminal Proceedings. The Board was composed of external members that include Members of the Audit Committee, the Internal Auditor and an Attorney from the appointed panel of legal service providers. It will be provided with orientation workshop and all its functions will be in compliance with the approved Terms of Reference.

2.8 MUNICIPAL BY-LAWS

Nongoma municipality embarked on a process of developing/reviewing its by-laws. This was to enhance the municipality's inability to promote standards for community as well as protect the safety, health and welfare of its residents. All by-laws have gone through public consultation process and have been adopted by the council. The Municipality had budgeted R200,000.00 for the gazetting of By-laws by the end of the current fiscal year. However, due to the municipal financial state, the budget for the promulgation of these by laws has been cut, the process will commence in the next financial year.

The status of the Nongoma municipal by-laws is herein articulated:

Name of the By-law	STATUS		
	Date of Adoption	**By-law Gazetted (Yes/No)**	**Challenges**
Fire Services By-Law	December 2022	–	–
Lease of Municipal Halls By-Law	–	–	–
Outdoor Advertising By-Law	05 December 2024	No	Recently been adopted. Failure to gazette due to financial constraints
Unsightly and Neglected Buildings and Premises By-Law	–	–	–
Traffic By-Law	May 2018	No	No budget
Nongoma Informal Economy By-Law	27 June 2019	17/12/2020	–
Open Spaces By-Law	–	–	–
Municipal Cemeteries By-Law	27 October 2023	No	–
Events Safety By-Law	31 August 2022	No	The municipal financial state necessitated the adjustment of budget for the promulgation of by-laws. Which resulted into failure in the gazetting during the 2024/25 FY.
Municipal Facilities By-Law	31 August 2022	No	
Waste Management By-Law	31 August 2022	No	
Nuisance By-Law	31 August 2022	No	
Community Facilities By-Law	31 August 2022	No	
Animal Pound By-Law	31 August 2022	No	
SPLUMA By-Law		04/03/2016	–

2.9 WEBSITE FUNCTIONALITY

In terms of Section 75 of the MFMA, the municipal website is a crucial part of its communication infrastructure. It is used as a key tool for encouraging community participation and facilitating the monitoring and evaluation of municipal performance. This platform plays a pivotal role in ensuring transparency and accessibility to information and key documents, including annual reports, IDP & SDBIP, the annual budget, vacancies, adjustment budgets, policies, by-laws and documents pertaining to the budget and service delivery. Therefore, the ICT Unit ensures that the municipal website is regularly updated with relevant information. The municipality has a functional website, accessible at www.nongoma.gov.za and it is fully compliant with section 75 of the MFMA.

Documents uploaded	Responsible Department
EPWP Vacancies	Corporate Services
Nongoma IDP & BUDGET ROADSHOWS	Office of the Municipal Manager
NLM2023-24 ANNUAL REPORT WITH OVERSIGHT REPORT	Office of the Municipal Manager
2025-2026 DRAFT IDP	Office of the Municipal Manager
SCM ADVERT	Budget Treasury Office
Adjustment Budget for 2024/2025	Budget Treasury Office
Draft Budget for 2025/2026	Budget Treasury Office
NLM Revised SDBIP 2024-25 FY	Office of the Municipal Manager
2024-25 Revised Performance Agreements	Office of the Municipal Manager
NLM Revised SDBIP 2024-25 FY	Office of the Municipal Manager
VACANCIES	Corporate Services
NLM 2023-24 ANNUAL REPORT	Office of the Municipal Manager
TENDER DOCUMENT	Budget Treasury Office
Vacancy - CFO ADVERT	Corporate Services
Erratum Advert of Municipal Manager	Corporate Services
Advert of Municipal Manager	Corporate Services
2023-24 Nongoma LM APR Signed	Office of the Municipal Manager

CHAPTER 3: PERFORMANCE HIGHLIGHTS

3.1. CORPORATE SERVICES

The Corporate Services Department exists to build solid foundation of governance and institutional development in the Municipality. It provides a strategic support to all the departments in terms of municipal transformation in the sense that it holistically reviews organizational structure in responding to organizational needs to strengthen human capital through:

- recruitment and selection process,
- induction to new recruits,
- advising on employee placement,
- facilitating individual performance management and capacity building so that an employee is able to perform at an optimal level,
- providing advice to management on disciplinary procedure,
- administering employment service conditions,
- employee wellness and analysis of staff turnover for reshaping organisational culture.

In addition, it serves as an employer support structure through enforcement of health and safety compliance. The Corporate Services is also responsible for the functionality of Municipal Council and administration such as records management and provision of the ICT services, as well as management of municipal fleet.

The Department has 4 Units, which are:

- Human Resource Management Unit
- Information Communication Technology (ICT) Unit
- Council Support, Administration & Auxiliary Services Unit
- Fleet Management Unit

The functions under Corporate Services Department are as follows:

ASPECTS	FUNCTIONS
Human Resources Management	- Organisational Development - Recruitment, induction & placement. - Skills Development and capacity building both internal and external. - Remunerations and benefits administration. - Exit and Leave Management. - Labour Relations & Employment Equity
Health and Wellness	- Occupational Health and Safety - Employee Assistance Programme
Information Communication Technology	- Electronic Records Management - Server Backup & Firewall - IT Infrastructure Management - IT Support.
Council Support, Administration and Auxiliary Services	- Council Meeting - Registry & Records Management - Switchboard and front desk - Auxiliary Services
Policies and Procedures	- Policy Administration - Policy Implementation - Legislative Compliance
Fleet Management	- Administration of Municipal Vehicles - Repairs and Service Maintenance

3.1.1. Human Resources Management and Development

HRM&D function exists to provide strategic support in ensuring that municipality has HR plan that is incorporated to strategy which its proper aligned to municipal strategic objectives and its IDP. The critical factor is "**service delivery**", so Human Resources' mission is to be responsive and taking care of **people factor** by prioritising demand and supply of capable workforce in the municipality. Employee contribution, competencies, wellbeing, and remuneration matters to municipal performance enhancement. All new and reviewed policies are yearly submitted to Council for approval. Human capital management entails functional value chains as follows:

- Organisational Development
- Recruitment and Selection
- Training and Development
- Employee Benefits and Exit Management
- Employment Equity Plan and Reporting
- Individual Performance Management System
- Occupational Health and Safety
- Training and Development
- Employee Wellness
- EPWP Administration and Reporting

3.1.2. Recruitment and Selection

The municipal recruitment and selection process forms part of the Human Resources value chain and is guided by the implementation of policies such as the Attraction Policy, Retention Policy, and Recruitment and Selection Policy.

Vacancy rate: In terms of the current approved staff establishment, the vacancy rate is at 11% which is determined by 304 total number of posts as per organisational structure, 244 filled, 26 vacant funded and 13 vacant unfunded posts. One of the principles informing the revised organogram is the alignment of municipal staff establishment with the guidelines of the Municipal Staff Regulations as far the cost of employees is concerned, hence the continuous organisational analysis be conducted after IDP consultation process.

The municipality experienced changes in terms of human resources, it is evident by the exit of 21 employees out of 244 staff compliments, which depicts that there has been an effect of 8,6% staff turnover, due to number of various reasons mostly resignations. The municipality continues to be financially strained due to high salary bill. As a result, some vacant posts were not filled and others were completely abolished. However, labour production arrangements have been made through EPWP staff. Only critical posts have been prioritised for filling after examination of key responsibilities to merger some of the positions in addressing bloated organogram.

Filling of the Critical Posts: Vacancy rate for senior managers is at 50%, which includes the post of the Municipal Manager, Chief financial officer and Head of Department Community Services. However, Provincial GOGTA had strengthened the capacity of the Municipality through section 154 of the Constitution by deploying the Acting Municipal Manager. Further to that, the secondment of the Acting CFO was also made by Provincial COGTA in terms of regulation 20 of Local Government: Regulations on appointment and conditions of employment for Senior Managers. Therefore, one Section 56 post has been filled which is Head of Department - Corporate Services, filled by 01 November 2024 as permanent employment following the amendment of regulations of appointing senior managers with effect from 01 November 2022. The overall number of posts filled in 2024/25FY is 13. Details of the posts are illustrated in below table:

Occupational Category	Position	No of posts	Department
Senior Managers	HOD – Corporate Services	1	Corporate Services
	Acting CFO (secondment)	1	Finance/BTO
Middle Management	Manager ICT	1	Corporate Services
	Manager- SCM	1	Finance/ BTO
	Manager- Mayoral Support and Communications (promotion)	1	Office of the Municipal Manager
	Manager Housing (promotion)	1	Technical services
Clerical/ Administrative	Pound Officer	1	Community Services
	Financial Interns	2	Finance/BTO
Technical skilled	TLB Plant Operator	1	Technical Services
	VIP Protection	4	Community Services

The Municipal staff complement was at 245 by end of June 2025, including one position for the Acting CFO.

Human Resources Development Strategy: Human Resources Management Strategy forms an integral part of the municipal Integrated Development Plan (IDP) to proper assess HRM capacity, identifying gaps and forecasting future demand and supply of the workforce.HR Strategy enables municipality to strategically review and develop human capital management value chains that will appropriately fit into organisational culture in consideration of environmental changing forces.

The purpose of the HRM Strategy and Implementation Plan is to outline key interventions to be undertaken by the Municipality in ensuring that it has the right number of staff (staff component), with the right composition and competencies in the right places to enable it to deliver on the mandates and achieve its strategic goals and objectives. HR strategic planning is about determining the demand and supply of staff that are critical to achieving strategic objectives, analysing the gap between the demand and supply, and developing a plan that seeks to close the gap.

In order to ensure that the Municipality makes the best possible use of its human resources to attain its commitments and programme objectives set out in the IDP, Budget and SDBIPs, the Municipality must have a concrete HRM Strategy in place together with HRM &D Implementation Plan.

- **Strategic Objectives for Nongoma LM Human Resource Strategy**

– Provide a roadmap on how HR should run and develop the specific set of actions
– Assist to identify gaps that need to be addressed by ensuring that the Municipality has the right number and composition of employees with the right competencies, in

the right places, to deliver on the Municipality's mandate and achieve its strategic goals and objectives.

- Draw HR Plan and action plan on how will address issues by ensuring that the Municipality makes optimum use of human resources and anticipates surpluses and shortages of staff.
- Attract and retain highly capable workforce including critical and scarce skills individuals in line with Employment Equity Plan targets.
- Maintain a safe and healthy working environment by ensuring that municipality provides adequate resources to municipal staff and value skills and competencies in delivering sustainable solutions, advice and capacity building.

The following were key activities in terms of Human Resource Strategy. The status is herein indicated:

Activity	Description	Timeline	Output	Progress
Annual staff head count	Conduct annual staff head count	24-28 February 2025	Attendance registers and Report	Achieved
HRM & D Policy Development and Review	Review of HRM & D policies	26 June 2025	Council approved signed HRM policies	Achieved
Exit Management Policy Review	Development of Exit Management Policy	26 June 2025	Council approved signed Exit Management Policy	Achieved/ unplanned target

3.1.3. Employment Equity Plan

The main objective of the Employment Equity Plan is to achieve transformation and equality in the workplace by promoting equal opportunity and fair treatment in the employment through the elimination of unfair discrimination.
It has been difficult for the municipality to achieve its employment equity target at a senior management level. Each time there was a critical vacant post, women candidates were found not suitable. In the 2024/25 FY, 1 critical vacant post was filled by a female candidate, resulting in 33% women representation at Top Management level. Currently, the critical vacant senior management posts are as follows: Municipal Manager, Chief Financial Officer and the HOD Community Services. These posts have been advertised with a clause encouraging women to apply.

The municipality still lags behind in achieving the legislated national target of 2% in terms of representation of people living with disabilities. Currently, the municipality is sitting at 0.8%. This is subsequent to one appointment within Legal Services Unit.

The following table summarizes the status quo of the EE workforce in 2024/25 FY:

Gender Distribution per Occupational category

Occupational Level	Male				Female				PWD		Foreign National		Total
	A	C	I	W	A	C	I	W	M	F	M	F	
Top Management	2	**0**	**0**	**0**	1	**0**	**0**	**0**	**0**	**0**	**0**	**0**	3
Middle Management	7	**0**	**0**	**0**	8	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**15**
Professionals	**22**	**0**	**0**	**0**	24	**0**	**0**	**0**	**0**	**0**	**0**	**0**	46
Skilled Technical	46	**0**	**0**	**0**	16	**0**	**0**	**0**	**1**	**1**	**0**	**0**	64
Semi-Skilled	**19**	**1**	**0**	**0**	**27**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	48
Unskilled	29	**0**	**0**	**0**	39	**0**	**0**	**0**	**0**	**0**	**0**	**0**	68
Grand Total	**125**	**1**	0	0	**115**	**1**	0	0	**1**	**1**	0	0	**244**

3.1.4. Skills Development Programme

In accordance with Skills Development Act 97 of 1998 and regulations, every legislative organization i.e., employer with 50 plus members is obligated to prepare Workplace Skills Plan (WSP) and submit to relevant SETA for purposes of training and development of workforce.

Nongoma Local Municipality is also established in terms of Chapter 7 of the RSA Constitution, like all other municipalities. Therefore, it also has an obligation to submit WSP to LGSETA every 30th of April, provided that WSP consultation has been conducted within the municipality, and it entails skills development programs that support the IDP objectives.

The consultation process was conducted through WSP Proforma, requesting managers to interact with employees in populating training needs and the information was uploaded into LGSETA new system (Pulse) designed to develop and submit WSP online. It entails workforce demographic profile, individual employee and councillor's profile, proposed training needs links to beneficiaries, budget and grants section. The WSP was submitted on the 30th of April 2025 with proof of consultation, i.e., HRD Committee meeting agenda, minutes and signed Stakeholder Authorization form generated from the system.

Most councillors have undergone training on leadership, roles and responsibilities etc. Municipal employees have also continuously participated in various training programmes aimed at enhancing their workplace skills. However, limited resources make it challenging to fully implement the Workplace Skills Plan. As a result, there is a high demand for skills development among both politicians and municipal officials.

As per requirement, the Municipality is implementing the Employment Equity and Workplace Skills Plans, and all reports are accordingly submitted to the Department of Labour.

The following table highlights the training interventions that were undertaken during the 2024/2025 financial year:

LEARNING PROGRAMME	TARGET BENEFICIARY	DURATION	NO. OF BENEFICIARIES	SERVICE PROVIDER
Natis Training	Employed	22 July 2024 to 13/09/2024	02	Department of Transport
Leadership development Learnership	Employed (Councillors)	02- 06 September 2024 04 -06 November 2024	02 Officials 17 Councillors	Pioneer consulting/ funded by LGSETA
Citizen Centered Service Delivery	Employed	18-20 September 2024	01	National School of Governance
Training she reps on First Aid Level 1&2	Employed	07-08 November 2024	11	IMBOKODO CONSULTING
Coaching for leadership development	Employed	09-11 October 2024	01	National School of Governance
Evidence Based Policy Making Workshop	Employed	11-15 November 2024	02	National School of Governance
Accelerating Public Finance Excellence	Employed	07-10 October 2024	04	CIGFARO
Guide on Procurement through a panel or list of approved service providers	Employed	21 February 2025	05	TREASURY
Bridging gap between M&E and critical governance processes of planning, policy making, budgeting and implementation	Employed	25 February 2025	02	SAMEA
Role, Responsibilities & Oversight	Employed (Councillors)	18 February 2025	29	COGTA
Performance Management	Employed	30 April 2025	02	SALGA
Sexual Harassment	Employed	11 May 2025	02	SALGA
Internship programme BCom Accounting	Unemployed	12 months	09	Malitinne Developments with stipend of R5000
Engagement on Performance and Development System	Employed	08 May 2025	03	SALGA
KZN Collaborative Training on Skills	Employed	12-13 June 2025	01	COGTA

- **Employee Expenditure & Compensation**

The municipality intends to meet or exceed labour market rates in order to attract required scarce skills and talent. The implementation of the Job Evaluation results outcome made municipality to curb the salary bill through application of the moratorium on salary adjustment for line managers who were appointed before the completion of the job evaluation process. This means, the council made resolution to exempt these line managers on annual increment as per SALGBC Wage and Salary Collective Agreement.

In terms of administration of employees and councillors' pension funds, the status is as follows:

a) NJMPF (156)
b) SALA (74), and
c) MCPF (45) for Councillors

2024/25 Expenditure:

Description	Employer Contributions	Salaries
Salaries for Officials	R11 970 510,59	R116 913 126
Salaries for Councillors	R1 513 685,65	R10 091 241,74

3.1.5. Leave Management

The Employee Self-Service (ESS) system for leave management was introduced on 01 July 2021 marking a significant achievement for the municipality, after facing numerous challenges associated with manual leave applications. The system is user-friendly and has been operating smoothly throughout the financial year.

3.1.6. Review of Staff Establishment

The Nongoma Municipal council adopted its reviewed staff establishment on 29 October 2024 and submitted it to the office of the MEC in terms of Municipal Staff Regulation 6(9)(a)(b)(c) and (d). However, no response was received from the Department until the end of the financial year.

SUMMARY OF TERMINATIONS		
Reasons	**Number of terminations**	**% of total number of terminations**
Resignations	12	46%
Dismissal	01	4%
Retirement	03	11%
Death	04	15%
Expiry of Contract	06	23%
ILL Health	0	0%
Total	**26**	**100%**

3.1.7. Human Resource Management Policies

Corporate Service had as one of its Key Performance Indicators, development, and review of HR-related policies. The following reviewed HR policies were tabled and adopted by the Council on 26 June 2025.

a) Recruitment and Selection Policy
b) Attraction and Retention Policy
c) Induction and Orientation Policy
d) Health and Safety Policy
e) Employment Equity Policy
f) Leave Policy
g) Training and Development Policy
h) Employee Assistance Programme Policy
i) Acting Policy
j) Remuneration Policy
k) Movement and Placement Policy
l) Car Allowance Policy
m) Succession Planning Policy
n) Standby Policy
o) Rental Housing Policy
p) Individual Performance Management Policy
q) Exit Management Policy
r) Dress Code Policy

Council Resolution No. NMC113/2024/2025

Staff Headcount: The staff headcount exercise was conducted twice. The first physical verification headcount was conducted by Human Resources in partnership with uMnotho (Internal Audit Consultants) on the 30 - 31 July 2024. Employees were required to present their original identity documents during the verification process. As part of this exercise, all employees were compelled to sign the Information Disclosure Forms for 2024/25. This process formed a critical component of compliance with Section 66 of the Municipal Finance Management Act, No. 56 of 2003. The updating of information, including tax numbers to newly appointed officials was required. Senior Managers also submitted their information disclosures and declarations of financial interests for the 2024/25 FY.

The second headcount was an impromptu head count exercise conducted by the HR Office from 24 to 28 February 2025. During this process, employees were physically verified at their respective workstations. Headcount sought to mitigate risk of ghost employees through confirming the actual number of employees against payroll information to ensure that salaries are being paid to the legitimate employees.

Disclosure of benefits and interests 2024/25 FY: The Municipal Manager and managers directly accountable to municipal manager submitted their declarations by signing the Disclosure of Benefits and Financial Interest Forms for 2024/25 FY. This was done in compliance with Reg. 36 (1)(b) of LG: Regulations on Appointment and Conditions of Employment of Senior Managers. Details of senior managers who submitted their declarations are as per below table:

Name of Senior Manager	Designation	Date of signature
Mr K.H Zulu	HOD – Community Services	02.07.2024
Mr B.T Khumalo	HOD – Technical Services	01.07.2024
Mr G.A Ndaba	HOD – PED	01.07.2024
Ms. F.O Ntshangase	HOD – Corporates Services	23.12.2024

Recruitment of Interns

In 2024-25, Nongoma Municipality in partnership with Department of Rural Development and Land Reform recruited eight (8) youth from various wards to participate in a security learnership at Bidvest through NARYSEC programme with a monthly stipend of R4 638,72. This programme has been considered as a milestone for the municipality, and has played a significant role in poverty alleviation because of guaranteed employment offer after completion of the 12 months programme. Picture below: Councillors, Rural Development Team and beneficiaries.

Full Bursary Scheme

At the beginning of this five-year plan, the Municipality launched a full bursary scheme for university students who are permanent residents of Nongoma, aiming to empower youth through career development. The Municipality hosted 40% of the beneficiaries in an internship programme for the 2024/25 period.

3.1.8 Employee Assistance Programme (EAP): Wellness Support

Employee HIV/AIDS Awareness Day: Corporates Services facilitate municipal transformation through provision of wellness support programmes. In line with the commemoration of the World AIDS day (02 December), the Municipality conducted its Employee HIV/AIDS Awareness Day on the 02nd of December 2024. The Municipality partnered with Nongoma Unjani Clinic to provide insights on the importance of preventive measures for HIV and AIDS. They also focused on procedures for taking ARVs and other chronic medications, while further outlining how employees can access support for health-related issues.

Domestic Violence & Sexual Harassment: In line with the Corporate Services SDBIP for 2024/25, the municipality conducted the Domestic Violence and Sexual Harassment workshop for its employees. It was conducted in partnership with the Department of Justice and other stakeholders including the Department of Social Development, Nongoma SAPS, Department of public works, COGTA, Department of Transport and Old Mutual. The workshop was held on the 5th of November 2024.

Coordination of Human Resource (HR) and Labour Relations (LR) Matters: Corporate Services is responsible for coordination of the following HR and LR engagements. During the 2024/25 FY, the following meetings were convened:

- Four (4) Human Resource Development Committee
- Four (4) Local Labour Forum (LLF)
- Two (02) Employment Equity Committee meetings

All these sub-committees are constituted as per guidelines from Collective Agreement and meetings are held in terms of their respective Terms of Reference.

Occupational Health and Safety: The Municipality conducted a mental health awareness campaign for employees on 28 March 2025. This initiative was prompted by the institution’s previous circumstances, including a prolonged period of political instability that led to managerial disruptions and a detrimental working environment. The workshop was successfully conducted, with staff members engaging in the Q&A session. The workshop was educational and informative.

3.1.9. Implementation of the Individual Performance Management System

The municipality has cascaded its PMS to Managers reporting directly to Senior Managers as well as to level below middle management, down to clerical level. As such, they are expected to sign their respective performance agreements/work plans annually, ensuring alignment and proper implementation of the organisational and departmental SDBIPs. IPMS unit continued to provide support in terms of performance monitoring and review. After considering the identified issues, such as the misalignment of the reporting template with the Municipal Staff Regulations (MSR), the work plans were subsequently revised. A workshop on the new template was then conducted during the extended MANCO session in June.

3.1.10. Administration & Auxiliary Services

The unit is responsible for coordination of council committee meetings, preparing of Council agendas, Council minutes and filing of all the Council committee records. It is also responsible for distribution of incoming and outgoing correspondences, telephone and records management as well as general services i.e., office cleaning.

Nongoma Local Municipality has 11 permanent general workers doing office cleaning as well as landscaping. There are also four (4) Contract employees who assist with office cleaning and landscaping in all municipal satellite offices. This Unit is heavily hit by retirement of employees who are not replaced, resulting in shortage of staff. EPWP employees have been of great help and the municipality will ensure more are assigned to this unit seeing that there is a lot of work in the municipal offices and premises.

Municipal Reception and Administration Services: This sub-unit has been very effective in ensuring that community members receive efficient service when requesting proofs of residence letters. The co-operation of Ward Councillors ensures that this sub-unit is always ready to offer services as required.

That being the case, they sometimes experience negative attitude from some clients who are hell-bent on disrupting the smooth operation by demanding the impossible and displaying unruly behaviour. Our team has been equipped to promptly respond to such attitudes without being unprofessional.

Municipal Reception office has one employee and two interns manning it throughout the day. There were no complaints received throughout the financial year, and one can confidently say it is operating smoothly and effectively. All in all, both sub-units are operating smoothly and the municipality will continue rendering these services to community members.

3.1.11 Coordination of Council Committee Meetings

All Council committees in the financial year under review were functional. Below is the table showing how many meetings each committee sat during the 2024/2025 financial year:

NAME OF COMMITTEE	PLANNED MEETINGS	ACTUAL MEETINGS	VARIANCE
Community Services	12	11	-01
Corporate Services	12	12	00
Council	08	14	+06
EXCO	12	11	-01
Finance	12	12	00
MPAC	04	03	-01
Planning & Economic Dev.	12	11	-01
Technical Services	12	12	00

3.1.12. Registry & Records Management

The Department of Arts & Culture was engaged to take the lead in preparing the Management for the introduction of the Electronic Records Management System. However, due to stringent budgetary constraints, the Municipality could not afford to budget for electronic records management and its workshop. Since no budget was available for introduction of the system, it would be a futile exercise to workshop officials on something that is not yet in the plans of the Municipality. Hence, the introduction of electronic records management had to be put on hold, until further notice; probably when the Municipality can provide the budget for electronic records management system.

The reviewed Records Management policy and Registry Procedure Manual, after they were both approved by the Department of Arts & Culture, were considered by Council in June, to align to the changes of the municipality.

3.1.13. Information Communication Technology (ICT)

ICT plays a pivotal role in the Corporate Governance of the municipality to ensure adequate support in the use of technology to all users through provision of ICT infrastructure, internet connectivity, allocation of applicable technological devices, and applications support in all departments. Basically, the municipality has a fully functional ICT Unit with four (4) full-time staff to provide day to day technical services. ICT Unit exists to achieve the following objectives;

- Ensure the alignment of Management Information Systems with Nongoma Local Municipality strategic objectives;
- Provision of data management recovery and cyber security to mitigate risks.
- Provision of digital communication tools within the municipality;
- Ensure proper allocation, control and repairs of technological working tools.

Based on the 2024/25 SDBIP, ICT Unit is required to table to EXCO two ICT Framework Implementation reports by the end of the financial year. The reports will, amongst others, inform the review of the framework. This report highlights the extent to which the council-adopted ICT Framework has been implemented in the financial year (2024/25). Further ICT activities include monitoring the usage of internet connectivity through cabling and hotspot wireless, preventing users from information hacking through cyber security system; Creation of work email addresses to newly appointed staff and setting up number of webinar platforms meetings; as well as uploading of documents to websites as per departments submissions. ICT unit has also successfully to installed a firewall for cyber security and also prohibits the websites and social media that are not work related (YouTube, Tik-Tok, Spotify, etc).

The ICT Steering Committee: Nongoma municipality has in place an ICT Steering Committee, which exists to represent the municipality's ICT interests and provides feedback in relation to the performance of the ICT and associated support services. The committee meets quarterly; in 2024/25 financial year The ICT steering committee meetings were held as follows: Second Quarter – 21 February 2025, Fourth Quarter – 01 April 2025 & 27 June 2025.

3.1.14 Fleet Management

Fleet Management Unit focuses on ensuring that municipal fleet is administered in an efficient manner. Fleet management is responsible for repairs and maintenance of vehicles, issuing fuel vouchers for vehicles that are not allocated with fuel cards and ensuring that all vehicles' tracking system is functioning properly. Fleet Management Unit comprises of three personnel, Manager Fleet Management, Fleet Officer and Fleet Clerk. The municipality has vehicles, including plant (tractors and graders). Designated vehicles are allocated to the respective departments for the daily execution of their duties

Fleet Management quarterly reports are tabled to the Corporate Services Portfolio Committee and Executive Committee for oversight purposes. For the 2024/25 FY, four (4) quarterly fleet management reports were tabled and adopted. Competency assessment for drivers was conducted by Law Enforcement Unit under department of Community Services. The Municipality has 26 total vehicles which are distributed as follows:

Department	No. of allocated vehicles
Corporate Services	3 pool vehicles allocated
Technical Services	6 vehicles allocated (including plant)
Community Services	14 vehicles allocated
Office of the Hon Mayor	2 vehicles (1 main vehicle and 1 backup vehicle)
Office of the Deputy Mayor	-
Office of the Hon Speaker	1 vehicle allocated

3.2. OFFICE OF THE MUNICIPAL MANAGER

The Office of the Manager is headed by the accounting officer, i.e., the Municipal Manager. The Office has 5 Units:

- Risk Management & Compliance Unit
- Mayoral Support and Communications Unit
- PMS Unit
- Legal Services
- Internal Audit Unit

In line with the development of the new 5-year strategic agenda and the 2024/2025 IDP; Nongoma municipality has developed the Service Delivery Charter & Standards (SDC&S) and Service Delivery Improvement Plan (SDIP). These documents were adopted by the council together with the IDP on the 26th of June 2025. The municipality seeks, as part of ensuring the institutionalization of "Batho Pele" principles; to ensure that through the SDIP and SDC&S), the implementation of Batho Pele is attained.

3.2.1. BATHO PELE POLICY AND PROCEDURE MANUAL

In carrying out their duties, municipal officials as it is the case with any public servants are guided by the following Batho Pele principles:

1) **Consultation:** Citizens should be consulted about the level and quality of the public services they receive and, wherever possible, should be given a choice regarding the services offered;
2) **Service Standards:** Citizens should be told what level and quality of public service they will receive so that they are aware of what to expect;
3) **Access:** All citizens have equal access to the services to which they are entitled;
4) **Courtesy:** Citizens should be treated with courtesy and consideration;
5) **Information:** Citizens should be given full, accurate information about the public services to which they are entitled;
6) **Openness and transparency:** Citizens should be told how national and provincial departments are run, how much they cost, and who is in charge;
7) **Redress:** If the promised standard of service is not delivered, citizens should be offered an apology, a full explanation and a speedy and effective remedy; and when complaints are made, citizens should receive a sympathetic, positive response;
8) **Value for money:** Public services should be provided economically and efficiently in order to give citizens the best possible value for money;
9) **Encouraging Innovation and Rewarding Excellence:** Rewarding the staff who go an extra mile to make things happen and encourage partnership to with different sectors to improve service delivery. Embrace new innovative ways of doing things. ***This has seen the process of cascading Performance management to Managers below Section 54/56 Managers introduced as of the 1st of January 2019. While the municipality has***

set aside a budget portion for rewarding staff that performed exceptionally; rewarding of good and exceptional performance will only commence once performance management system has been cascaded to all municipal employees

10) **Service Delivery Impact:** The Municipality shall measure and report regularly, using the sum total of all Batho Pele initiatives, the impact of the Batho Pele service delivery on the lives of the inhabitants of Nongoma Municipality.
11) **Leadership and Strategic Direction:** It is envisaged that Municipal leaders shall create an atmosphere that conducive for creativity by staff within the Municipality.

3.2.2. SERVICE DELIVERY IMPROVEMENT PLAN (SDIP)

The Service Delivery Improvement Plan (SDIP) is a tool to enhance the Municipality's daily operations to achieve better service delivery to its communities. The SDIP as a tool, as with any other rigorous reporting instrument would contribute towards measuring the improvement of the service delivery of Nongoma municipality, for it would point out the municipality's shortcomings and weaknesses.

In the 2024/2025 fiscal year, Nongoma Municipality identified three planned standards as areas for improvement. The municipality is committed to continuing its efforts to enhance these identified services;

1.Planned Standard #1: Working towards Clean Audit: Subsequent to the attainment of unqualified audit opinions for audit opinions for 5 consecutive financial years (2018/2019 FY to 2022/2023 FY), the Municipality **failed** to maintain an unqualified Audit opinion for 2023/2024 FY, representing a regress from prior year's performance and to address the root causes, the municipality has resolved to adopt a systematic approach to implement strong review and monitoring controls to implement strong monitoring controls to confirm compliance and intensify the implementation of other existing action plans.

2. Planned Standard #2: 100% spending of Capital Budget: The municipality is still committed into ensuring that 100% spending on Capital Budget spending is maintained.

3. Planned Standard #3: All critical vacant post filled within 3 months of the closing date of the advert: the municipality is committed to ensure that critical vacant posts are filled within 3 months after the closing date of the advert, despite the evident deficit left by the dismissal of the municipal manager by Council, the municipality continued to ensure the filling of the vacancy. However, due to legal issues on the suitability of the candidate, the municipal council resolved to endorse the secondment of the Acting municipal manager by the MEC for COGTA, until so the municipality can appoint a suitable candidate for the position. Similarly, the municipality faced challenges in filling the Chief

Financial Officer and Head of Department, Community Services positions, following resignations. While interviews and competency assessments for both roles have been concluded, appointments are still pending Council approval and MEC concurrence. These ongoing efforts reflect the municipality's determination to maintain stability and to ensure adherence to this standard.

3.2.3. SERVICE DELIVERY CHARTER AND STANDARDS

The municipality has revised its Service Delivery Charter and Standards in line with the recent configuration of the organizational structure. Through the Service Charter the municipality articulates the level and quality of services to be provided. As the municipality improves in its effort to provide services to the communities; any introduction of new services will be communicated and articulated in the Service Delivery Charter and Standard document.

As a tool of implementing the principles of Batho Pele; the main purpose of Nongoma Service Delivery Charter and Standards is to improve awareness of the availability and quality of the services offered by the municipality. It also provides guidance to service beneficiaries to claim their existing rights. This is in line with the principle that citizens have the right to expect high quality public services which meet their needs.

3.2.4. COMMUNICATION AND PUBLIC PARTICIPATION STRATEGY

The municipality has in place both the Public Participation Strategy and Communication Strategy, which are subject to annual review. The last review was conducted and adopted on 26 June 2025. In line with the public participation strategy, the municipality has utilised various avenues of engaging communities and ensuring that they participate in the affairs of the municipality. Platforms such as ward-based meetings (monthly held), IDP-RF, IDP consultative meetings held in November to December, and IDP Road Shows that were held on the 21st till 23rd of May 2025; thus, providing an opportunity for the municipality to engage the community it serves.

3.2.5 Internal Audit

Internal Audit function has been co-sourced. The service provider, as value add function, prepared a risk-based internal audit plan and determine whether controls in place are adequate and effective to mitigate any risks that may threatened achievement of strategic and operational objectives. It also reviews adequacy and effectiveness of internal controls.

The list of projects that were executed as per 2024/25 Internal Audit Plan is shown below:

Co-sourced projects (UMnotho Business Consulting)

No.	Audit Project	Planned Timing	Actual Activity/ Status	Comments/Challenges
1.	Annual Performance Report (APR) Review	August 2024	Complete	Presented to the AC
2.	Annual Financial Statements (AFS) Review	August 2024	Complete	Presented to the AC
3.	Performance Management System (Quarterly)	PMS Q4 - August 2024	Complete	Presented to the AC
		PMS Q1 - October 2024	Complete	Presented to the AC
		PMS Q2 - January 2025	Complete	Presented to the AC
		PMS Q3 - April 2025	Complete	Presented to the AC
4.	2024/2025 Revised SDBIP Review and 2025/2026 SDBIP Review	2024/2025 Revised SDBIP - March 2025	Complete	Presented to the AC
		2025/2026 SDBIP - June 2025	Complete	Presented to the AC
5.	AG Management Report - Follow up	February 2025	Complete	To be presented in the 2025/26 Q1 Meeting
6.	Revenue Management	February 2025	Complete	Presented to the AC
7.	SCM	March 2025	Complete	Presented to the AC
8.	Fleet Management	April 2025	Complete	Presented to the AC
9.	Infrastructure Maintenance Review	June 2025	Complete	To be presented in the 2025/26 Q1 meeting
10.	Asset Management	May 2025	Complete	To be presented in the 2025/26 Q1 Meeting
11.	3-year Strategic Internal Audit Plan	June 2025	Complete	To be presented in the 2025/26 Q1 meeting

Projects that were done by In-House Internal Audit

No.	Audit Project	Actual Activity/ Status	Comments/Challenges
12.	Risk Management	Execution is completed, The Draft Report is awaiting Management Comments	Management Comments not provided.
13.	IA Action Plan Review	Project Complete and to be presented to the next AC Meeting	The project was deferred to the Q1 AC meeting.

APC oversight on Internal Audit: APC oversaw the performance of the internal audit. In the 2024/25 FY, Nongoma Municipality had co-sourced internal audit function whose responsibility was to assess the effectiveness of risk management, control and governance processes and to provide insight and recommendations that can enhance these processes, particularly relating to effectiveness of operations, reliability of financial management and reporting; and compliance with laws and regulations. There was one municipal official, an Internal Auditor, whose duties are to coordinate the activities of both the internal audit and the APC. Given the co-sourced arrangement, some audit projects were allocated directly to the in-house Internal Auditor for implementation.

Internal Audit operated in terms of the approved Internal Audit Charter and the approved Risk-Based Internal Audit Plan which composed of various reviews as indicated in the implementation status above.

Audit and Performance Committee (APC):

The Nongoma Local Municipality has established an Audit and Performance Committee as required in terms of section 166 of the Municipal Finance Management Act (MFMA) and section 14(2) of the Local Government Municipal Planning and Performance Regulations, 2001.

The role of the Audit and Performance Committee is to advise the municipal council, the political office bearers, the accounting officer and the management of the municipality or municipal entity on matters relating to:

- Internal financial control and internal audits;
- Risk management; Accounting policies;
- The adequacy, reliability and accuracy of financial reporting and information;
- Performance management;
- Effective governance;
- Compliance with the Act, the annual Division of Revenue Act and any other applicable legislation;
- Performance evaluation; and
- Any other issues referred to it by the municipality or municipal entity.

The committee operated in accordance with terms of reference authorized by the Council and the auditors have unrestricted access to the committee members.

All Senior Managers attend APC Meetings. While other line managers would only attend upon invitation; PMS Manager and Risk & Compliance Manager are expected to participate in the audit/performance committee In addition, the Mayor, the Chairperson of Risk

Management Committee, Internal Audit Team, MPAC Chair, COGTA Official and AG Official were standing invitees to APC Meetings. The Audit Committee presents its reports at Council quarterly.

Committee composition and meetings held:

No.	Member	Appointment Date	Designation	No. of meetings held	Meeting Dates
1.	Mr. UB Botshiwe	29 January 2024	Chairperson	05	28 August 2024 21 October 2024 15 January 2025 31 March 2025 25 June 2025
2.	Prof. TI Nzimakwe	29 January 2024	Member		
3.	Ms S Dlungwane	29 January 2024	Member		
4.	Mr PGJ Dzanibe	29 January 2024	Member		

3.2.6 Performance Management System (PMS)

All compliance issues in relation to coordination of PMS and B2B were accordingly achieved during the period under review. The draft 2025/2026 IDP & SDBIP were tabled and submitted to COGTA within the stipulated timeframe, i.e., March 2025 and within 10 days after it being approved by the council. The final 2025/2026 IDP and Budget were tabled to council on the 26th of June 2025 and was submitted to COGTA within 10 days after it being adopted by the council. The 2025/26 SDBIP was subsequently approved by the Mayor on the 27th of June 2025.

All quarterly Performance reports were submitted to Internal Audit for review purpose and were also tabled to all council committees including the Audit Committee before being tabled at Council meetings for approval. During the 2024/25 financial year, the quarterly SDBIP Performance reports were tabled at Council as per the dates depicted below. However, the fourth-quarter report was not tabled due to non-sitting of Council during the months of April and May; the meeting that was held in June focused exclusively on three agenda items, excluding all others, including the SDBIP reports.

QUARTERLY REPORT	DATE
2023/24 Quarter 4 SDBIP Report	30 August 2024
2024/25 Quarter 1 SDBIP Report	29 October 2024
2024/25 Quarter 2 SDBIP Report	30 January 2025
2024/25 Quarter 3 SDBIP Report	Not tabled

The Internal Audit (IA) review reports on performance information highlighted issues that needed to be addressed to improve the credibility of the reported performance information. These issues stemmed from discrepancies between the reported information, supporting evidence, and previous year's Annual Performance Report (APR). The identified issues were addressed promptly and factored into the mid-year SDBIP review.

Performance Assessments: In terms of the Municipal Performance Management Regulations of 2006, the Municipality is required to assess performance on a quarterly basis against the targets and indicators set out in the SDBIP for the period under review. Accordingly, performance reviews were conducted each quarter during the 2024/2025 financial year. In line with legislative requirements, the Municipality appointed a Performance Evaluation Panel to assess both performance of the municipality and that of its Senior Managers. The Performance Evaluation Panel was comprised of the following members:

PERFORMANCE EVALUATION PANEL MEMBERS	
Chairperson of the Audit Committee	Mr. U Botshiwe
EXCO Member	Cllr. M.N Mthembu
Municipal Manager - Inkosi uMtubatuba LM	Mr. T.V Xulu
Municipal Manager - Nongoma LM	Mr. M.B Mnguni (AMM)

Subsequent to the audit of the 2023/2024 Annual Performance Report and Annual Financial Statements, the Performance Evaluation Panel conducted the 2023/24 annual performance assessments as well as the mid-year performance assessments for 2024/2025 financial year, on the 11th of March 2025.

3.2.7 Back-to-Basics

Circular 88 reporting integrates the Back-to-Basics reporting and its integration into the performance municipal management system (PMS) would intensify service delivery. Circular 88 reporting is still based on similar pillars as the Back-to-Basics, those are:

- Building Capable Local Government Institutions;
- Putting people first
- Improve basic service delivery and infrastructure development;
- Good Governance and;
- Sound Financial Management

Nongoma municipality has already begun integrating some elements of the Circular 88 reporting, wherein the Back-to-basic principles have formed the basis for the development of the strategic objectives and strategies to address matters identified in the analysis section of the IDP document. Most Back-to-basics indicators form part and have been integrated into the municipal SDBIPs (Organizational and Departmental). The municipality complied with the reporting requirement in terms of the Circular 88/Back-2-Basics reporting, with all quarterly reports submitted to KZN COGTA.

3.2.8 Legal Support Services

The Legal Services Unit exists as a strategic and advisory component within the municipal administration, mandated to safeguard the institution's legal integrity, ensure compliance with applicable legislative frameworks, and proactively mitigate legal risk. Its core function is to provide in-house legal advisory services to the Municipal Manager, Council and all internal departments, thereby enhancing lawful governance, procedural correctness, and decision-making that aligns with the Constitution of the Republic of South Africa, the Local Government: Municipal Systems Act, the Municipal Finance Management Act, and other enabling legislation.

The Legal services unit had a couple of internal and external cases attended during the 2024/25 financial year. These cases can be categorized as following:

LABOUR RELATIONS CASES	
INTERNAL	**EXTERNAL**
a) Number of suspended employees – Two (02) b) Number of charged employees – Five (05). c) Number of employees who received notices of intention to charge – Five (05) d) Number of employees dismissed – Two (02) e) Number of employees reinstated – One (01) f) Number of withdrawn cases – None g) Number of pending cases – Two (02) h) Number of employees who resigned while on disciplinary hearing – One (1)	a) Number of new cases – 01 b) Number of matters passed to the South African Local Government Bargaining Council (SALGBC) – Four (04). c) Number of cases continuing from previous years – Two (01) d) Number of cases resolved – Two (02) e) Number of cases pending finalisation– One (01)

The total number of cases attended to during the 2024/25 financial year was eleven, all eleven cases were both internal and external matters within the Municipality, and two (02) external matters were heard at the South African Local Government Bargaining Council (SALGBC). It is important to note that Legal services with the municipal senior management worked hard to resolve the majority of the matters from previous years, through settlements and court orders, as cost containment measure Legal Services had taken an initiative to represent the Municipality on certain matters. There are currently no pending litigation matters involving the municipality. A total of three matters were amicably settled outside of the court, pursuant to which the municipality entered into payment arrangements with the respective parties, thereby disputes without the need for judicial intervention.

3.3 TECHNICAL SERVICES

The department renders the following services:

- Project Management
- Housing
- Roads and Storm Water Drainage Services
- Electricity Infrastructure Development and Maintenance
- EPWP

Central to the core functions of Technical Services is the planning and implementation of service delivery and infrastructure projects. The department comprises of the following Units:

- Housing and Maintenance Unit
- Project Management Unit (PMU)

3.3.1 THE EXPANDED PUBLIC WORKS PROGRAMME (EPWP)

The Expanded Public Works Programme (EPWP) is a South African Government initiated programme aimed at creating and enhancing work opportunities. It is a short-term programme and should not be implemented in isolation with other Government strategic job creation initiatives but be implemented as a supportive programme to existing projects and programmes.

To ensure effective implementation of the EPWP programme, Nongoma municipality adopted an EPWP policy that clearly outlined the objectives of the programme and how it would be institutionalized.

The main purpose of the programme in Nongoma Municipality is to improve job creation opportunities and skills levels through existing infrastructure and other projects identified by the Municipality. The programme specifically targets the unemployed in the Nongoma Municipal area with the overall outcome of enhancing skills levels and reducing poverty levels.

In the 2024/25 financial year, the municipality received an allocation of R2 307 000.00, and a set target of creating 554 job opportunities. By the end of the financial year, 568 job opportunities were created.

EPWP achievement per sector is herein indicated:

Public Body Name	Targets	Achieved	Targets	Achieved	% Achieved	
	Target - Work Opportunities	Achieved - Work Opportunities	Full Time Equivalents	Full Time Equivalents	WOs	FTEs
Environment and Culture Sector	272	304	34	95	112%	279%
Infrastructure Sector	132	170	42	76	129%	182%
Social Sector	150	195	75	63	130%	84%
Total	**554**	**568**	**151**	**154**		

EPWP Demographics Achievement for 2024/25 FY are as follow:

- Women - 33%
- Youth - 26%
- PWD - 1%

3.3.2 PROJECT MANAGEMENT

Project management unit exist to play a pivotal role in fulfilling the objectives of Local Government as envisaged in Chapter 7, Section 152 (1), (c), (d) and (e) of the Constitution of RSA Act no.108 of 1996. The Council has entrusted this division with authority, roles, responsibilities, and key performance areas to carry out the aforesaid constitutional mandate.

The Project Management Unit has a responsibility of planning and implementing infrastructure projects within Nongoma jurisdiction, as Nongoma LM is only dependent on grants for the implementation of infrastructure projects, it receives grants every year from following Departments:

- COGTA as Municipal Infrastructure Grant (MIG);
- Department of Mineral Resource and Energy (DMRE) as INEP; however, the municipality did not receive an allocation from DMRE in 2024/25
- Department of Sport and Recreation – an allocation of R7 million was received, implementation to commence in 2025/26 FY

3.3.2.1 Capital Projects: Municipal Infrastructure Grant (MIG) Projects for 2024/25

Nongoma municipality initially received MIG allocation of R 36 925 000.00 then re- gazetted MIG allocation to R34 876 000.00 funding for Municipal Infrastructure project implementation. There was a total of ten (10) MIG-funded projects. The 10 MIG projects are carry overs. The status of the MIG projects as of 30 June 2025 is herein articulated:

PROJECT NAME	BUDGET ALLOCATED	WARD	ANNUAL TARGET	ACTUAL
Magedlane Community Hall, Creche & Ablution Facility	R1,681,068.04	18	100% completion by 31/12/ 24	100%
Ezimpakaneni Community Hall	R1,257,309.24	14	100% completion by 31/03/25	100%
Deleni Road Phase 2	R3,072,216.00	19	100% completion by 30/06/25	73%
Ngolotshe Community Hall and Creche	R3,599,363.76	11	60% completion by 30/06/25	70%
Xamu Gravel Road	R3,005,777.20	5	100% completion by 31/03/25	100%
Foma Gravel Road	R3,533,059.61	15	100% completion by 31/03/25	100%
Matshamhlophe Upgrade	R2,526,345.00	12	50% completion by 30/06/25	50%
Kwatshonono to Ezimpisini Gravel Road	R2,698 079.70	8	40% completion by 30/06/25	50%
Ezikleleni to Mbuzi Gravel Road	R3,411 284.00	22	40% completion by 30/06/25	46%
Sizumphakathi to Nguduza Gravel Road	R2,591,212.25	17	40% completion by 30/06/25	45%

- **Magedlane Community Hall and Creche**

The project is located in Ward 18. It was initially contracted for a duration of eight (8) months and scheduled for implementation within the 2023/2024 financial year, however due to unforeseen circumstances such as abnormal climatic condition and local business forum interruptions, the project experienced delays and was ultimately completed on 19 December 2024, in the 2024/2025 financial year.


- **Ezimpakaneni Community Hall**

The project is located in Ward 14. It was initially contracted for a duration of eight (8) months and was scheduled for implementation within the 2023/2024 financial year, however due to unforeseen circumstances such as abnormal climatic conditions, Local Business Forum Interruptions and shortage of concrete suppliers within the jurisdiction of the project, the project experienced delays and was ultimately completed on the 28 March 2025.


- **Delini Road Phase 2**

The project is located in Ward 19. It was scheduled for implementation over the 2023/2024 to 2024/2025 financial years; however, the project experienced delays due to abnormal climatic conditions, disruptions by the local business forum, contractor's own delays and poor performance on site. As a result of the persistent underperformance, the contract was eventually terminated. The project scope consists of the construction of 6mx 0,98km of concrete road with 600mm diameter concrete stormwater pipes, 400mm x 5,5m x 200mm of concrete surfacing and concrete V drains along the side of the road.

- **Ngolotshe Community Hall and Creche**

This is a twelve (12) month project implemented over two financial years 2024/2025 and 2025/2026. It is located in Ward 11, and the scope of works is the construction of a community hall, crèche, and ablution facility.

- **Xamu Gravel Road**

This gravel road was constructed at Xamu Village in Ward 5. The project was implemented and completed in 2024/2025 financial year, with a scope consisting of the construction of 3.3 km x 5.5 wide gravel road, installation of concrete stormwater pipes, construction of inlet catchpit and headwalls and installation of road signs.


- **Upgrade of Foma Gravel Road**

The project is located in Ward 15. It was implemented and completed in 2024/2025 financial year. The project scope includes the upgrade of 2.9 k m x 5.5 wide gravel road, installation of concrete stormwater pipes, construction of inlet catchpit and headwalls and installation of road signs.


- **Upgrade of Matshamhlophe Gravel Road**

The project is the construction of Matshamhlophe Gravel Road in Ward 12, implemented over two (2) financial years (2024/2025 and 2025/2026). The project scope includes the upgrade of 4km x 5.5 wide gravel road, installation of concrete stormwater pipes, construction of inlet catchpit and headwalls and installation of road signs.

- **Gravel Road at Kwa-Tshonono and Ezimpisini Village**

This is a Gravel Road constructed at KwaTshonono and Ezimpisini Village in Ward 8. The project is scheduled for implementation over two (2) financial years (2024/2025 and 2025/2026), with a scope consisting of the construction of 4.3 km x 5.5 wide gravel road, installation of concrete stormwater pipes, construction of inlet catchpit and headwalls, Portal Culvert for stream crossing and installation of road signs.

- **Gravel Road at Ezikleleni to Mbuzi Area**

A gravel road was constructed from Ezikleleni to Mbuzi Area in Ward 22. The project is scheduled for implementation over two (2) financial years (2024/2025 and 2025/2026), with a scope consisting of the construction of 4.7 k m x 5.5 wide gravel road, installation of concrete stormwater pipes, construction of inlet catchpit and headwalls and installation of road signs.

- **Gravel Road at Sizumphakathi to Nguduza Area**

This project is located in ward 17 from Sizumphakathi to Nguduza Area. It is scheduled for implementation over two (2) financial years (2024/2025 and 2025/2026). The project scope includes the construction of 5.8 km x 5.5 wide gravel road, installation of concrete stormwater pipes, construction of inlet catchpit and headwalls and installation of road signs.

3.3.2.2 Integrated National Electrification Programme (INEP)

INEP funding to municipalities is coordinated by the Department of Energy and implemented through its designated agencies, including Eskom, municipalities, and non-grid service providers. During the financial year under review, the Municipality did not receive an INEP allocation.

- **Operations and Maintenance**

The municipality utilised grader and TLB on access road upgrades to be accessible in all access roads within wards to be in good condition after rainy weather and connecting Nongoma communities. Furthermore, the municipality managed to fix potholes.

3.3.3 HUMAN SETTLEMENT

Human settlement activities are coordinated by the Housing and Maintenance Unit. The activities executed during the financial year are:

- Coordination of Housing Forums, reporting on the status and progress of Housing projects.
- Continuously engaging with and following up on housing projects currently under construction, as well as liaising with the Department of Human Settlement on the progress of planned / pipeline projects.

Highlight of all activities executed during the reporting period are detailed as follows:

3.3.3.1. Coordination of Housing Forum Meetings

The housing forum provides a platform for the municipality to manage the implementation of housing projects within its area of jurisdiction. It reviews progress presented by various implementers and intervenes where necessary.

Housing Forum is held on a quarterly basis, as such, the municipality had an indicator relating to the sitting of the forum meetings as per the Terms of Reference. All four meetings were successfully conducted as per the SDBIP targets.

3.3.3.2. Nongoma LM Hosing Projects

Project Name	Ward	Project Phase	Planned Units	Units Completed to Date
Vuna Housing Project	14	Phase 1	600	545
Siyazama Housing Project	15	Phase 1	430	430
Khokhwaneni Housing Project	04	Phase 2	300	44
Mpunzana Housing Project	21	Phase 2	300	40
Mhambuma Housing Project	15	Phase 1	300	169
Bhuqwini Housing Project	17	Phase 1	300	31
Mandlakazi B. Housing Project	02, 05 & 07	Phase 1	300	24

3.4 COMMUNITY SERVICES DEPARTMENT

The Community Services Department is responsible for ensuring provision of an acceptable standard of Social Services, Emergency Services, and Environmental Management Services (inclusive of Waste, Open Space and Cemeteries), Pound Management, Community Safety and Road Traffic Management as well as Sports, Arts and Cultural Services to the communities.

The main responsibilities of the Department include:

- Provision of efficient and coordinated firefighting services
- Prevent or reduce the risk of disasters, mitigate the severity of disasters, cultivate emergency preparedness within the communities, and to rapidly and effectively respond to disasters and to promote post disaster recovery.
- Ensure access to waste collection service, and implementing the Waste Management plan.
- Protection and maintenance of sensitive, vulnerable areas and cultural heritage sites to sustainable levels;
- Proper management of Municipal community facilities including, and community halls;
- Public spaces and recreation centers, parks and facilities.
- Provision of Safety and Security in municipal area.
- Manages and monitors the implementation of crime prevention strategies thereby improving safety and security in communities;
- Developing and implementing special programs to address various social ills within communities.
- Promoting and managing sports activities and sports facilities.
- Supporting and facilitating arts and cultural initiatives within the community.

The department has the following units:

- Community Safety and Security Services Unit
- Disaster Management and Fire & Rescue
- Waste Management Unit
- Social Services and Public Amenities Unit

In line with the key performance indicators of the organisational SDBIP, the Department performed effectively, with quarterly performance reports submitted to the Accounting Officer and tabled before the Community Services Portfolio Committee for councillors to engage.

3.4.1. WASTE MANAGEMENT: INTENSIFYING EFFORTS IN ENSURING AND KEEPING NONGOMA CLEAN

3.4.1.1. Waste Collection Services

Waste collection services are provided three times a week to residential areas including townships and surrounding areas, while commercial areas, such as town centre have daily waste collection services. Collection routes forms part of the Integrated Waste Management Plan as part of the implementation plan. Waste collection routes are often optimized to ensure efficient collection and minimize costs, while route planning is critical in taking into account factors like traffic, road condition, and waste generation patterns.

Dealing with Illegal Dumping and Eradication of Illegal Hot spots

Illegal dumping is a significant environmental and health concern in Nongoma, contributing to pollution, health risks, and aesthetic degradation. Addressing this issue requires a comprehensive approach that involves community engagement, infrastructure development, and law enforcement. Therefore, Nongoma Local Municipality under waste collection has developed the following strategies to overcome this issue, focusing on three wards that are near to the municipality, Wards: 16,09 &19.

- **Community Awareness and Education:** The waste management unit has embarked on educating the community about the negative impacts of illegal dumping and promote responsible waste disposal practices.
- **Clean up Initiatives:** It also organised regular clean-up initiatives to remove waste from illegal dumping hot spot and restore affected areas.

Clean up campaigns were conducted in various areas in Nongoma, targeting outer areas entailing to educate the community about illegal dumping including communities in outskirts of Nongoma town boundary.

3.4.2. PUBLIC SAFETY AND TRAFFIC & LICENSING SERVICES

3.4.2.1. Road Safety Awareness Campaign/Roadblock

The municipality has made it a norm that twice in a financial year it conducts Road Safety campaigns. The 1st campaign was conducted just before Christmas festive season in December 2024 and the 2nd just before the Easter holidays in March 2025. The timing for the campaigns was influenced by the fact that most people tend to be mobile during these periods, and there are a lot of reported road accidents around these times.

3.4.2.2. Dealing with Traffic Congestion in Nongoma Town

Nongoma town is constructed in a model that was based to accommodate a certain population that existed at a time, due to an increasing number of people, growth in communities as well as developmental infrastructure, a number of people visiting the stores for various purposes has been an incursion, resulting in accidents to pedestrians, motorist and depraved traffic congestion.

A festive season plan was submitted to the Community Services Portfolio Committee in October 2024 for approval and was also presented to various forums including Rate payer's forum, where a strategy was illustrated to enforce one way road to be utilised during festive season in Nongoma.

This plan was developed as part of undulating obstructions caused by road users during the festive season in town, resulting in accidents in motors including pedestrians.

R66, Masson Road, ABSA Link and other parts of the road in town were subjected to change, to allow an effective implementation of road redirecting plan. The plan was exceptionally executed, resulting into the outstanding interchange to the Traffic in Nongoma Town.

NONGOMA CBD TRAFFIC MAP

The Executive Committee of the Municipality resolved that the re-directing of traffic plan be conducted on a monthly basis during the incursion of people and vehicles in town due to social grants and other activities incurring during these times of the month.

3.4.2.3. Operational Roadblocks

During the Easter Holidays and other seasonal holidays, Nongoma experienced an increase in traffic volumes resulting in an increase in road traffic accidents including many victims being pedestrians due to traverse and death in passengers due to non-use of safety belts. Operational Roadblocks are part of Municipal programmes which intends to promote the health and safety environment for the people as part of strategic requirement per the Municipal SDBIP. They are implemented on a quarterly basis to send out a message of safety and prevention of road accidents during public holidays.

- Total vehicles stopped – 23314
- No of unregistered /unlicensed motor vehicle – 39
- No of total written charges – 525
- No of impounded vehicles – 76
- No of moving offenses – 32
- No of Arrest /Drunk & Driving – 03
- No of suspension – 37
- No of Direct Charges – 65
- No of Accidents attended – 40
- No of Defect – 12

3.4.2.3.1 ADCO Multidisciplinary Roadblock

Nongoma Local Municipality conducted more than 3 ADCO multidisciplinary road safety awareness campaigns, which were held at R66 & 618 on the 03rd and 05th February 2025, on the 1st April 2025. These campaigns were led by municipal traffic officers in collaboration with the South African Police Service (SAPS), focusing on law enforcement and public education. Members of the Municipal Executive Committee also participated by observing the enforcement activities during the campaigns. The campaigns focused on conveying the statement on the importance of safety during the influx of traffic when entering in town, it's also engrossed on law enforcement which included the discourse of traffic and license related issues.

3.4.3. DISASTER MANAGEMENT

Disaster management services are coordinated within Community Services department through a unit called Disaster and Fire & Rescue Services Unit. The unit is responsible for disaster management in the municipal area, and a lead agent towards the implementation of disaster management policies and legislation. It also drives the integration and coordination of municipal disaster management activities and priorities in order to ensure that national and provincial objectives are achieved.

3.4.3.1. Fire Drill

Disaster, Fire and Rescue Services unit has amongst others an objective to implement programmes and activities that intends to ensure an appropriate adaption and effective response to climate change. Fire Drills was conducted on the 20th March 2025 at Engen Garage and Buildrite. On the 5th of June 2025, fire drills were conducted at Caltex Garage and Gallitos, this activity was in accordance with the workplace plans and procedures requiring emergency personnel to demonstrate their readiness in response to emergency services to be provided in the Nongoma in case of an emergency including raising an awareness to the community on services to be contacted in case of an emergency.

3.4.3.2. Fire Safety Inspection

Nongoma Fire inspections was conducted to identify significant fire issues and to provide recommendations based on applicable standards specified by Disaster Management Act no 57 of 2022; the scope of inspection was limited to the view and identification of major fire safety issues. The inspection comprises the information and data collected to the local business and store owners. For 2024/25 FY, a total of 56 inspections were done in industrial businesses, hospitals and clinics and mostly at schools.

3.4.3.3. Disaster Fire & Rescue Awareness Campaign

The Disaster Management Unit took an initiative to promote a healthy and safe environment by conducting awareness campaigns aimed at educating the community about the risks associated with seasonal disasters caused by climate change. These disasters include lightning strikes, structural fires, veld fires, and others.

The following schools were visited for awareness campaigns; King Bhekuzulu High School, Mlokothwa High School, Nongoma Primary School, Nkosiyethu Primary School, and eMphuphuse Primary School. During the sessions, educators and learners were taught essential strategies for managing and preventing structural fires at home, equipping them with the knowledge to better protect themselves and their communities.

3.4.3.4 Heavy Rainfall and Land Cracks

The first incident of earthquakes and land cracks, along with heavy rainfall, was reported on March 20, 2025, and has recurred several times since then. Despite ongoing investigations, the causes of these geological events remain unknown. 12 households had been affected by the earthquakes or land cracks, with 7 families from Ward 19 and 5 from Ward 23 impacted. Additionally, Wards 11, 13, and 21 were suffering from continuous heavy rainfall. An assessment revealed that 30 mud houses have been completely destroyed, leaving 18 families homeless 7 from Ward 11, 6 from Ward 19, and 5 from Ward 23.

The Department of Human Settlement, both at the National and Provincial levels, has visited some affected families to reassess the situation and plan interventions. The Department of Cooperative Governance and Traditional Affairs in KwaZulu-Natal, along with other departments, was notified and visited the affected families on April 12, 2025. During this visit, in collaboration with the Provincial Disaster Management Centre (PDMC), Red Cross, Old Mutual, Themba Njilo Foundation, and Al Imdaad Foundation, a commitment was made to assist the affected families by building 9 new homes for those residing in Ophiyaneni. Furthermore, 100 families received essential relief materials, including food parcels, blankets, hygiene kits, and sanitary supplies.

3.4.4 SOCIAL SERVICES: LIBRARY SERVICES

Libraries are important cornerstones of a healthy community. Libraries give people the opportunity to find jobs, explore research, projects, gaming/fun, and experience new ideas, online tertiary applications, NSFAS applications, indulge in wonderful and educational stories while at the same time providing a sense of a place for gathering. There is one community library located within the Municipal premises, the operation of which is under the control of a qualified Librarian. The KwaZulu-Natal Department of Sports Arts and Culture has provided two modular libraries at Usuthu and Kwa-Khetha and both are operational. The Outreach programmes were conducted as follows:

- Nqokotho Primary School, 15 August 2024
- Falaza High School, 20 June 2025
- Efefe Primary School, 19 November 2024

3.4.5 SPORTS, ARTS AND CULTURE

The Sports, Arts and Culture Section hosts a variety of recreational genres, such as the following:

- Indigenous Games
- Senior Citizens Golden Games
- Healthy Lifestyle Programs which include Councillors and Officials work and play
- Ward Elimination Games
- Cluster Elimination Games
- Siyaya Emhlangeni
- Umkhosi Womhlanga – hosted on the 13th to 15th September 2024
- Local Mayoral Cup – hosted on the 28th September 2024
- SALGA Games – hosted on the 5th to 8th December 2024


Arts and Culture Programmes: The municipality has taken an initiative to preserve its culture and heritage through implementation of Arts and Culture programmes. Nongoma is known as "Ihlalankosi" and it is the only place in South Africa that celebrates most of the Zulu customs, programmes and events including Umkhosi Womhlanga (Royal Reed Dance) which has spread and enjoyed by the international community.

- **Operation Siyaya Emhlangeni**

Young virgins are encouraged to *ukuziphatha kahle* and stay away from substance abuse. The event was hosted by the Municipality on the 31st of August 2024 at Kwa-Lindizwe Stadium; young virgins are singing traditional hymns and amahubo. Queen Ma-Mchiza was motivating teenagers to stay away from unnecessary doings and focus on their education.

- **Isicathamiya Noswenka**

The Annual Nongoma Isicathamiya festival was held on the 25th of December 2024 at the Nongoma Multi-purpose hall wherein groups of both elderly and the youth battled it out for first, second and third position to win a cash price. The main aim was to promote indigenous music and provide a platform for musical groups to showcase their talent and skills to a broader group.

- **Ingoma**

Ingoma presented by the municipality in partnership with Department of Art and Culture. The event took place on the 30th of December 2024 at Kwa-Denge Sportfield in Kwa-Denge area, with 18 Zulu Dance groups competing for a price. Nongoma Municipality's mandate is to produce equitable programme of Zulu production in the field of music and dance.

3.4.6 SPECIAL PROGRAMMES AND MAYORAL OUTREACH PROGRAMMES

- **Youth Day Campaign at Kwa-Denge High School – 26 June 2025**

This campaign was successfully conducted on 26 June 2025 at Kwa-Denge High School. This initiative aimed to commemorate Youth Month by engaging with young people on critical issues affecting their development, education, and future opportunities. The campaign featured interactive discussions, motivational talks, and presentations from various stakeholders focused on youth empowerment, education, career development, and social responsibility. Learners were encouraged to embrace positive lifestyles and become active contributors to their communities.

This outreach forms part of the municipality's broader commitment to supporting youth through educational and developmental programmes, in line with national efforts to honour the legacy of the 1976 youth and foster a generation that is informed, resilient, and future-ready.

- **Disability Forum**

The forum exists to engage stakeholders, representatives of people living with disabilities, and relevant departments in open dialogue aimed at promoting inclusivity, accessibility, and the empowerment of persons with disabilities within the municipality.
The forum provides a platform for participants to:

- Discuss current challenges faced by persons with disabilities in the Nongoma area.
- Share progress and developments on disability-inclusive municipal programs.
- Identify gaps in service delivery and propose practical solutions.
- Strengthen collaboration between government departments, civil society organizations, and the disability sector.

Disability Forum meetings were held quarterly, with key outcomes including the identification of action items aimed at improving infrastructure accessibility, enhancing community awareness, and promoting better representation of persons with disabilities in decision-making processes. Each meeting concluded with a commitment from the municipality to prioritise disability-related issues.

- **Women In Council**

The Women in Council and Forum was established to empower women in leadership and promote gender equality within local government. This initiative includes discussions on the challenges faced by women in council, shared success stories, and emphasized mentorship for young women. Key outcomes included the strengthening of the Women's Caucus, plans for ongoing empowerment programs, and greater collaboration among female leaders. The forum was a successful step towards inclusive and equitable governance in Nongoma.

- **Children and Elderly Event**

On 12 November 2024, the Nongoma Local Municipality successfully hosted a special event dedicated to children and the elderly in the surrounding communities. The event was held in collaboration with the Motsepe Foundation, which generously donated toys to children from various local schools. This initiative aimed to bring joy to young learners while also recognizing the role of elders in the community. Local officials, community leaders, and school representatives were present to support the event, which fostered a strong sense of unity and celebration among residents. The municipality expresses its gratitude to the Motsepe Foundation for their continued support and commitment to uplifting rural communities.

- **Career EXPO**

On the 13th of May 2025, the municipality in collaboration with High Institutions of Learning (HIL) and Department of Education conducted a learning programme to support grade 12 learners plan for their post-school education. Learners participated in one-on-one discussions with representatives from various institutions to enable them make informed career decision. They were also engaged on matters pertaining to socio-economic factors which may affect their quality of life.

- **PUBLIC AMENITIES**

As part of service provision, the municipality has a responsibility to render effective recreational public facilities this includes rendering of cleaning services in Nongoma town, Cemeteries, sidewalks, Nature reserves area, public open spaces and other related facilities for the community.

3.5 PLANNING AND ECONOMIC DEVELOPMENT

In order for the municipality to meet the spatial planning objectives set out in the IDP, and also to manage and direct **Development (Spatial Planning)** through **Spatial Development Framework (SDF) Integrated Development Planning (IDP), Local Economic Development (LED) & Tourism**; taking into cognizance, the **Environmental** imperatives of Nongoma Local Municipality, and to comply with the built environment planning and approval requirements, a central directorate for Planning and Economic development was established by Council on 27 October 2023 as per the revised municipal organogram's macrostructure organizational re-alignment.

The Planning and Economic Development department has four specialised units, namely:

- **Strategic Planning Unit**, which is mainly responsible for the coordination of the municipality's integrated development planning (IDP)
- **Development Planning Unit**, responsible for spatial planning and land use management
- **Building Inspectorate**, responsible for built environment planning and approval requirements thereof
- **LED/Tourism Unit**, responsible for Local economic development and Tourism, including investment promotion.

Summarized Departmental achievements as per SDBIP strategies and programmes

No.	STRATEGY	PROGRAMME	REPORT
A.	**MUNICIPAL TRANSFORMATION & INSTITUTIONAL DEVELOPMENT**		
A1.	Development and Implementation of Performance Management System (PMS)	Performance Management and Review	The 2024/2025 FY Departmental SDBIP was tabled to PED portfolio committee in the 1st quarter. Monthly progress reports on the implementation of the departmental SDBIP were tabled on a monthly basis, and eventually, quarterly reports were tabled on a quarterly basis. All departmental managers (two) had respective performance workplans signed. In addition, all departmental officials (eleven) had respective performance workplans signed. Quarterly performance reviews were conducted accordingly.
B.	**LOCAL ECONOMIC DEVELOPMENT & SOCIAL DEVELOPMENT**		
B1.	Promote economic growth and Job creation	Economic growth and Job creation	In the period under review, the municipality received 14 business license applications, 09 were approved and 05 were rejected. In minimizing and eliminating red tape around business license application process, the average time taken to process business license applications was 14 days, which was within the 21 days accepted average time. Compliance inspections on formal businesses

			were conducted on a quarterly basis, and in some instances, on an ad hoc basis. Three (3) formal business were closed and had their licenses revoked. This included Boxer Supermarket.
B2.	Support for the Informal economy and SMME's	Informal Economy & SMME Support	Ninety-eight (98) permits were issued. Those include eight (8) new applications and ninety (90) renewals. 90 renewal permits were market stall which are among 210 market stalls managed by the municipality. As such 43% percent of the market stalls operators could renew their respective permits. In response to the Presidential call to register all Spaza shops and food handling facilities by no later than 28 February 2025, the municipality through its LED Unit embarked on a registration drive to ensure compliance with the Presidential directive. The initiative was aimed at formalize informal businesses, promote compliance with municipal regulations, and provide support to local entrepreneurs. In the process, 520 spaza shops were registered, and 39 permits were issued. The registration of spaza shop assisted the municipality in understanding the number and the location of the spaza shops within its jurisdiction. The number of permits issued on spaza shops implies that a lot still needs to be done in terms of ensuring compliance among the spaza shops businesses. The municipality provided mentorship on local SMMEs, by facilitating various workshops. This included the Nongoma Business Seminar. an entrepreneur development workshop, initiated to uplift and empower entrepreneurs, support and guide the youth and promote skills development in an effort to contribute towards job creation. The seminar/Workshop mainly focused on business concept evaluation, training for small, medium and micro enterprises and co-operatives. The municipality also provided mentorship to 11 SMMEs, which included 8 agriculture coops. The municipality provided these cooperatives and SMMEs with transport to collect seedlings from Pongola and poultry feed from Vryheid. The unit also assisted Liphumililanga (Mangomhlophe) with the market, making them vegetable suppliers for Nongoma Boxer Supermarket. There were seven (7) training/workshops/seminars conducted during the 2024/25 FY. These include the SDBIP-planned Nongoma Business seminar workshop.

			The municipality also conducted a 3-Days Cost & Pricing Training in collaboration with SEDA and EDTEA for 21 Cooperatives and SMMEs. The municipality also conducted a BEE Compliance workshop.
B3.	Support Tourism and Agricultural Development	Tourism & Agricultural Support	The municipality provided a R120 000.00 amount to the Nongoma Tourism Organisation (CTO). The CTO is an accredited association responsible for promoting Nongoma as a tourism destination. Due to financial constraints, the municipality could not conduct it annual Nongoma Flea market exhibition. While the municipality went to the Annual Africa’s Travel Indaba as guest, it made use of the vacant Pongola municipality stand, to exhibit its products. The municipality had failed to procure a stand due to financial constraints.
B4	Develop, implement and monitor poverty alleviation programmes	Poverty Alleviation programmes	Of the R3000 000.00 budget earmarked for poverty alleviation, the bulk of it was utilized to pay off poverty alleviation instruments procured the previous financial year. The municipality however, handed over Poverty alleviation instruments/implements to beneficiaries during the 2025/26 IDP/Budget. These include seedlings to 17 beneficiaries, 2 warm light (chainsaw) -Siyazakha cooperative, water tanks to 3 beneficiaries, water pumps to 3 beneficiaries, Welded mesh and treated poles to 2 beneficiaries.
B5.	Promote and enhance culture of learning among children and youth	Number of Schools/communities Eco-Tourism Education & Awareness	To enhance awareness ito eco-tourism and environment, Nongoma municipality conducted two Schools Eco-Tourism Education & Awareness campaigns. In the 1st quarter, the campaign focus on 4 schools and was held at Prince Sojiyisa High school, and included Nsimbini High school, Manyoni High school and Senzokuhle High school. The municipality adopted Nkosiyethu primary school, and assisted the school in preparing its Capet Town excursion to be held in November 2025. Tourism related pamphlets were developed for the school to market Nongoma during the excursion. The municipality also conducted its second eco-tourism awareness at the school as part of preparation for the excursion.
C.	**FINANCIAL VIABILITY & MANAGEMENT**		
C1.	Development and implementation of revenue enhancement Strategy	Revenue Enhancement	As part of revenue enhancement, PED through its LED unit, devised and submitted to finance department, proposed tariffs on business license applications and renewals, trading permits and renewals. The department also focused its attention on the market stalls. It was discovered that market stalls were being rented out for between a thousand rands to two thousand five hundred rands a month, by those whom the stalls have been leased to by the

			municipality. These people, in return, pay a mere R75.00 every after 3 years to the municipality.
C2.	Develop a credible budget and report in accordance with the provisions of the MFMA	Draft Budget	The department submitted its proposed 2025/26 Budget, as part of budget preparation, in line with the 2025/26 IDP review. The draft budget amount to R14 000 000.00, and included project such as Mona Market Development (R2 millions), Poverty Alleviation (R6 million), Tourism information centre (R1 million) to mention but the few. The final budget saw the departmental budget being reduced by more than a half. As such, the Mona Market Development was left with no budget, Poverty Alleviation was left with a million. While adjustments were made during the mid-term budget review, PED overspent on poverty alleviation during the 1st 2 quarters. Inability of the department to have full control and planning around poverty alleviation, contribute immensely towards the unauthorized expenditure incurred around this line item. Implementation of poverty alleviation projects was mainly the mayor's discretion. The department had no contracts, and a such had nothing to report on in terms of contract management.
C3.		Prevention of unauthorized expenditure	
C4.	Effective Implementation of Supply Chain Management Regulations	Contracts and Contract Management	
D.	**GOOD GOVERNANCE & PUBLIC PARTICIPATION**		
D1.	Coordination of Council committee meetings	Council Committees	All PED Portfolio Committee meetings, were conducted as planned, on monthly basis. Some of the critical items that were initiated within the department and elevated up to the council, included, the Reviewed Nongoma Spatial Development Framework (SDF), the reviewed Integrated Development Plan (2025/26 IDP), Nongoma Standard By-Law on Township Economies, Policy on Placement of Shipping containers, Building Control By-Law, to name just a few.
D2.	Facilitate Municipal Stakeholder engagements	Public Participation & Stakeholder Engagement	In ensuring appropriate mechanisms, processes and procedures to enable local communities to participate in the affairs of the municipality, PED facilitated various stakeholder engagements around various Planning and Economic aspects. These include two IDP Representative Forums, LED Forums and Tourism Forums which were held quarterly. Agri-business forum was also coordinated on a quarterly basis, focusing on agri-business development. The three Amakhosi and respective izinduna were not left out. The department conducted engagements on the three traditional councils, on spatial planning and environmental management matters. The focus was to sensitize the traditional leaders on informed allocation of land.
D3.	Development and monitoring of	By-law development and	The department has eight by-laws, and it is

	municipal policies and by-laws	implementation	imperative that such by-laws are implemented. 2 bi-annual reports on the implementation of departmental by-laws were tabled to PED Portfolio Committee in the 2024/25 FY. The implementation of by-laws saw the removal of all illegally placed shipping containers and trading shack within the Nongoma town, also, closing of major shops such as Nongoma Boxer supermarket, among others.
D4.	Development and monitor Strategic Risk Management register in line with the municipal strategic document (IDP) implementation	Risk Management	PED, on its operational risk register, had fifteen (15) action plans. Of the 15, only 6 could not be achieved. These included the filling of vacant posts within LED/Tourism unit, review of LED and Tourism strategies among others. Only the Manager: LED/Tourism post could be filled by the last quarter of the financial year under review. The LED and Tourism strategies would be reviewed in-house in the 2025/2026 FY.
D5.	Ensure Complaint Reporting and Publication	External Audit	While the PED department had no matters in terms of the 2023/24 Audit report, and as such, didn't feature in the Audit Action plan; in preparation of the next audit (2024/2025), the department compiled an Audit Compliance inventory, to ensure readiness for the next audit.
E.	**CROSS-CUTTING INTERVENTIONS**		
E1.	Development of a credible Integrated Development Planning (IDP)	Integrated Development Planning Strategic Planning Ward-Based Planning	Nongoma IDP was reviewed in line with the council-adopted IDP Process plan. However, the final IDP could not be tabled on the set date (30 May 2025). This was due to council not sitting. COGTA KZN was duly informed of the quagmire and was kept on the loop in terms of the developments. The strategic planning session was conducted on the 15th and 16th of May 2025. Ward-based planning is basically the function of Public Participation. However, due to capacity issues, the IDP Unit assumed the responsibility to coordinate and compile ward-based plans. All 23 wards had their ward-based plans in place. Such plans informed the reviewed IDP.
E2.	Guide, monitor & control spatial planning, land use management & development within the municipality	Spatial Planning and Land-Use Management	A joint Municipal Planning Tribunal (a) is accountable to each municipality which is a party to the agreement establishing it; and (b) must submit a quarterly report on its activities and performance to the participating municipalities in the manner and format determined by the participating municipalities. Therefore, two reports on the functionality of the JMPT were tabled to EXCO
E3.	Maintain and improve the environmental integrity of Nongoma municipal area of jurisdiction	Environmental Management	In the period under review, the municipality was managing the implementation of the Integrated Waste Management Plan (IWMP). Two reports were tabled to EXCO. Two Environmental Management Awareness Campaigns conducted

3.5.1 Meaningful Engagement & Public Participation

Municipalities have a statutory obligation to foster community participation and engagement in local government matters. This involves providing authentic opportunities for communities to contribute to critical decision-making processes and outcomes. To achieve this, municipalities must establish and maintain effective mechanisms, processes, and procedures that enable local communities to:

- Participate in municipal affairs
- Engage with decision-makers
- Contribute to policy development and implementation

This ensures that communities have a meaningful voice in shaping their local governance and development. The following forums have therefore been established and coordinated through the Planning & Economic Development services department.

3.5.2 IDP Representative Forum

In accordance with Section 15 of the Local Government: Municipal Planning and Performance Regulations (2001), the Nongoma Local Municipality established the Integrated Development Plan (IDP) Representative Forum. This consultative body comprises diverse stakeholders with vested interests in the municipality's developmental priorities.

The Representative Forum operates through collaborative consensus-building among its member representatives, fostering a collective approach to shaping the municipality's development agenda. In the financial year under review, the IDP- Representative Forum meetings were held as follows:

Quarter	Date	Venue
Q1	21 August 2024	NLM Council Chambers
Q2	None	N/A
Q3	None	N/A
Q4	20 May 2025	NLM Council Chambers

Other IDP-related platforms that promote public participation and enhance open engagement between the municipal and the community it serves include IDP Consultative meetings and IDP/Budget Roadshows.

3.5.3 IDP CONSULTATIVE ENGAGEMENTS

The public participation process during the IDP Review phase is formally integrated to guarantee equal participation opportunities for all residents. This process is closely tied to the development of the municipal IDP, focusing on:

- Reviewing municipal issues and priorities
- Assessing key objectives
- Evaluating the effectiveness of municipal strategies

These efforts inform project development and are addressed through IDP Consultative meetings, which took place from November 19-25, 2024.

The Consultative meetings aimed to provide communities and stakeholders with a platform to engage with Mayor Cllr C.M. Ndabandaba and his delegation, discussing:

- Service delivery challenges
- Proposals for consideration in the 2025-2026 IDP review

This interactive session facilitated open dialogue, enabling stakeholders to contribute to the IDP review process for the upcoming financial year

IDP/BUDGET ROADSHOWS

In keeping with the prescripts of the legislation, Nongoma Municipality maintained its obligation of being accountable to its communities by leading the successful Integrated Development Programmes (IDP) & Budget Review Roadshows for the 2025-2026 Financial Year to engage various stakeholders and communities on service delivery matters and part of the process of having an approved IDP & Budget.

The platform is a legislative requirement that allows the Mayor to present to the community, the budget provision and projects for the financial under planning, in this case, 2025/26 FY

Just like the previous financial year, the IDP/Budget Roadshows were coordinated around the three Traditional Authorities within which form part of Nongoma area of jurisdiction.

The 1st session (ward 9, 16, 17, 18, 19 & 21) was held on the 21st of May 2025, at Majomela Hall in Ward 17 under uSuthu Traditional Council, with the 2nd (Ward 1,2,3,4,5,6,7,8, 20 & 22) being on the 23rd at eKubungazeleni Hall in ward 21 under KwaMandlakazi Traditional Council. The last roadshow (ward 10, 11, 12, 13, 14, 15 & 23) was held on the 23rd May 2025, at KwaNkulu Community Hall under eMatheni Traditional Council.

As part of the events, the Mayor distributed the much-needed poverty alleviation instruments to some beneficiaries.

3.5.4 Spatial Planning Workshops for Traditional Authorities (Izinduna)

Nongoma LM is made up of three (3) Traditional Councils of Nongoma are represented and participate in the Council:

- Ematheni Traditional Council,
- oSuthu Traditional Council, and
- Mandlakazi Traditional Council.

Through its Development Planning Unit, Nongoma Municipality has engaged with Traditional Authorities, ensuring they are equipped with information on executing their duties, as stipulated in the KwaZulu-Natal Traditional Leadership and Governance Act. The municipality promotes stakeholder involvement in development planning and decision-making, prioritizing community social well-being, sustainable development, and service delivery.

The municipality has conducted workshops in all three Traditional Authorities, addressing land allocation and climate change impacts. These workshops have received support from Traditional Councils, COGTA, and other sector departments, demonstrating a collaborative approach to addressing common challenges.

3.5.5 LED/TOURISM FORUM COORDINATION

Local municipalities are supposed to create an enabling environment to ensure that there is effective Economic Development, investment attraction and retention. One of the key economic developments enablers includes effective stakeholder mobilisation, engagement and management through the vibrant and functional LED Forums as enshrined in both the White paper on Local Government (1998) and the Section 152 (1) of the constitution highlighting the role of municipalities in promoting Local Economic Development to improve the social and economic conditions of its citizens.

As part of the municipal LED institutional Arrangement, LED Forum within a municipality is an engagement platform composing of the local business sector, chamber of commerce, NGOs, government, traditional leadership, academic institutions to drive the Local Economic Agenda of a municipality.

Nongoma has a functional LED/Tourism Forum, and in the financial year under review, the forum converged quarterly. Part of the success stories in terms of the achievements of the forum, was to review the LED Implementation plan for the financial year 2025/26.

Other forums, coordinated on a quarterly basis included:

- Tourism Forums
- Agri-business Forums

3.5.6 NONGOMA COMMUNITY WORKS PROGRAMME COORDINATION.

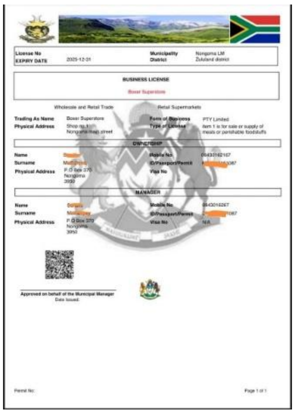
The Community Works Programme (CWP) is an innovative offering from the government to provide a job safety net for unemployed people of working age. It provides a bridging opportunity for unemployed youth and others who are actively looking for employment opportunities. Insika foundation is the implementing agent which was appointed by COGTA. A target of 1000 job opportunities was set, and 1055 job opportunities have thus far, been achieved.

The municipality is therefore responsible for the coordination of the CWP quarterly Reference meetings. In the period under review, Nongoma municipality conducted 4 quarterly CWP Reference meetings.

In Nongoma, there are One Thousand and Fifty-Five (1055) beneficiaries across 18 of 23 wards. The programme is championed through LED/Tourism Unit. The quarterly Reference meetings provide a platform for progress report tabling by the Implementing agent, the District Manager and the Site Manager. Meetings are attended by councillors within whose wards the beneficiaries are based. In the financial year under review, Nongoma municipality received a certificate of recognition for having “the Best Implemented project: Community Works Programme (Silver).

3.5.7 REDUCING REDTAPES THROUGH BUSINESS LICENSE AUTOMATED SYSTEM

On the 11th of June, the Nongoma municipal officials were provided with a refresher training as part of resuscitation of the Automated Business Licensing System. As a result, and as part of the exercise, the municipality issued its 1st Business Licence through the Automated System. The training was conducted by the KZN EDTEA.



License No
EXPIRY DATE 2025-12-31
Municipality Nongoma LM
District Zululand district

BUSINESS LICENSE

Wholesale and Retail Trade
Retail Supermarkets

Trading As Name
Physical Address
Form of Business PTY Limited
Type of License

OWNERSHIP

Name
Surname
Physical Address
Mobile No
ID/Passport/Permit
Visa No

MANAGER

Name
Surname
Physical Address
Mobile No
ID/Passport/Permit
Visa No N/A

Approved on behalf of the Municipal Manager
Date Issued:

Page 1 of 1

Business Licence Automated System is a digital platform developed to streamline and improve the process of applying for and managing business licences across municipalities in KwaZulu-Natal. It allows for businesses to apply for licences online from anywhere, reducing the need for physical visits to municipal offices.

3.5.8 SERVICE DELIVERY OFFERINGS FOR THE DEPARTMENT

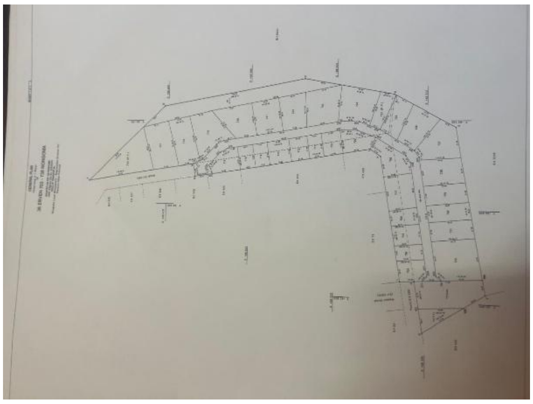
3.5.8.1 DEVELOPMENT PLANNING MATTERS

Review of Spatial Development Framework (SDF)

The Spatial Planning and Land Use Management Act, 2013 (Act 16 of 2013) requires municipalities to prepare and adopt a Municipal Spatial Development Framework (SDF). The SDF will serve as a strategic framework that directs the implementation of the IDP and guides the overall spatial distribution of current and desirable land uses within a Municipality in order to give effect to the vision, goals and objectives of the municipal IDP whilst also taking a long terms view as envisaged in SPLUMA requirements.

Through the assistance of the Department of Agriculture, Land Reform and Rural Development, Nongoma municipality commenced the review of its SDF in the 2023/24 FY, with the intention of adopting it by the end of the indicated financial year. The project however, rolled over into the 2024/25 FY. The project was completed early in the 3rd quarter of the current year under review, and as such, Nongoma has in place a council-adopted SDF.

Subdivision of Erf 431 & 432



A project that has been prolonging for years, subdivision of Erf 431 and 432 could unlock the acquisition of title deeds for the properties within informally subdivided Erf 431 and 432. While on one hand, this has impacted the property owners in terms of ownership of the properties; it has negatively impacted the municipality in terms of property rates collection, on the other hand.

In a giant step towards securing tenure and issue of title deeds for the affected property owners, the municipality has received approval of Diagrams for Erf 432/432. Nongoma LM is pleased to announce that it has received an approval from the SG office:

1) Subdivisional diagram
2) Consolidation diagram
3) General plan

This marks a significant milestone for the municipality. With the approval of these diagrams, the municipality is now in a position to initiate billing for approximately 18 properties that had never been billed before. This progress will contribute positively to the municipality's revenue collection effort.

3.5.9 STRATEGIC PLANNING

The Nongoma Integrated Development Plan (IDP) was reviewed in accordance with the council-approved IDP Process Plan. The public participation process was successfully conducted, meeting the required standards. While, the draft 2025/2026 IDP was submitted to the Department of Cooperative Governance and Traditional Affairs (COGTA) within the specified timeframe (March 2025w) and 10 days after council approval; the final 2025/2026 IDP was adopted by the council on June 27, 2025, and was submitted to COGTA on the 30th of June. Nongoma municipality was one of the municipalities that failed to adopt the IDP and the budget within the stipulated timeframe (30 May).

The municipality conducted its Strategic Planning session on the 15th and 16th of May 2025, upon which, a focused approach was to:

- Align priority plans with available budget allocations
- Ensure that prioritized programs align with community needs and mandates
- Develop strategic risk and operational risk registers.

3.5.10 LOCAL ECONOMIC DEVELOPMENT & TOURISM FACILITATION

3.5.10.1 MENTORSHIP FOR SMMES AND COOPERATIVES

Small, Medium, and Micro Enterprises (SMMEs) play a vital role in the economy, but they often face significant challenges. To overcome these obstacles, mentorship and business development support have proven to be crucial factors. Mentorship programs provide entrepreneurs with Training,

- Networking,
- Access to finance,

Market information, advice and referral, valuable guidance, knowledge sharing, and hands-on learning experiences.

To support SMMEs and cooperatives, the municipality launched a mentorship initiative aimed at addressing the challenges that hinder their sustainability, growth, and success. This effort has enhanced the business acumen and skills of SMMEs and cooperatives, empowering them to overcome obstacles and thrive. Mentorship of SMMEs and Cooperatives included the following:

- Tender information advice,
- Technical Support,
- Business linkages

3.5.10.2 Mentorship programme for agricultural SMMEs and Cooperatives

During the 2024/2025 financial year, the municipality's Local Economic Development (LED) unit provided technical assistance to agricultural Small, Medium, and Micro Enterprises (SMMEs) and cooperatives. The municipality offered support to agri-business cooperatives through:

- Bulk purchasing of seedlings and essential products, with free transportation
- Provision of technical expertise
- Supply of necessary equipment, such as fencing, for garden development
- Livestock farming support, including cattle dipping tools

These initiatives aimed to enhance the capacity and productivity of agricultural SMMEs and cooperatives within the municipality.

Sphecial Trading: This is a female-headed enterprise located in the KwaMjiza area (ward 17). This project has been producing broilers five years ago, and it has a steady market and excellent operation. The municipality has been supporting the project with transportation of feeds and stock.

The project produced about 1200 chickens in the first two quarters (July to December), and has been selling its stock to various customers at a cost of R 120.00 per chicken.

The Gwab's cooperative has two-hectares, it is run by 5 people (four ladies and one male).

The cooperative is located in Ward 05 (Esheshi area). They produce beans, sweet potatoes, and vegetables. They sell sweet potatoes a 5L scale basket that cost R50 per basket; the LED Unit assisted to sell their product. In the 2025/26 FY, the municipality intends assisting this cooperative with fencing, since they currently use trees as a protective barrier against livestock.

Other cooperatives mentored are:
- Zintozonke Cooperative
- Masombuka Garden
- Memeh Poultry and Special Trading
- Masindi’s Poultry (not registered)

3.5.10.3 Tourism Destination/Products Promotion and Marketing

Nongoma Local Municipality boasts not only exceptional biodiversity but also serves as a vibrant hub for various events and activities that take place throughout the year. These events include:

- The monthly Mona Market exhibition
- The annual Reed Dance Festival (uMkhosi woMhlanga)
- The Nazareth Pilgrimage to the Zulu King
- The quarterly Emsebe Mountain Christian Pilgrimage (Intshumayelo yaseNtabeni)

To capitalize on these attractions, the Nongoma Municipality has aligned its tourism efforts to promote and market its unique destinations and products, showcasing the area's rich cultural heritage and natural beauty.

3.5.10.4 Participation at the 2024 Africa’s Travel/Tourism Indaba

Africa’s Travel Indaba is a 3-day trade show preceded by a dedicated Business Opportunity Networking Day (BONDay) which seeks to create a platform for thought-leadership, knowledge sharing and obtaining the latest in global trends and local insights. The BONDay programme is developed in close collaboration with the global tourism organisations, continental experts as well as industry associations.

The trade show exists to provide the ideal platform for African tourism exhibitors to showcase their offerings to international and local buyers, destination marketing companies and leisure tourism services partners. It is the most formidable platform on the continent for you to meet face-to-face with the most influential buyers in the world, and to gain access to Africa’s excellence and its endless possibilities.

Participation of Nongoma municipality in this annual event was dampened by mid-term budget cut, which resulted in the municipality’s inability to procure an exhibition stand. While Nongoma went to the trade show as visitors, the availability of a trading stand from the sister municipality (Pongola) allowed the municipality to exhibit some of its tourism crafts.

3.5.10.5 Capacity Building initiatives

Cooperatives and Business Management Seminar/Workshop & Exhibition

The Nongoma Business Seminar/Workshop was initiated to uplift communities, empower entrepreneurs, and promote skills development, ultimately contributing to job creation and nation-building. The seminar focused on evaluating business concepts, training Small, Medium, and Micro Enterprises (SMMEs), and supporting cooperatives.

Nongoma's local economic landscape is dominated by informal SMMEs. To transform and integrate these businesses into the mainstream economy, it is essential for government, including the municipality and other spheres, to implement targeted programs.

To stimulate economic growth in Nongoma, emphasis must be placed on initiatives that uplift SMMEs, such as mentorship programs and accessing reliable markets for their products. The municipal LED/Tourism unit plays a critical role in addressing the challenges faced by SMMEs through strategies like the LED strategy, by-laws, and policies.

The seminar/workshop, held on August 24, 2024, provided a platform for SMMEs and cooperatives to showcase their products, with the involvement of the CTO and Tourism component. This initiative aimed to promote local economic development and support the growth of SMMEs in Nongoma.

Thirty (40) Cooperatives participated and exhibited their products. The municipality invited various stakeholders to capacitate the SMME's and Cooperatives: These included the following:

- DBSA – grant and loan funding up to 1 million
- EDTEA – registrations and business plan also funding opportunities
- ZAC MINE- funding opportunities, job opportunities
- FNB- business account, loans for business
- CAPITEC Bank- new business accounts
- NEDBANK – business accounts, charges
- ITHALA Bank- business accounts, savings
- OLD MUTUAL – new accounts
- ABSA Bank- business accounts
- NRWM- funding opportunities for female owned cooperatives

3.5.10.6 Enforcement of By-laws and other legislative prescripts

By-Laws are a type of law, and specifically a type of Legislations enacted and passed by Municipalities rather than Provincial or National Government (By Law Toolbox Document, Local Government Resource Centre). As Legislation, By Laws are intended to comprehensively regulate issues such as Informal Trading, Dumping, Parking Meters, Nuisance, etc. They are local in that:

- They relate to issues in the local community.
- Apply only in the area of jurisdiction of the municipality that has enacted them.

The following PED-related by-laws have been adopted by the council, and are therefore operational:

- Informal Economy By-laws,
- Nongoma Informal Street Trading By-law;
- Outdoor Advertising By-Law
- Problem Buildings By-law, also referred to as, Unsightly and Neglected Buildings and Premises By-Law

3.5.10.7 Business License Compliance Inspection

South African law requires all businesses to possess a valid trading license prior to commencing operations. This license grants permission to establish and operate a specific business within a designated area or premises, verifying compliance with essential regulations, including:

- Building codes
- Public safety standards
- Fire safety requirements
- Health regulations

To ensure adherence to these requirements, the municipality conducted regular, unannounced inspections of businesses on a quarterly and ad hoc basis. These joint inspections involved collaboration with key stakeholders, including:

- South African Police Service (SAPS)
- Department of Health
- Economic Development, Tourism and Environmental Affairs (EDTEA)
- Municipal representatives from the Zululand District family of municipalities

This initiative aligns with the DDM Technical Hub's directive to conduct random, joint inspections across the Zululand District municipality, aiming to combat the sale of counterfeit and expired products, among other concerns.

3.5.10.8 Implementation of Township Economies By-law: SPAZA shops registration drive/campaign

In an effort to promote economic development and regulate informal businesses in townships, the municipality adopted the Township Economies By-law. The by-law aims to create an enabling environment for informal businesses to thrive, while also ensuring that they operate in a safe and healthy manner.

In response to the Presidential call to register all Spaza shops and food handling facilities by no later than 28 February 2025, the municipality embarked on a registration drive to ensure compliance with the Presidential directive.

The initiative aimed to formalize informal businesses, promote compliance with municipal regulations, and provide support to local entrepreneurs. In response to a series of food-borne illnesses that resulted in the tragic deaths of over 20 individuals, including children, the South African government has intensified efforts to regulate spaza shops and other food-handling facilities. On 15 November 2024, President Cyril Ramaphosa mandated that all such establishments register with their respective municipalities within 21 days to ensure compliance with health and safety standards.

Following this directive, the government introduced a standardized draft by-law to streamline the registration process and support township economies. This by-law aims to harmonize business operations by providing clear norms and facilitating easier entry and operation for both formal and informal businesses.

The main objective of the registration drive was to register all Spaza shops and food handling facilities operating within the municipality's jurisdiction. The specific objectives were to:

- Create a database of all Spaza shops and food handling facilities operating in the municipality
- Ensure compliance with the Township Economies By-law and the Presidential directive
- Provide support and guidance to Spaza shop owners and food handlers on the registration process and requirements.

During the registration drive, a total of 261 Spaza shops and food handling facilities were registered. The majority of the registered businesses were Spaza shops, followed by food handling facilities such as restaurants and bakeries.

The registration process revealed that many Spaza shop owners and food handlers were not aware of the Township Economies By-law and the Presidential directive. The LED Unit provided guidance and support to these businesses, ensuring that they understood the requirements and benefits of registration.

3.6 FINANCE DEPARTMENT

3.6.1 FINANCIAL HEALTH OVERVIEW

Table below depicts the comparison between the adjusted budget and actual results for the 2023/2024 and 2024/2025 financial year:

Financial Overview						
						R'000
Details	**2023/2024**			**2024/2025**		
	Adjustment Budget	**Actual**	**Achievement %**	**Adjustment Budget**	**Actual**	**Achievement %**
Total Operational Revenue	248 578	281 957	113%	269 466	260 733	97%
Total Operational Expenditure	241 618	305 418	126%	207 316	242 547	117%
Net Operating Surplus / (Deficit)	**6 960**	**-23 461**	**-65%**	**62 150**	**18 186**	**20%**

There is decrease on operating revenue for 2024/2025 by 16% compared to 2023/24. The table above shows that 97% of the budgeted revenue was achieved while operating expenditure was at 117% higher than the final adjustment budget. The operating surplus increased from -R23.4 million in 2023/24 to R18.1 million in 2024/25.

Financial Overview			
			R'000
Details	**Original Budget**	**Adjustment Budget**	**Actual**
Income:			
Grants	218 550	218 550	208 401
Taxes and tariffs	32 635	43 791	44 271
Other	8 029	7 125	8 012
Sub Total	**259 214**	**269 466**	**259 868**
Less: Expenditure	**220 760**	**207 316**	**242 547**
Actuarial gain or loss	**-**	**-**	**49**
Surplus / (Deficit)	**38 454**	**62 150**	**17 370**

The financial overview in the table above shows that for the 2024/25 financial year, revenue recognised from government grants were not received in full, there were no additional funding on the adjusted budget; These are followed by taxes and tariffs income for actual results at 107%.

Operating Ratios	
Details	**%**
Employee Cost	56%
Repairs and Maintenance	2%
Finance Charges and Impairment	1%

The Operating Ratios table above shows that the employee costs are 56% of operating expenditure, which is more than the 25%-40% norm indicated by National Treasury. Repairs and maintenance are 2% and the finance charges and impairments are both 1%. The National Treasury did not indicate any norms for the latter two ratios, except for the ratio of repairs and maintenance as a percentage of total value of Property, Plant and Equipment (PPE).

Total Capital Expenditure: 2022/2023 to 2024/2025			
			R'000
Details	**2022/2023**	**2023/2024**	**2024/2025**
Original Budget	35 973	49 623	35 857
Adjustment Budget	59 063	47 029	33 412
Actual	65 117	29 942	31 718
% Capital Spent based on Original Budget	181%	60%	88%
% Capital Spent based on Adjustment Budget	110%	63%	95%

The table above shows the summary of performance of the capital budget over the past three years.

3.6.2 PERFORMANCE

The annual financial statements of the Nongoma Municipality were prepared in accordance with Standards of Generally Recognised Accounting Practice (GRAP), issued by the Accounting Standards Board in accordance with Section 122(3) of the Municipal Finance Management Act No 56 of 2003.

The annual financial statements were prepared on the accrual basis of accounting and incorporate the historical cost conventions as the basis of measurement, except where specified otherwise.

The Municipality has implemented Government Gazette No. 42514 issued on 7 June 2019: "Municipal Cost Containment Regulations" in order to contain costs. It was able to contain costs among discretionary expenditure items such as consultancy services, domestic travel, catering and refreshments, acquisition of yellow plant, and conferences and meetings.

3.6.3 STATEMENTS OF FINANCIAL PERFORMANCE AND POSITION

The table below provides an overview of the financial performance of Nongoma Municipality and focuses on the financial health of the Municipality. In the executive summary of this chapter, also provides a synopsis of the financial health and performance.

3.6.3.1 STATEMENTS OF FINANCIAL PERFORMANCE: OPERATING REVENUE

FINANCIAL PERFORMANCE: OPERATING REVENUE			
Description	**Original Budget**	**Adjustment Budget**	**Actual Outcome**
	R	**R**	**R**
FINANCIAL PERFORMANCE			
Property Rates	32 635	43 791	44 271
Service Charges	2 012	2 012	2 203
Rental of Facilities and Equipment	253	253	293
Interest Earned - External Investments	617	1 304	1 601
Interest Earned - Outstanding Debtors	2 677	1 458	1 491
Fines, Penalties and Forfeits	383	98	180
Licences and Permits	1 847	1 856	1 579
Transfers and Subsidies	218 550	218 550	208 401
Other Revenue	240	144	641
Total Revenue	**259 215**	**269 466**	**260 733**

3.6.3.2 FINANCIAL PERFORMANCE: OPERATING EXPENDITURE

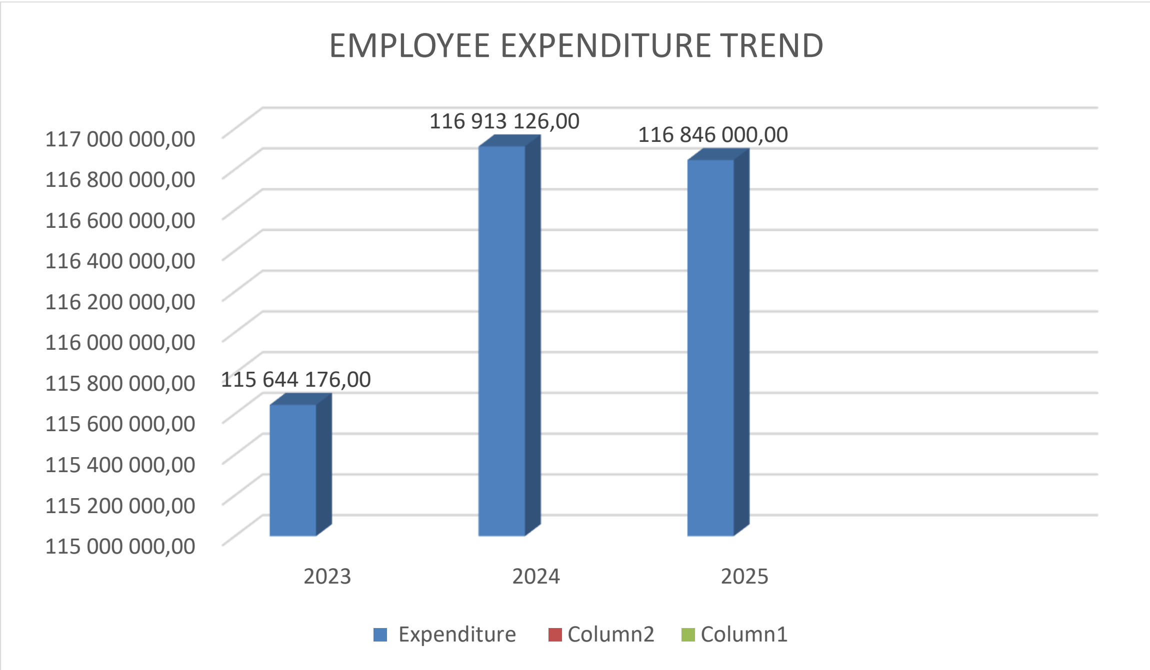
FINANCIAL PERFORMANCE: OPERATING EXPENDITURE			
Description	Original Budget	Adjustment Budget	Actual Outcome
	R	R	R
FINANCIAL PERFORMANCE			
Expenditure			
Employee Related Costs	120 927	120 927	116 846
Remuneration of Councillors	18 088	18 438	18 256
Debt Impairment	3 000	3 000	-
Depreciation and Asset Impairment	17 000	17 000	24 507
Finance Charges	944	1 094	1 131
Inventory consumed	3 378	2 741	155
Contracted Services	29 364	23 946	49 823
Transfers and Subsidies	200	400	224
Other Expenditure	27 895	19 770	30 359
Total Expenditure	**220 760**	**207 316**	**241 301**
Actuarial gain/loss	**-**	**-**	**1 255**
Surplus / (Deficit)	**38 455**	**62 150**	**18 186**

3.6.3.3 FINANCIAL POSITION: BALANCE SHEET

Financial position	Approved budget	Budget adjustments	Final budget	Actual amounts on comparable basis	Difference between Final budget and actual	Actual outcome as % of Final Budget
Assets						
Current assets						
Cash and cash equivalents	50 145 000	11 742 000	61 887 000	1 741 116	(60 145 884)	2,81 %
Trade receivables from exchange trans	11 103 000	(2 594 000)	8 509 000	7 679 656	(829 344)	90,25 %
Receivables from non-exchange transactions	23 677 000	6 762 000	30 439 000	34 593 688	4 154 688	113,65 %
Inventory	(3 470 000)	637 000	(2 833 000)	2 254 637	5 087 637	(79,58) %
VAT	23 831 000	(6 280 000)	17 551 000	4 566 821	(12 984 179)	26,02 %
Total current assets	**105 286 000**	**10 267 000**	**115 553 000**	**50 835 918**	**(64 717 082)**	**43,99 %**
Non-current assets						
Intangible assets	1 077 000	(491 000)	586 000	520 762	(65 238)	88,87 %
Total assets	**523 562 000**	**13 702 000**	**537 264 000**	**451 707 917**	**(85 556 083)**	**84,08 %**
Liabilities						
Current liabilities						
Financial liabilities	331 000	3 626 000	3 957 000	3 695 605	(261 395)	93,39 %
Trade payables from exchange transactions	66 903 000	17 512 000	84 415 000	67 292 374	(17 122 626)	79,72 %
Trade payables from non-exchange trans	26 000	(26 000)	-	-	-	- %
Provision	372 000	322 000	694 000	5 116 234	4 422 234	737,21 %
VAT	305 000	(1 000)	304 000	-	(304 000)	- %
Total current liabilities	**67 937 000**	**21 433 000**	**89 370 000**	**76 104 213**	**(13 265 787)**	**85,16 %**
Non-current liabilities						
Financial liabilities	5 552 000	-	5 552 000	-	(5 552 000)	- %
Provision	15 166 000	531 000	15 697 000	11 274 441	(4 422 559)	71,83 %
Total non-current liabilities	**20 718 000**	**531 000**	**21 249 000**	**11 274 441**	**(9 974 559)**	**53,06 %**
Total liabilities	**88 655 000**	**21 964 000**	**110 619 000**	**87 378 654**	**(23 240 346)**	**78,99 %**

5.6.3 EMPLOYEE RELATED EXPENDITURE

The Municipality ensures that it strives to manage the workforce expenditure in line with the limited budget available, which is insufficient to fill every need. Therefore, the filling of positions is prioritised in terms of their criticality, especially for service delivery departments. To ensure a balance between the budget and the vacancies, Human Resources and Finance are constantly monitoring the expenditure so that when a priority vacancy arises, the Municipality is able to leverage and appoint the right skills for the position to ensure that value for money is realised.



The actual employee related expenditure increased by 4,7% 2023 to 2024 financial year and decreased by 0,06% to 2024/25 FY.

3.6.4 GOVERNMENT GRANTS AND SUBSIDIES

The municipality has received all the grants as gazetted in the DORA and those allocated for by the Kwa-Zulu Natal Provincial Government. Grants allocated for the current financial year were fully spent with no rollover applications to be made to the funders.

The table below provides details on government grants performance over a period of two years, i.e., 2023/2024 and 2024/2025:

Details	2023/2024			2024/2025		
	Receipt	Spending	Roll Over	Receipt	Spending	Roll Over
						R'000
Equitable share	200 974	(200 974)	0	200 495	200 495	0
Kwakhetha Modular Grant	715	(715)	0	700 477	700 477	0
Municipal Infrastructure Grant	34 983	(29 942)	5 040	34 876	34 876	0
Expanded Public Works Grant	2 130	(2 130)	0	2 307	2 307	0
Finance Management Grant	2 000	(2 000)	0	2 000	2 000	0
LG Seta Grant	0	0	0	0	0	0
Provincial Grant: Libraries	981	(981)	0	1 024	1 024	0
School Patrol Grant	0	0	0	0	0	0
Cyber Cadet Grant	254	(254)	0	265	265	0
Osuthu Modular Grant	715	(715)	0	747	747	0
INEP Grant	9 000	(3 080)	5 920	0	0	0
Other Grants	570	570	0	0	0	0
TOTAL	**251 752**	**(240 987)**	**(10 960)**	**242 461**	**242 461**	**0**

The **Government Grant** schedule above reflects that, the Municipality on 2024/2025 financial years achieved 100% spending on conditional grants received.

The **Equitable Share** is the unconditional share of the revenue raised nationally and is being allocated in terms of Section 214 of the Constitution (Act 108 of 1996) to the municipality by the National Treasury. This grant is used to subsidise the provision of basic services to indigent community members and to subsidise income. All registered indigents receive a monthly subsidy equal to the basic monthly charges for refuse removal based on the monthly billing towards the consumer account. The subsidy is determined annually by Council. An amount of R10 765 000 was withheld.

The Purpose of the Discretionary Grants is to assist the **SETA** to achieve its objectives in relation to the development of the sector skills and enable the SETA to address the scarce and critical Skills in the sector. Discretionary Grants are allocated at the sole discretion of the SETA Accounting Authority depending on the availability of funds, adherence to specific criteria as per the Services SETA Discretionary Grants Policy and Guidelines.

The **Expanded Public Works Programme (EPWP) grant** is received to incentivise municipalities to expand work creation efforts through the use of labour intensive delivery methods in the following identified focus areas, in compliance with the EPWP Guidelines being the maintenance of roads and buildings; low traffic volume roads and rural roads; basic services infrastructure, including water and sewer reticulation, sanitation, pipelines and dams (excluding bulk infrastructure); and other economic and social infrastructure. No funds have been withheld.

The **Financial Management Grant** is paid by National Treasury to municipalities to help implement the financial reforms required by the Municipal Finance Management Act (MFMA), 2003. The FMG Grant also pays for the cost of the Financial Management Internship Programme (e.g., salary costs of the Financial Management Interns). No funds have been withheld.

The **MIG** grant is allocated to provide specific capital finance for basic municipal infrastructure backlogs for poor households, micro enterprises and social institutions servicing poor communities. An amount of R2 049 000.00 was withheld.

Library Provincialization Grant was received to support municipal investment in library services and to sustain the future professional delivery and development of such services in the most vulnerable municipalities. No funds have been withheld.

3.6.5 ASSET MANAGEMENT

The Municipal Finance Management Act (MFMA) was introduced with the objective of improving accounting, budgeting, and financial management in the local government sphere in line with global trends. Good asset management is critical to any business environment. The goal of asset management is to meet a required level of service in the most cost-effective manner, through the management of assets for present and future customers. The Municipality, therefore, is committed to providing municipal services for which the municipality is responsible, in a transparent, accountable, and sustainable manner and in accordance with sound infrastructure management principles and practices.

The Municipality has an Asset Management Policy which is reviewed annually and tabled with the annual budget. It also complies with the various asset management frameworks as directed by National Treasury and other sector departments.

Repair and Maintenance Expenditure: 2024/2025				
				R'000
Details	**Original Budget**	**Adjustment Budget**	**Actual**	**Budget Variance (%)**
Repairs and Maintenance Expenditure	3 107	2 933	5 372	183 %

The actual Repairs and Maintenance expenditure for 2024/25 amounted to R5,3 million, which is 183% more than the adjusted budget amount of R2.9 million. This shows that the Municipality is committed to maintaining its service delivery infrastructure. The intention is to grow the budget over the medium to long term, depending on affordability.

3.6.6 COLLECTION RATE

This ratio measures increases or decreases in Debtors relative to annual billed revenue. **The norm is 95%.** It further indicates the **quality of credit control** - ensuring that what is billed is collected. If the ratio is below the norm this is an indication that revenue collection of the municipality requires urgent attention and corrective measures should be implemented. A municipality with outstanding debtors should aim at achieving a collection rate of more than 100%.

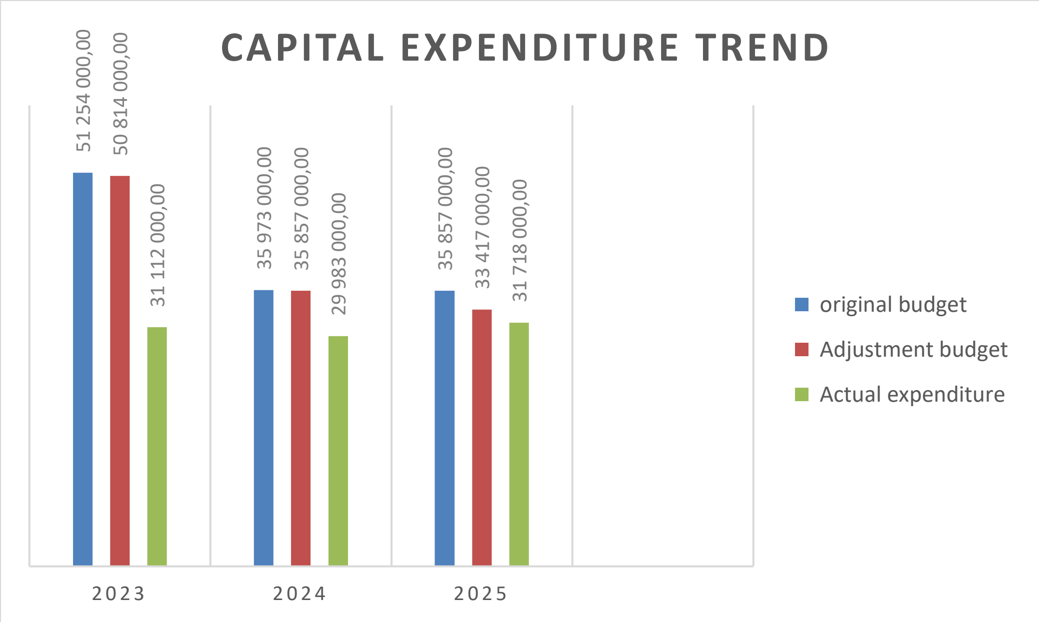
COLLECTION % FOR 2024 - 2025

Revenue Billing

Months	Property rates		Refuse removal		Rental		Billboards		Total	
	Bills	Collection	Bills	Collection	Bills	Collection	Bill	Collection	Bill	Collection
Jul-24	R 20 975 315,56	R 1 358 724,26	R 213 845,71	R 46 075,37	R 11 893,78	R -	R 976,13	R 1 767,38	R 21 202 031,18	R 1 406 567,01
Aug-24	R 2 143 101,06	R 1 267 746,16	R 219 610,68	R 116 109,75	R 12 868,14	R -	R 976,13	R -	R 2 376 556,01	R 1 383 855,91
Sep-24	R 2 143 101,06	R 3 981 491,74	R 219 610,68	R 59 495,63	R 12 868,14	R 10 717,95	R 976,13	R 654,52	R 2 376 556,01	R 4 052 359,84
Oct-24	R 2 123 194,97	R 1 506 773,12	R 213 845,71	R 50 478,50	R 12 868,14	R 25 573,80	R 976,13	R -	R 2 350 884,95	R 1 582 825,42
Nov-24	R 2 123 194,97	R 11 292 914,42	R 203 896,94	R 73 623,72	R 12 868,14	R 12 868,14	R 976,13	R 863,47	R 2 340 936,18	R 11 380 269,75
Dec-24	R 2 123 194,97	R 1 020 696,77	R 203 896,94	R 69 998,18	R 12 868,14	R 12 868,14	R 976,13	R 1 952,26	R 2 340 936,18	R 1 105 515,35
Jan-25	R 2 123 194,97	R 1 294 324,00	R 203 896,94	R 73 342,61	R 12 868,14	R 10 717,95	R 976,13	R -	R 2 340 936,18	R 1 378 384,56
Feb-25	R 2 123 194,97	R 1 039 617,16	R 203 896,94	R 181 215,08	R 12 868,14	R 15 018,33	R 976,13	R -	R 2 340 936,18	R 1 235 850,57
Mar-25	R 2 123 194,97	R 2 339 808,77	R 222 303,28	R 153 082,72	R 12 868,14	R 2 150,19	R 976,13	R -	R 2 359 342,52	R 2 495 041,68
Apr-25	R 2 123 194,97	R 1 221 705,85	R 222 303,28	R 133 222,84	R 13 083,15	R 23 586,09	R 976,13	R -	R 2 359 557,53	R 1 378 514,78
May-25	R 2 123 194,97	R 3 257 298,50	R 208 301,67	R 210 376,23	R 13 083,15	R 10 717,95	R 976,13	R -	R 2 345 555,92	R 3 478 392,68
Jun-25	R 2 123 194,97	R 1 142 243,37	R 208 301,67	R 126 867,88	R 13 083,15	R 15 448,35	R 976,13	R -	R 2 345 555,92	R 1 284 559,60
	R 44 370 272,41	**R 30 723 344,12**	**R 2 543 710,44**	**R 1 293 888,51**	**R 154 088,35**	**R 139 666,89**	**R 11 713,56**	**R 5 237,63**	**R 47 079 784,76**	**R 32 162 137,15**
Collection %	**69%**		**51%**		**91%**		**224%**		**68%**	

3.6.7 SPENDING AGAINST CAPITAL BUDGET

Capital expenditure relates mainly to construction projects that will have value lasting over one year. Capital expenditure is funded from grants, borrowings and operating revenue and surpluses. It is important to indicate the different sources of funding as well as how these funds are spent.



From the table above it is evident that the capital expenditure to budget has improved between 2023/2024 to 2024/2025 financial year i.e., 61% to 95%.

Sources of Capital Finance

Capital Expenditure - Funding Sources: 2023/2024 to 2024/2025			
			R'000
Details	**2023/2024**	**2024/2025 Financial Year**	
	Actual	**Adjusted Budget**	**Actual**
Grant Funding	29 983	32 109	30 451
External Borrowings	0	0	0
Internal Sources	0	3 749	1 267
Total	**29 983**	**35 857**	**31 718**

3.6.8 CASH FLOW MANAGEMENT AND INVESTMENTS

Cash flow is the lifeblood of any organisation, regardless of whether it is profit or non-profit driven. Positive cash flows enable an organisation to meet its short and long-term commitments and reinvest any surplus cash into the operation for future sustainability. The Municipality's cash flow statement records the cash inflow and outflow and is comprised of three components in line with Generally Recognised Accounting Practice as follows:

- **Cash from operating activities** – activities that form the core of the business
- **Cash from financing activities** – activities that finance the organisation such as borrowings; and
- **Cash from investing activities** – activities relating to acquisition and disposal of assets.

It is imperative for the Municipality to build up cash reserves over a period of time so that it can replace its assets when they age or become obsolete. The reserves also provide a cushion for lean “rainy” days.

Details	**2024 FY**	**2025 FY**
	R’000	**R’000**
CASH FLOWS FROM OPERATING ACTIVITIES		
Receipts		
Property Rates	24 063	30 811
Fines, Penalties and Forfeits	332	77 977
Transfers and Subsidies	242 181	244 476
Service Charges	1 170 102	1 477 205
External Interest and Dividends Received	632 652	1 490 521
Rental of fixed assets	230 369	67 415
Licence and permits	1 579	1 603
Sale of goods and services	67	236
Other Receipts	6	0
VAT Received	4 636	1 732 817
Prepayments and Advances	746	291
Payments		
Employee Related Costs	(116 913)	(116 846)
Remuneration of Councillors	(18 002)	(18 255)
External Interest and Dividends Paid	(3 286)	(1 131)
Suppliers Paid	(107 643)	(106 559)
VAT Paid	-	-
NET CASH FLOWS FROM OPERATING ACTIVITIES	**29 800**	**40 119**
CASH FLOWS FROM INVESTING ACTIVITIES		
Purchase of Property, Plant and Equipment	(30 094)	
Purchase of Intangible Assets	-	
Proceeds / (Losses) on Disposal of Property & Plant and Equipment	94 285	
NET CASH FLOWS FROM INVESTING ACTIVITIES	**(30 000)**	**(40 119)**
CASH FLOWS FROM FINANCING ACTIVITIES		
Decrease in Finance Leases (Leases Redeemed)	(2 544)	
NET CASH FLOWS FROM FINANCING ACTIVITIES	**(2 544)**	**(2 611)**
NET INCREASE / (DECREASE) IN CASH AND CASH EQUIVALENTS	**(2 321)**	**(1 741)**
Cash and Cash Equivalents at Beginning of Financial Year	(422)	(2 321)
Cash and Cash Equivalents at End of Financial Year		

The Total Cash and Cash Equivalents at the end of the financial year (30 June 2025) amounted to an overdraft of **R1.7 million**. The table above shows that the Municipality's normal operations generated positive cash flows amounting to **R40.1 million** for the period under review.

3.6.9 BORROWING AND INVESTMENTS

The Municipality borrows funds to supplement its own resources for capital programmes. Borrowings are in the form of loans and are concentrated on revenue-generating assets to pay the interest and repay the loans. There were no borrowings in the 2024/25 FY.

3.6.10 OTHER FINANCIAL MATTERS

3.6.10.1 SUPPLY CHAIN MANAGEMENT OVERVIEW

In its pursuit of clean governance, the Nongoma Municipality has reviewed and amended the Supply Chain Management Policy to align it with the legislative requirements and circulars issued by National Treasury and was adopted by Council. Furthermore, in line with the Municipal Supply Chain Management regulation 3(c), which requires at least annual review of the implementation of the SCM policy, the approved SCM policy was reviewed during the period under review, and was approved by Council.

The Municipal Supply Chain Management Regulation 7(3) states that each municipality must establish a supply chain management unit to implement its supply chain management policy. Furthermore, SCMR 7(4) states a supply chain management unit must, where possible, operate under the direct supervision of the Chief Financial Officer or an official to whom this duty has been delegated in terms of section 82 of the Act. The Supply Chain Management Unit of the Nongoma Municipality, in terms of the legislation, is responsible for the following prescribed functions:

- Demand management.
- Acquisition management.
- Disposal management.
- Logistics management.
- Performance management; and
- Risk management.

The Municipality remains responsive to training needs which arise as a result of changes in the compliance prescripts. Our Supply Chain Management officials are trained annually and as and when the need arises. Annually, the Municipality assess the Supply Chain Management internal controls and have been assessed as good, meaning that they are operating effectively and efficiently. This is based on an assessment performed by the internal audit.

GRAP COMPLIANCE -the Municipality has committed itself to good administration, governance, and compliance with Generally Recognised Accounting Practice. The Auditor General's Audit Opinion is yet to be issued on the financial accounts of the 2024/2025 financial year. The opinion will be based on a comprehensive examination of the Municipality's records, operations, and performance levels, and confirms the Municipality's substantial adherence to good governance, GRAP and its internal controls to ensure increased accountability from political and administrative leadership.

CHAPTER 4: ANNUAL PERFORMANCE REPORT

4.1. ANNUAL PERFORMANCE REPORT

Nongoma Local Municipality developed its Performance Management Framework that describes and presents how the municipal cycle and processes of performance planning, monitoring, measurement, review, reporting and improvement will be undertaken, organised and be managed determining roles of different role players. The framework is reviewed annually and, the last reviewed framework document was adopted by the Council on 26 June 2025.

This report will indicate, in more detail, the performance of the Municipality for the financial year and makes reference to the supporting documentation, including the Municipal Scorecard. The performance reporting of the Municipality in this section is done in line with the 6 national KPA's and the MSA Section 46 requirements and therefore reflects the performance of the Municipality for the financial year as well as comparisons to performance of the previous financial year and measures taken to improve performance.

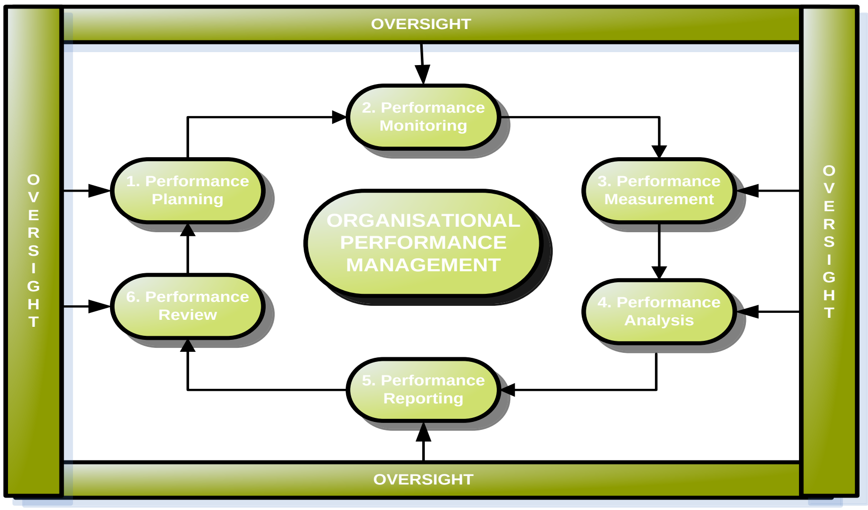
This report also covers the performance information from 01 July 2024 to 30 June 2025 and focuses on the implementation of the Service Delivery Budget and Implementation Plan (SDBIP), in relation to the objectives as encapsulated in the Municipality's Integrated Development and Plan (IDP) for 2024/25 FY. It reflects actual performance of the Municipality as measured against the performance indicators and targets in its Integrated Development Plan (IDP) and Service Delivery and Budget Implementation Plan (SDBIP).

The format of the report will reflect the Municipality's Key Performance Indicators (KPI) per Municipal Key Performance Area.

Performance reports are submitted to Internal Audit for review purposes. Reports are submitted together with the portfolio of evidence, and upon the consideration of the IA review comments the report is submitted to the Audit Committee.

4.1.1 Performance Management Process

The process of managing performance at organizational level in the Municipality involves the stages as set out in the diagram below:



The diagram provides for the cycle of performance management in the Nongoma Municipality to commence with performance planning followed by performance monitoring, performance measurement, performance analysis, performance reporting and lastly, performance review. The outcome of the performance review feeds back into the performance planning process. It is important to note that each of the stages in the cycle is underpinned by Council and community oversight over the performance of the Municipal Executive and Administration.

4.1.2 SUMMARY OF PAST YEAR PROGRESS ON RESOLVING PROBLEMS IDENTIFIED IN 2023/2024 ANNUAL AUDIT REPORTS

In response to the issues raised on the 2023/24 Audit, the municipality has captured all the issues with progress report in the Management/Audit Action Plan submitted to the Auditor General. The Management Action Plan was developed and monitored through the Office of the Municipal Manager and Internal Audit Unit. In respect of the audit of the Annual Performance Report, no findings were raised regarding the completeness of indicators used for the planning and reporting of performance information.

4.2. PERFORMANCE ACHIEVEMENTS ON KEY PERFORMANCE AREAS:

The organisational performance is evaluated by means of a municipal scorecard (Top Layer SDBIP) at organisational level and through the Service Delivery Budget Implementation Plan (SDBIP) at departmental levels.

The SDBIP is a plan that translates the IDP and budget into measurable criteria on how, where and when the strategies, objectives and normal business processes of the municipality are implemented. It also allocates responsibility to directorates to deliver the services in terms of the IDP and Budget.

The MFMA Circular No.13 prescribes that:

- The IDP and budget must be aligned;
- The budget must address the strategic priorities;
- The SDBIP should indicate what the municipality is going to do during next 12 months; and

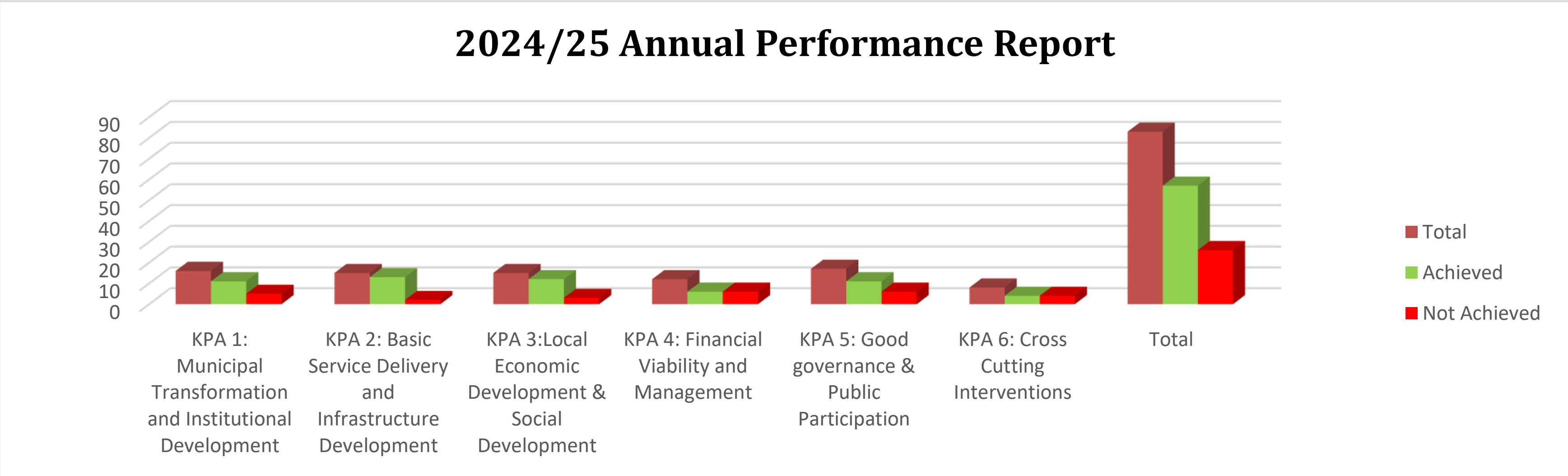
The SDBIP should form the basis for measuring the performance against goals set during the budget /IDP processes. The 2024/25 FY SDBIP was prepared and approved by the Mayor.

Performance under each National Key Performance Area is depicted as follows:

4.3. ORGANISATIONAL SCORECARD (TOP LAYER SDBIP)

Key Performance Areas	Total	Achieved	Not Achieved	% Target achieved
KPA 1: Municipal Transformation and Institutional Development	16	11	5	69%
KPA 2: Basic Service Delivery and Infrastructure Development	15	13	2	87%
KPA 3:Local Economic Development & Social Development	15	12	3	80%
KPA 4: Financial Viability and Management	12	6	6	50%
KPA 5: Good governance & Public Participation	17	11	6	65%
KPA 6: Cross Cutting Interventions	8	4	4	50%
Total	**83**	**57**	**26**	

4.4. PERFORMANCE ON KEY PERFORMANCE AREAS



4.5. ORGANISATIONAL PERFORMANCE COMPARISON WITH PREVIOUS YEAR 2023/24

PREVIOUS YEAR 2023/24				CURRENT YEAR 2024/25			
Total KPIs	**KPIs Achieved**	**KPIs not achieved**	**% achievement**	**Total KPIs**	**KPIs Achieved**	**KPIs not achieved**	**% achievement**
102	**70**	**32**	**69%**	**83**	**57**	**26**	**69%**

The organisational scorecard gives further details on Key Performance Indicators.

4.6. GENERAL KEY PERFORMANCE INDICATORS

Regulation 10 of the Municipal Planning and Performance Regulation has set prescribed General Key Performance Indicators as stated in section 43 of the Municipal Systems Acts. Below is the list of the six (6) General Key Performance Indicators applicable to Nongoma Local Municipality:

No.	Key Performance Indicator	Comparison with the previous Financial Year				Reason for Variance	Corrective Measure
		2023/2024 FY Target	2023/2024 FY Actual	2024/2025 FY Target	2024/2025 FY Actual		
(a)	The percentage of households with access to basic level of:						
i.	Water	N/A	N/A	N/A	N/A	District Function	
ii.	Sanitation	N/A	N/A	N/A	N/A	District Function	
iii.	Electricity	N/A	N/A	N/A	N/A	Eskom Function	
iv.	Solid Waste Removal	2 wards (Ward 19 & 20) to have access to weekly refuse removal throughout the financial year	3 wards (Ward 9, 19 & 20) had access to weekly refuse removal throughout the financial year	2 wards (Ward 19 & 20) to have access to weekly refuse removal throughout the financial year	3 wards (Ward 9, 19 & 20) had access to weekly refuse removal throughout the financial year	N/A	N/A
		Access to daily refuse removal for Nongoma Town	Nongoma CBD had access to daily refuse removal throughout the financial year	Access to daily refuse removal for Nongoma Town	Nongoma CBD had access to daily refuse removal throughout the financial year	N/A	N/A
(b)	The percentage of households earning less than R1100 per month with access to free basic services	100%		100%		Indigent register which could be a source document for households earning less than R1100 is currently being reviewed.	Update the indigent register by 30 September 2025
(c)	The percentage of a municipality's capital budget actually spent on capital projects identified for a particular financial year in terms of the municipality's integrated development plan	100%	86%	100%	100%	Cash flow challenges.	
(d)	The number of jobs created through municipality's local, economic development initiatives including capital projects	100	518	117	568	N/A	N/A
(e)	The number of people from employment equity target groups employed in the three	1	0	1	1 (HOD Corporate Services)	N/A	N/A

	highest levels of management in compliance with a municipality's approved employment equity plan						
(f)	The percentage of a municipality's budget actually spent on implementing its workplace skills plan	100%	160%	100%	145%	Training vote was utilized on logistics for Leadership Development Programme (i.e.,LGSETA Funded)	To enforce LGSETA Funded training to be conducted in-house in the 2025/26 FY since the funding is exclusive of training logistics.

4.7. ASSESSMENT OF SERVICE PROVIDERS:

Section 46 of the Municipal Systems Act require

A municipality must prepare for each financial year a performance report reflecting—

(a) the performance of the Municipality and each external service provider during that financial year;

The monitoring of the service provider performance is ensured through the signing of the Service Level Agreement/Contract. It is currently being done by user department levels. Service providers who fail to perform are to be reported to SCM and the necessary action is taken including the termination of the contract or cancellation of an order. The following are the service providers engaged in each department/business unit during the 2024/25 financial year.

The table below seeks to serve that purpose:

ASSESSMENT KEY	
Good (G)	The service has been provided at an acceptable standard and within the time frames stipulated in the SLA/ Contract
Satisfactory(S)	The service has been provided at acceptable standards and outside of the time frames stipulated in the SLA/ Contract
Poor (P)	The service has been provided below acceptable standards

Bid Number	***Name of external Service Provider***	***Date Contract Awarded***	**Contract Description**	**Contract Value**	***Variation Order Amount***	***Confirmation of the contract (Exist or Completed or Terminated)***	***Comparison with previous month*** *(in a scale between 5 to 1) 5 excellent & 1 Poor*		***Current Month*** *(in a scale between 5 to 1) 5 excellent & 1 Poor*		***Assessment of Service Providers Performance (in a scale between 5 to 1) 5 excellent & 1 Poor > 1 - 2 = Poor > 3 - 4 = Satisfactory > 5 = Good***			***Corrective Measure In Case of Poor Performance***
							Target	*Actual*	*Target*	*Actual*	G	S	P	
TECHNICAL SERVICES: DEPARTMENT														
BID NUMBER: 81/2022/2023	Xoli M Projects	22-Jun-23	Construction Of Magedlana Community Hall	R8 180 657.28	N/A	Completed	5	5	5	5	✓			N/A
RFP03/2018/19	Siyambonga Umenzi Consulting	15-May-19	MIG Consultants	12,50%	N/A	Completed	5	5	5	5	✓			N/A
BID NO.17/2023/2024	Mbomvu Dynamics jv Noxolo & Mali	13-Nov-23	Construction Deleni Roads Phase 2	R12 100 000.00	N/A	Completed	*5*	*3*	*5*	*1*			✓	Contract terminated
BIDNO.98/2022/2023	Thokomela Trading	11-Feb-22	Nongoma Infills Electrification Mandlakazi Ward 10 And 20	R2 988 118.12	N/A	Completed	5	5	5	5	✓			N/A
RFP03/2018/19	Vangisa Engineers	15-May-19	MIG Consultants	14%	N/A	Completed	5	5	5	5	✓			N/A
NLMMIG003/2020/2021	SSPS Opulence Group	05-Jun-25	Completion Of Upgrade Of White City Roads Ward 19	R17 814 879.13	N/A	Completed	5	5	5	5	✓			N/A
RFP03/2018/19	TPZ Consulting	15-May-19	MIG Consultants	12,50%	N/A	Completed	5	5	5	5	✓			N/A
BID NO.80/2022/20	Mbomvu Dynamics jv Noxolo & Mali	22-Jun-23	Construction Of Ezimpakaneni Community Hall	R5 725 734.08	N/A	Completed	5	3	5	3		✓		N/A

23														
NLMMIG001/2024/2025	Cosmic Group (Pty) LTD	04-Nov-24	Construction Of Foma Gravel Road In Ward 15	R3 217 626.06	N/A	Completed	5	5	5	5	✓			N/A
NLMMIG003/2024/2025	Masakhane Mining Engineering (Pty) LTD	04-Nov-24	Construction Of Gravel Road At Xamu Village	R3 980 806.09	N/A	Completed	5	5	5	5	✓			N/A
NLMMIG002/2024/2025	Zilamkhonto Business Enterprise	04-Nov-24	Constr. of Ngolotshe Comm. Hall & Creche	R8 211 717.77	N/A	Exist	5	5	5	5	✓			N/A
NLMMIG004/2024/25	Uhaqane MI Contractors	02-Mar-25	Constr. of Matshamhlophe gravel road	R5 006 250.15	N/A	Exist			5	4		✓		N/A
NLMMIG007/2024/25	Best Thought Trading	02-Mar-25	Constr. of Kwatshonono to Ezimpisini Gravel Road	R6 158 723.34	N/A	Exist			5	5	✓			N/A
NLMMIG006/2024/25	Best of Gubevu Construction	02-Mar-25	Constr. of Ezikeleni to Mbuzi Road	R5 873 331.75	N/A	Exist			5	5	✓			N/A
NLMMIG005/2024/25	Sthe & Nkanyiso Security & Construction	02-Mar-25	Constr. of Sizumphakathi to Nguduza Road	R6 165 406.34	N/A	Exist			5	5	✓			N/A
SCMRFP11/2020/21	Iqhina Consulting Engineering	01-Apr-21	MIG Consultants	14%	N/A	Exist			5	4		✓		N/A
SCMRFP11/2020/21	BI Infrastructure	01-Apr-21	MIG Consultants	14%	N/A	Exist	5	5	5	4		✓		N/A
SCMRFP11/2020/21	Sibaya Engineers	01-Apr-21	MIG Consultants	12,50%	N/A	Exist			5	4		✓		N/A
SCMRFP11/2020/21	Mgamule Consulting Engineering	01-Apr-21	MIG Consultants	14%	N/A	Exist			5	4		✓		N/A
SCMRFP11/2020/21	DLV Project Managers	01-Apr-21	MIG Consultants	9,90%	N/A	Exist	5	5	5	5	✓			N/A
SCMRFP11/2020/21	Orion Consulting Engineers	01-Apr-21	MIG Consultants	14%	N/A	Exist			5	4		✓		N/A
SCMRFP11/2020/21	Umzuzo Infrastructure	01-Apr-21	MIG Consultants	12,50%	N/A	Exist			5	4		✓		N/A
SCMRFP11/2020/21	Africoast JBFE Project Managers	01-Apr-21	MIG Consultants	14%	N/A	Exist	5	4	5	4		✓		N/A
SOCIAL AND COMMUNITY DEPARTMENT														
BIDNO11/2023-24	Moniwa Projects – Operation and	01-Mar-24	Operation And Maintenance of Nongoma Waste Disposal Site For 36 Months	R9 892 000,00	N/A	Exist	*5*	*5*	*5*	*5*	✓			N/A

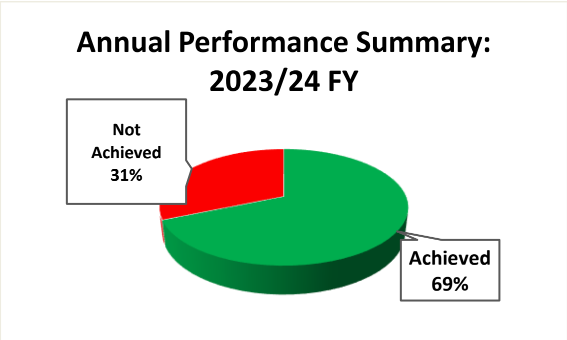
	Maintenance of Nongoma Disposal Site													
BIDNO 01/2024/2025	Ntshasa Group (Pty)LTD– Provision of Security Services NLM	01-Sept-24	Provision Of Security Services For 36 Months	R25 754 168,70	N/A	Exist	*5*	*5*	*5*	*5*	✓			N/A
BID NO: NLM 01/2022-23	Aros Protection Services	01-Apr-24	Provision Of VIP Security Services For A Period Of 36 Months -Bid No: NLM 01/2022-23	N/A	N/A	Exist	*5*	*5*	*5*	*5*	✓			N/A
BID NO: NLM 01/2022-23	Ndate Sbonga Projects- Provision of VIP Security	01-Jun-23	Provision Of VIP Security Services For A Period Of 36 Months -Bid No: NLM 01/2022-24	N/A	N/A	Exist	*5*	*5*	*5*	*5*	✓			N/A
MM'S OFFICE														
SCM11/2022-23	Umnotho Business Consulting– Provision of Internal Audit Services	06-Feb-23	Internal Audit And Other Related Professional Services	Rate Per Hour	N/A	Exist	*5*	*5*	*5*	*5*	✓			N/A
BIDNO 06/2023/2024	Zothani Funeral Services– Indigent Burial	17-Aug-24	Panel Of Local Funeral Parlour To Provide Indigent Pauper Burial For A Period Of 36 Months	N/A	N/A	Exist	*5*	*5*	*5*	*5*	✓			N/A
BIDNO 06/2023/2024	Making It Happen – Indigent Burial	17-Aug-24	Panel Of Local Funeral Parlour To Provide Indigent Pauper Burial For A Period Of 36 Months	N/A	N/A	Exist	*5*	*5*	*5*	*5*	✓			N/A
BID NO20/2023/2024	Mdledle Attorneys- Legal Services	17-Aug-24	Additional Panel Of Legal Services	N/A	N/A	Exist	*5*	*3*	*5*	*3*		✓		N/A
BUDGET & TREASURY OFFICE : FINANCE DEPARTMENT														
RT25-2016	CCG – MSCOA Support	01-Sept-22	Support On Sage Evolution Group -Pastel System	R8 481 017.00	N/A	Exist	*5*	*3*	*5*	*3*		✓		N/A
BIDNO.01/2019/2020	Bidvest Bank – Supply, Delivery and Financing 08 Municipal Vehicles	20-Sept-19	Supply ,Delivery And Arranging Of Financial Assistance For 08 Municipal Vehicles	R5 269 885,64	N/A	Exist	*5*	*5*	*5*	*5*	✓			N/A
SCMRFP02/2022-23	S Pearl Ndaba Attorneys – Legal Action against 10 Default Debtors	05-Mar-23	Legal Action Against 10 Defaulting Debtors	10 % Of Collection Fee	N/A	Exist	*5*	*1*	*5*	*1*			✓	N/A
SCMRFP 70/2022/23	Evaluations Enhanced Property Appraisal – General Valuation Roll	01-Jul-23	Generation Valuation And Preparation Of The Valuation Roll For The Implementation And Preparation And Updating Of Valuation Rolls	R1 305 367,30	N/A	Exist	*5*	*5*	*5*	*5*	✓			N/A
RT25-2016	Payday Software – HR & Payroll System	01-Mar-24	Hr & Pay Roll Services (System)	N/A	N/A	Exist	*5*	*5*	*5*	*5*	✓			N/A
NLM 10/20232024	PSN Travel Frenzy – Travel Agent (Panel)	17-Aug-24	Travel Agent	N/A	N/A	Exist	*5*	*4*	*5*	*4*		✓		N/A
NLM 10/20232024	Nathimisodile t/a Eticknet – Travel Agent (Panel)	17-Aug-24	Travel Agent	N/A	N/A	Exist	*5*	*3*	*5*	*4*		✓		N/A

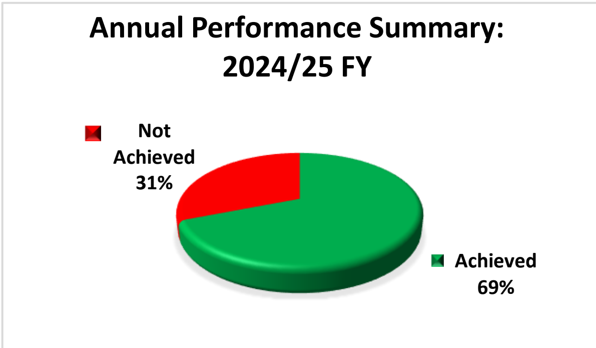
NLM 10/20232024	Imask Resources– Travel Agent (Panel)	17-Aug-24	Travel Agent	N/A	N/A	Exist	*5*	*2*	*5*	*3*		✓		N/A
BID NO08/2023/2024	Ayanda Mbanga Communications – Advertising Agent (Panel)	17-Aug-24	Advertising Agent	N/A	N/A	Exist	*5*	*5*	*5*	*5*	✓			N/A
BID NO08/2023/2024	Whoo Doo Media- Advertising Agent (Panel)	17-Aug-24	Advertising Agent	N/A	N/A	Exist	5	3	5	4		✓		N/A
BID NO08/2023/2024	Basadzi Media and Personnel- Advertising Agent (Panel)	17-Aug-24	Advertising Agent	N/A	N/A	Exist	5	3	5	4		✓		N/A
BID NO08/2023/2024	Brand Partners – Advertising Agent (Panel)	17-Aug-24	Advertising Agent	N/A	N/A	Exist	5	4	5	3		✓		N/A
BIDNO.14/2023/2024	Lateral Unison Insurance Brokers	06-Oct-23	Provision Of Short-Term And Long-Term Insurance Service	R347 192.00	N/A	Expired	*5*	*5*	*5*	*5*	✓			N/A
BID01/2024/25	Kunene Makopo Risk Solutions – Provision of Short-Term Insurance	05-May-25	Provision Of Short-Term And Long-Term Insurance Services For 12 Months	R1 395 128,16	N/A	Exist	5	3	5	3		✓		N/A
ZDM027/2022	Recoveries Division Amanquhe Data – Debt Collection	08-Jul-22	The Provision Of Debt Collection Services, Debtor Data Integrity, Revenue Optimization & Collection Software	10 % OF Collection Fee	N/A	Exist	5	1	5	1			✓	The contract will expire on July 2025.
BIDNO10/2024/2025	Enterprise Asset Management Services	09-Jun-25	Provision Of Asset Management System And Support Services	R810 009.38	N/A	Exist			5	4		✓		N/A
	G4S Cash Solutions- Cash Collection	05-May-25	Cash Collection	N/A	N/A	Expired but still active	*5*	*4*	*5*	*4*		✓		N/A
CORPORATE SERVICES DEPARTMENT														
SCM10/2022-23	Emalangeni Technologies – Metro LAN & ISP, voip to voip	04-Feb-23	Metro Lan And Isp And Voip-Voip Trunk	R5 394 494.52	N/A	Exist	5	1	5	3		✓		HOD Corporate services together with other HODs held a meeting with Emalangeni Technologies.

SCMNLM47/2016/17	George Bond – Lease for PMS, Internal Audit Offices and Senior Management Accommodation	28-Apr-24	Lease For PMS & Internal Audit Offices And Senior Management Accommodation	R1 739 304,00	N/A	Exist	5	5	5	5	✓			N/A
BIDNO.02/2022/2023	Senzakonke Auto– Mechanics and Breakdown Services (panel)	18-Oct-24	Panel Of Mechanics And Breakdown Services for A Period Of 36 Months	N/A	N/A	Exist	5	5	5	5	✓			N/A
BIDNO.02/2022/2023	Sbu Towing– Mechanics and Breakdown Services (panel)	18-Oct-24	Panel Of Mechanics And Breakdown Services for A Period Of 36 Months	N/A	N/A	Exist	5	5	5	5	✓			N/A
BIDNO 13/2023/2024	Nqatshana Foods t/a Caltex– Fuel	18-Oct-24	Panel Of Filling Station to Supply Fuel for A Period Of 36 Months For NLM	N/A	N/A	Exist	5	5	5	5	✓			N/A
RT3-2022	Konica Minolta- Photocopying Machines	20-Aug-24	Supply, Delivery, Installation, Commissioning And Maintenance of Office Automation Solutions to Nongoma Local Municipality for A Period of 36 Months	R734 110,20	N/A	Exist	5	4	5	4		✓		N/A
CC-BS2022-0307	Container Conversions- Park Home (Mobile Offices)	01-Aug-14	Park Home (Mobile Office)	N/A	N/A	Expired But Still Active	5	3	5	3		✓		N/A

4.8 KEY AREAS TO NOTE ON PERFORMANCE OF NONGOMA MUNICIPALITY

In the financial year 2023/24, the municipality had a total of 102 performance indicators, with an overall achievement rate of 69%. For the 2024/25 financial year, the total number of indicators decreased to 83, while the overall performance achievement remained at 69%. This indicates that while there was a reduction in the number of indicators, the municipality managed to maintain the same level of performance.





A total of twelve targets were not achieved due to non-sitting of council and its committees between April and May, particularly as a result of political instability, which led to failures in meeting quorum requirements. This delayed the finalisation of critical processes and approvals. The meetings that were eventually convened in June only dealt with three compliance items (IDP, Budget and special adjustment budget). This represents 17% of the total targets and could have contributed to the overall performance of the municipality.

The following indicators were affected:

- A1.1.3 Number of Human Resource Strategy Functionality assessment reports tabled to EXCO
- A1.5.5 Number of quarterly Organisational SDBIP reports tabled to council
- A2.1.1 Number of ICT Framework functionality assessment reports tabled to EXCO
- B5.1.2 Number of reports on the implementation of Human Settlement projects tabled to Council
- D1.3.1 Date of adoption of Budget
- D1.3.3 Number of reports tabled to council in compliance with MFMA Sec.52(d) & 66
- E1.1.2 Number of EXCO meetings coordinated
- E1.1.3 Number of Portfolio Committee meetings coordinated
- E4.1.1 Number of policies (reviewed) tabled to Council in compliance with MFMA Section 64(2)(a)
- F1.1.2 Date of adoption of the Integrated Development Plan

- F2.1.3 Number of Joint Municipal Planning Tribunal (JMPT) Functionality reports tabled to EXCO
- F3.1.1 Number of Integrated Waste Management Plan (IWMP) Implementation reports tabled to EXCO

2024/25 FY SCORECARD:

REVISED NONGOMA LM SERVICE DELIVERY AND BUDGET IMPLEMENTATION PLAN (SDBIP) FOR 2024-2025																	
Objective	Strategy	KPI No.	Key Performance Indicator (KPI)	Programme/Project Name	ANNUAL PERFORMANCE REPORT: 2024/2025 FY Annual Target	Revised 2024/2025 FY Annual Target	2024/25 Annual Actual	Reason for Variance	Corrective Measures	Unit of Measure	Baseline	Budget	Revised Budget	Responsible Department	Regional Identifier/ Ward	Indicator Definition
A. MUNICIPAL TRANSFORMATION & INSTITIUTIONAL DEVELOPEMNT																
B2B PILLAR 5: BUILDING CAPABLE LOCAL GOVERNMENT INSTITUTIONS																
A1. To ensure a Strategic Workforce plan that meets the organizational needs, through proper Human Resource management, capacity building and performance management	A1.1. Review, Implementation and monitoring of Human Resources Strategy	A1.1.1	Date of tabling to council the reviewed municipal organogram	Municipal Organogram	Reviewed municipal organogram tabled to council by 30 June 2025		Reviewed municipal organogram was tabled to Council on the 29th October 2024	N/A	N/A	Date	Reviewed Municipal Organogram adopted on 05 Sep 2023	R0.00		Corporate Services	Administration and Satellite offices	This indicator measures the date upon which the reviewed municipal organogram would be tabled to council. The POE will be the reviewed organogram and council resolution.
		A1.1.2	Date of tabling to council the reviewed annual Human Resource Strategy Implementation plan	Human Resource Strategy Implementation Plan	Reviewed Annual Human Resource Strategy Implementation plan tabled to council by 30 June 2025		Reviewed Annual Human Resource Strategy Implementation plan was tabled to council on 26 June 2025	N/A	N/A	Date	Reviewed Annual Human Resource Strategy Implementation Plan was tabled and approved to council on the 22 May 2024	R0.00		Corporate Services	Administration and Satellite offices	This indicator measures the date upon which the Annual Human Resource Strategy Implementation Plan would be tabled to council. The POE will be the annual Human Resource Strategy Implementation Plan and council resolution.
		A1.1.3	Number of Human Resource Strategy Functionality assessment reports tabled to EXCO	HR Strategy Functionality Reports	2 Human Resource Strategy Functionality Assessment reports tabled to EXCO by 30 June 2025		1 Human Resource Strategy Functionality Assessment Report was tabled to EXCO by 30 June 2025	The report was compiled and included in the EXCO agenda dated 26 June 2025; however, only three items were discussed during the meeting, excluding all other outstanding items.	Human Resource Strategy Functionality Assessment report to be tabled to EXCO in quarter one	Number	2 HR Strategy Functionality Assessment reports were tabled in 2023/24 FY	R0.00		Corporate Services	Administration and Satellite offices	This is a simple count of HR Strategy Functionality Assessment reports tabled to EXCO. The POE will be the HR Strategy Functionality Assessment report and EXCO minutes.
	A1.2. Review and implementation of Workplace Skills Plan	A1.2.1	Date of submission of Nongoma Workplace Skills Plan to LGSETA	Work Place Skills Plan	Nongoma Workplace Skills Plan submitted to LGSETA by 30 April 2025		Nongoma Workplace Skills plan was submitted to LGSETA on 30th April 2025	N/A	N/A	Date	Nongoma WSP submitted to LGSETA on the 23rd of April 2024	R0,00		Corporate Services	Administration and Satellite offices	This indicator measures the date upon which the Workplace Skills plan would be submitted to LGSETA. It is measured in date. The POE will be the WSP and proof of submission.

		A1.2.2	Percentage of budget spent on implementing Workplace Skills Plan	Work Place Skills Plan Implementation	100% of municipality's budget allocated for WSP spent on implementation by 30 June 2025		145% of WSP budget was spent by 30 June 2025	Training vote was utilized on logistics for Leadership Development Programme (i.e.,LGSETA Funded)	To enforce LGSETA Funded training to be conducted in-house in the 2025/26 FY since the funding is exclusive of training logistics.	%	160% of municipality's budget allocated for WSP was spent by 31 March 2024	R0.00	R300,000.00	Corporate Services	Administration and Satellite offices	This is indicator measures the percentage of budget spent of the total allocated WSP budget. It is cumulative. The POE would be Expenditure report. Formula: WSP budget spent / WSP budget allocated × 100.
		A1.2.3	Number of employees trained		30 Employees trained by 30 June 2025	25 Employees trained by 30 June 2025	30 employees were trained by 30 June 2025	Some training programmes for officials were implemented through intervention of the sector departments (COGTA- NSG training).	No control over third parties.	Number	105 employees trained by 30 June 2024	R300 000		Corporate Services	Administration and Satellite offices	This is the simple count of the number of employees trained as per the Workplace Skills Plan within a financial year. The POE will be the WSP, training report and attendance registers.
		A1.2.4	Number of training sessions held for councillors		2 training sessions held for Councillors by 30 June 2025		3 training sessions held for Councillors by 30 June 2025	The third training session was conducted as part of implementing targets from the Municipal Turnaround Strategy.	N/A	Number	17 councillors trained by 31 March 2024	R150,000.00	R287,500.00	Corporate Services	Administration and Satellite offices	This is the simple count of the number of training sessions conducted for councillors within a financial year. Cllrs trainings sessions will include Leadership Development training and workshop on municipal policies. The POE will be the training report and attendance registers.
	A.1.3. Coordination of capacity building initiatives for employees and councillors	A1.3.1	Number of employee workshops conducted	Capacity Building	2 employee workshops conducted by 30 June 2025		2 employee workshops were conducted by 30 June 2025	N/A	N/A	Number	2 employee workshops coordinated by 31 March 2024	R0.00		Corporate Services	Administration and Satellite offices	This is the simple count of the number of workshops for officials conducted within the financial year. Workshops to be conducted include HR policies Workshop and Domestic & Sexual Harassment Workshop. The POE will be the Invitation and attendance registers
	A1.4. Review and implementation of Employment Equity Plan	A1.4.1	Date of submission of Nongoma Employment Equity Report to Department of Labour	Employment Equity Planning & Reporting	Nongoma Employment Equity Report submitted to Department of Labour by 15 January 2025		Nongoma Employment Equity Report was submitted to department of Labour on 07 January 2025	N/A	N/A	Date	Nongoma Employment Equity Report was submitted on 19 Dec 2023	R0.00		Corporate Services	Administration and Satellite offices	This indicator measures the date upon which the Nongoma Employment Equity Report would be submitted to the Department of Labour. It is measured in date. The POE will be the EER and proof of submission.

		A1.4.2	% people living with disability representation of the total municipal staff compliment		2 % people living with disability representation of the total municipal staff compliment by 30 June 2025		0.8% representation of people living with disability by 30 June 2025	Not achieved due moratorium in filling of posts.	The municipality will prioritise filling of PWD posts on the approved organogram in quarter two of 2025/26 FY.	%	0,8%	R0.00		Corporate Services	Administration and Satellite offices	This indicator measures the percentage representation of people living with disability in the municipality. The target suggests that by the end of the financial year, there will be a 2% percent representation of people living with disability out of the total workforce. The formula for calculating the target is: PWD, divided by the total staff complement, multiplied by 100. The POE will be the EE profile.
	A1.5. Development and Implementation of Performance Management System (PMS)	A1.5.1	Number of performance agreements signed by the MM and Section 56 Managers	Performance Management and Review	6 performance agreements signed by the MM and Section 56 Managers signed by 31 December 2024	5 performance agreements signed by Section 56 Managers by 30 June 2025	4 performance agreements were signed by section 56 Managers by 30 June 2025	Two performance agreements could not be signed; reasons: (1) The process of appointing the municipal Manager collapsed while at interviews stage following the resignation of the Expert. (2) The process of appointing CFO has been pending to council's approval as at May 2025 till to date it has never been approved.	The performance agreements will be finalised upon the filling of vacancies, which is expected to be done by the end of December 2025.	Number	6 performance agreements signed by 30 June 2024	R0.00		Office of the MM	Administration and Satellite offices	This is the simple count of the total number of signed Performance Agreements for the financial year by section 56 managers in terms of the requirements of the Municipal Systems Act (MSA). It is non-cumulative. The POE will be the signed performance agreements.
		A1.5.2	Date of approval of the Performance Management Policy Framework by Council		Nongoma LM 2025/2026 Performance Management Policy Framework tabled to Council by 30 June 2025	Nongoma LM 2025/2026 Performance Management Policy Framework tabled to Council for approval by 30 June 2025	2025/2026 Performance Management Policy Framework was approved by Council on 26 June 2025	N/A	N/A	Date	2024/25 Performance Management Policy Framework was approved by Council on 22 May 2024	R0.00		Office of the MM	Administration and Satellite offices	This indicator measures the date upon which the 2025/2026 Performance Management Policy Framework approved by Council. It is non-cumulative and measured by a date. The POE will be Performance Management Policy Framework and council resolution
		A1.5.3	Date of Mayoral approval of the Organisational SDBIP		2025/2026 Organisational SDBIP approved by the Mayor by 28 June 2025		2025/2026 Organisational SDBIP was approved by the Mayor on the 27th June 2025	N/A	N/A	Date	2024/25 SDBIP approved by the Mayor on 11 June 2024	R0.00		Office of the MM	Administration and Satellite offices	This indicator measures the date upon which the 2025/2026 Organisational SDBIP would be approved by the Mayor. It is measured on a date. The POE will be the approved SDBIP approved by the Mayor.

		A1.5.4	Number of S54/S56 Performance Reviews conducted		2 S54/S56 Performance Reviews conducted by 31 March 2025		2 S54/56 performance reviews were conducted by 31 March 2025	N/A	N/A	Number	2 Performance Reviews conducted 31 March 2024	R0.00		Office of the MM	Administration and Satellite offices	This is a simple count of the number of S54/S56 Performance Reviews conducted. The reviews in question are mid-term and annual performance reviews. The POE will be attendance registers and minutes.
		A1.5.5	Number of quarterly Organisational SDBIP reports tabled to council		4 Quarterly Organisational SDBIP reports tabled to council by 30 June 2025		3 Quarterly Organisational SDBP reports were tabled to Council by 30 June 2025	The report was compiled and included in the Council agenda dated 26 June 2025; however only three items were discussed during the meeting, excluding all other outstanding items.	The report will be tabled to Council in Q1.	Number	4 Quarterly SDBIP reports were tabled to Council y 30 June 2024	R0.00		Office of the MM	Administration and Satellite offices	This is a simple count of the number of Quarterly Organisational SDBIP reports tabled to council. The POE will be a quarterly report and council resolution
A2. To ensure an improved Information, Communication Technology (ICT) System in the municipality	A2.1. Development, Implementation and monitoring of the ICT Governance Framework	A2.1.1	Number of ICT Framework functionality assessment reports tabled to EXCO	ICT Framework	2 ICT Framework functionality assessment reports tabled to EXCO by 30 June 2025		1 ICT Framework functionality assessment report was tabled to EXCO by 30 June 2025	The report was compiled and included in the EXCO agenda dated 26 June 2025, however only three items were discussed during the meeting, excluding all other outstanding items.	The report will be tabled to EXCO in Q1.	Number	2 ICT Functionality Assessment reports were tabled by 30 June 2024	R0.00		Corporate Services	Administration and Satellite offices	This is a simple count of the number of ICT Framework Functionality Assessment reports that will be tabled to EXCO. The POE will be the ICT Framework Functionality Assessment reports, EXCO agenda and minutes.
B. BASIC SERVICES & INFRASTRUCTURE DEVELOPMENT																
B2B PILLAR 2 : DELIVERING BASIC SERVICES																
B1. To provide high quality infrastructure network and community facilities to support improved quality of life and economic growth	B1.1. Provision of high quality roads infrastructure	B1.1.1	% Completion of Delini Road Phase 2	Road Construction	100% completion Delini Road Phase 2 by 31 December 2024	100% completion of Deline Road Phase 2 by 30 June 2025	73% completed by 30 June 2025	Poor performance and substandard work that led to the delays of completing project on time.	The contract was terminated on the month of June 2025 and procurement processes to be finalised in the first quarter. The construction phase to commence before the end of Q1 and be completed in the second quarter.	%	51% completed by 30 June 2024	R3 072 216,00	R4,400,862.63	Technical Services	Ward 16 & 19	This indicator measures a percentage completion of 0.98 KM Delini Road Phase 2. The POE will be the project progress reports and completion certificate. The percentage is cumulative. Formula: Percentage on construction progress as per construction programme (Average number of items completed), taking into consideration two parameters, i.e. time (duration) and cost.

		B1.1.3	% completion of Gravel Road at Ezikleleni to Mbuzi Area		100% completion of Gravel Road at Ezikleleni to Mbuzi Area by 30 June 2025	40% completion of Gravel Road at Ezikleleni to Mbuzi Area by 30 June 2025	46% completed by 30 June 2025	The service provider crushed the contract duration by allocating additional resources on site e.g. labour ,equipment and working overtime to accelerate work on site.	N/A	%	New Project	R3,411,284.51	R2,061,599.22	Technical Services	Ward 22	This indicator measures a percentage completion of 5.7 KM Gravel Road at Ezikleleni to Mbuzi Area. The POE will be the project progress reports. The percentage is cumulative. Formula: Percentage on construction progress as per construction programme (Average number of items completed), taking into consideration two parameters, i.e. time (duration) and cost.
		B1.1.4	% completion of Gravel Road at Xamu Village		100% completion of Gravel Road at Xamu Village by 31 March 2025		100% completed by 31 March 2025	N/A	N/A	%	New Project	R3,005,777.20	R3,697,224.43	Technical Services	Ward 5	This indicator measures a percentage completion of 3.3 KM Gravel Road at Xamu Village. The POE will be the project progress reports and completion certificate. The percentage is cumulative. Formula: Percentage on construction progress as per construction programme (Average number of items completed), taking into consideration two parameters, i.e. time (duration) and cost.
		B1.1.5	% completion of Matshamhlophe Gravel Road		100% completion of Matshamhlophe Gravel Road by 31 March 2025	50% Completion of Matshamhlophe Gravel Road by 30 June 2025	50% completed by 30 June 2025	N/A	N/A	%	New Project	R2,526,345.00		Technical Services	Ward 12	This indicator measures a percentage completion of 4 KM Matshamhlophe Gravel Road. The POE will be the project progress reports. The percentage is cumulative. Formula: Percentage on construction progress as per construction programme (Average number of items completed), taking into consideration two parameters, i.e. time (duration) and cost.
		B1.1.6	% completion of Gravel Road at Kwatshonono and Ezimpisini		100% completion of Gravel Road at Kwatshonono and Ezimpisini by 30 June 2025	40% Completion of Gravel Road at Kwatshonono and Ezimpisini by 30 June 2025	50% completed by 30 June 2025	The service provider crushed the contract duration by allocating additional resources on site e.g., labour ,equipment and working overtime to accelerate work on site	N/A	%	New project	R2,698,079.70	R2,060,665.74	Technical Services	Ward 08	This indicator measures a percentage completion of 4.3 KM Gravel Road at Kwatshonono and Ezimpisini. The POE will be the project progress reports. The percentage is cumulative. Formula: Percentage on construction progress as per construction programme (Average number of items completed), taking into consideration two parameters, i.e. time (duration) and cost.

		B1.1.7	% completion of Gravel Road at Sizumphakathi to Nguduza Area		100% completion of Gravel Road at Sizumphakathi to Nguduza Area by 30 June 2025	40% Completion of Gravel Road at Sizumphakathi to Nguduza Area by 30 June 2025	45% completed by 30 June 2025	The service provider crushed the contract duration by allocating additional resources on site e.g., labour ,equipment and working overtime to accelerate work on site	N/A	%	New project	R2 591 212,25	R2,234,755.63	Technical Services	Ward 17	This indicator measures a percentage completion of 5.8KM Gravel Road at Sizumphakathi to Nguduza Area. The POE will be the project progress reports. The percentage is cumulative. Formula: Percentage on construction progress as per construction programme (Average number of items completed), taking into consideration two parameters, i.e. time (duration) and cost.
		B1.1.8	%completion of Foma Gravel Road upgrade		100%completion of Foma Gravel Road upgrade by 30 June 2025		100% completed by 31 March 2025	The service provider crushed the contract duration by allocating additional resources on site e.g., labour ,equipment and working overtime to accelerate work on site.	N/A	%	New Project	R3,533,059.61	R3,278,811.61	Technical Services	Ward 15	This indicator measures a completion of 2.9KM Foma Gravel Road upgrade. The POE will be the project progress reports and completion certificate. The percentage is cumulative. Formula: Percentage on construction progress as per construction programme (Average number of items completed), taking into consideration two parameters, i.e. time (duration) and cost.
	B1.2. Provision of high quality community services facilities	B1.2.1	% completion of Ezimpakaneni Community Hall	Community Facilities	100% completion of Ezimpakaneni Community Hall by 31 December 2024	100% completion of Ezimpakaneni Hall by 31 March 2025	100% completed by 31 March 2025	N/A	N/A	%	46% completed by 30 June 2024	R1 257 309,24	R3,011,310.24	Technical Services	Ward 14	This indicator measures a percentage completion of Ezimpakaneni Hall. Then POE will be the project progress reports and completion certificate. The percentage is cumulative. Formula: Percentage on construction progress as per construction programme (Average number of items completed), taking into consideration two parameters, i.e. time (duration) and cost.
		B1.2.2	% completion of Magedlane Hall		100% completion of Magedlane Hall by 31 December 2024		100% completed by 31 December 2024	N/A	N/A	%	63% completed by 30 June 2024	R1 681 068,04	R2,787,682.30	Technical Services	Ward 18	This indicator measures a percentage completion of Magedlane Hall. Then POE will be the project progress reports and completion certificate. The percentage is cumulative. Formula: Percentage on construction progress as per construction programme (Average number of items completed), taking into consideration two parameters, i.e. time (duration) and cost.

		B1.2.3	% completion of Ngolotshe Community Hall & Creche		100% % completion of Ngolotshe Community Hall & Creche by 30 June 2025	60% completion of Ngolotshe Community Hall & creche by 30 June 2025	70% completed by 30 June 2025	The service provider crushed the contract duration by allocating additional resources on site e.g., labour ,equipment and working overtime to accelerate work on site.	N/A	%	New project	R3,599,363.76	R4,333,388.63	Technical Services	Ward 11	This indicator measures a percentage completion of Ngolotshe community Hall and creche. The POE will be the project progress reports. The percentage is cumulative. Formula: Percentage on construction progress as per construction programme (Average number of items completed), taking into consideration two parameters, i.e. time (duration) and cost.
B3. Ensure continuous operations and maintenance of the existing infrastructure to ensure functionality	B3.1. Monitor the Implementation of Operations and Maintenance Plan	B3.1.1	Date of tabling to council the reviewed Operation and Maintenance Plan	Operations & Maintenance	Reviewed Operation and Maintenance Plan tabled by 30 June 2025		Reviewed Operation and Maintenance Plan was tabled and approved by the Council on 26 June 2025	N/A	N/A	Date	Reviewed Operations and Maintenance Plan was tabled and approved by the council on 28 June 2024	R0,00		Technical Services	Administration and Satellite offices	This indicator measures the date upon which the reviewed Operations and Maintenance Plan will be tabled to council for approval. The POE will be the reviewed O & M Plan and council resolution.
B4. Ensure improved access to basic services	B4.1.Provision of access to refuse removal	B4.1.1	Number of households and commercial establishments with access to refuse removal services.	Refuse Removal	540 households with access to refuse removal by 30 June 2025	531 households, commercial and establishments with access to refuse removal services by 30 June 2025	538 households and commercials establishments with access to refuse removal services by 30 June 2025	System was updated to remove old commercial stores that were closed.	The system will be fully updated by the beginning of 2025/26 FY. Therefore, targets will be adjusted during the 2025/26 mid-years SDBIP review.	Number	543 households provided with refuse removal services by 30 June 2024	R0,00		Community Services	Wards 9, 16 & 19	This is simple count of number of households and commercial establishments with access to refuse removal services. The POE will be the households billing report, and collection schedule and collection register.
		B4.1.2	Date of purchasing of Skip Bins		Skip Bins purchased by 31 March 2025	4 Skip Bins purchased by 31 March 2025	4 Skip bins purchased on 14 November 2024	Demand and service delivery issues for proper waste collection in town since skip bins shortage was hampering municipal waste collection services.	N/A	Date	6 truck Skip Bins for distribution in high density area purchased by 14 march 2024	R300 000,00		Community Services	Administration and Satellite offices	This indicator measures the date upon which the 4 tractor skip bins will be purchased and delivered to the municipality. The POE will be Delivery note.

B5. Improving sustainable human settlement	B5.1. Monitor the implementation of Human Settlement projects in Nongoma municipality	B5.1.1	Date of tabling of Nongoma Housing Sector Plan	Human Settlements	Nongoma Housing Sector Plan tabled to Council by 31 March 2025		Nongoma Housing Sector Plan was tabled and approved by Council on 27 March 2025	N/A	N/A	Date	Outdated	R300 000,00	R0.00	Technical Services	Administration and Satellite offices	This indicator measures the date upon which the Housing Sector Plan would be tabled to Council. It is measured by a date. The POE will be Housing Sector Plan and Council Resolution.
		B5.1.2	Number of reports on the implementation of Human Settlement projects tabled to Council		2 reports on the implementation of Human Settlement projects tabled to Council by 30 June 2025		The Human Settlement projects reports could not be tabled to Council in 2024/25 FY	The report on implementation of Human Settlement projects was compiled and tabled to EXCO on 27 March 2025 . It was considered and recommended to Council for approval; however, the March Council was a special meeting with a limited agenda. During the month of May 2025, full Council could not sit due to lack of quorum. The meeting that convened in June focused only on 3 items, excluding all other outstanding items.	The report will be tabled to Council in Q1 of 2025/26 FY.	Number	2 reports on the implementation of Housing Settlement projects tabled to Council by 30 June 2024	R0,00		Technical Services	Administration and Satellite offices	This is a simple count of number of reports on the implementation of Human Settlement projects that will be tabled to Council. The POE will be the report and council resolution.
C. LOCAL ECONOMIC DEVELOPMENT & SOCIAL DEVELOPMENT																
B2B PILLAR 2 : DELIVERING BASIC SERVICES																
C1. To create an enabling environment for economic growth and job creation	C1.1. Promote economic growth and Job creation	C1.1.2	Number of work opportunities created through Expanded Public Works Programme	Economic growth and Job creation	117 EPWP work opportunities created by 30 September 2024		179 beneficiaries were recruited as part of EPWP by 30 30 September 2024	The 117 appointed employees were planned based on the EPWP grant funding while the addition was employed based on the available municipal funds.	N/A	Number	174 beneficiaries were recruited as part of EPWP by 29 September 2023	R2 059 200,00	R2 307 000,00	Technical Services	All Wards	This is a simple count of a number of work opportunities created through Expanded Public Works Programme. The POE will be the employment contracts.

	C.1.2. Support for the Informal economy and SMME's	C1.2.1	Number of reports on SMMEs/Cooperatives Mentorship by the municipality	Informal Economy & SMME Support	2 reports on SMMEs/Cooperatives Mentorship by the municipality by 30 June 2025		2 reports on SMMEs/Cooperatives mentorship by the municipality by 30 June 2025	N/A	N/A	Number	2 reports on SMMEs/Cooperatives mentored were tabled to EXCO by 30 June 2024	R0,00		Planning & Economic Development	All Wards	This a simple count of the number of reports on the SMMEs /Cooperatives mentorship by the municipality in a financial year. The POE will be the signed report.
		C1.2.2	Number of Business Licence Compliance Inspections conducted		4 Business Licence Compliance Inspections conducted by 30 June 2025		4 Business Licence Compliance Inspections were conducted by 30 June 2025	N/A	N/A	Number	4 Business Licence Compliance Inspections conducted by 30 June 2024	R0,00		Planning & Economic Development	Ward 19	This is a simple count of the number of business compliance inspections conducted in a financial year. The POE will be the business inspection reports and attendance registers.
		C1.2.3	Date of conducting Cooperatives Business Management Seminar/Workshop		Cooperatives Business Management Seminar/Workshop conducted by 30 September 2024		Cooperatives Business Management Seminar/Workshop was conducted on 21 August 2024	N/A	N/A	Date	Cooperatives Business Management Seminar was conducted on 20 Sep 2023	R250 000,00	R204,000.00	Planning & Economic Development	All Wards	This indicator measures the date upon which the Cooperatives Business Management Seminar/Workshop would be conducted. The POE will be invitation, attendance register and report with pictures
	C.1.3. Support Tourism and Agricultural Development	C1.31	Date of transfer of municipal Grant fund to Nongoma Tourism Organisation (CTO)	Tourism & Agricultural Support	Municipal Grant fund transferred to Nongoma Tourism Organisation (CTO) by 30 September 2024		Municipal Grant Fund was transferred to Nongoma Tourism Organisation (CTO) on 05 September 2024	N/A	N/A	Date	Funding for Nongoma CTO was transferred on 25 August 2023	R120 000.00		Planning & Economic Development	Administration and Satellite offices	This indicator measures the date upon which the municipal grand fund is transferred to Nongoma Tourism Organisation (CTO). The POE will be the proof of transfer.
C2. To improve the quality of lives for people within Nongoma municipality	C2.1. Develop, Implement and monitor special programmes	C2.1.1	Date of conducting Children & elderly event	Special Programmes	Children & Elderly event conducted by 31 December 2024		Elderly event was conducted on 29 August 2024; while Children's event was conducted on 12 November 2024.	N/A	N/A	Date	Children & Elderly event conducted on 09 December 2023	R100,000.00	R0.00	Community Services	All Wards	This indicator measures the date upon which the Children and elderly event would be conducted. The POE will be report and attendance register.

		C2.1.2	Number of disability forum meetings conducted		4 disability forum meetings conducted by 30 June 2025		3 disability forum meetings were conducted by 30 June 2025	Target could not be achieved due to human capacity constraints.	Following the appointment of the Manager responsible for special programmes, there were improvements in the coordination of special programmes. Further to that, a turnaround strategy developed was to address under performance.	Number	1 disability forum meeting conducted by 30 June 2024	R100,000.00	R9,000.00	Community Services	All Wards	This indicator measures the number of disability forum meetings conducted in a financial year. The POE will be the minutes and attendance register.
		C2.1.3	Number of women's forum meetings conducted		2 women's forum meetings conducted by 31 March 2025		1 women forum meeting was conducted by 30 June 2025	Q1 forum meeting was not conducted due to members commitment (Women's function).	Following the appointment of the Manager responsible for special programmes, there were improvements in the coordination of special programmes. Further to that, a turnaround strategy was developed to address under performance.	Number	0 (No women's forum meetings held in 2023/24 FY)	R70,000.00	R0.00	Community Services	All Wards	This indicator measures the number of women's forum meetings conducted in a financial year. The POE will be the minutes and attendance register.

		C2.1.4	Number of Local Aids Council (LAC) meetings conducted		4 Local Aids Council (LAC) meetings conducted by 30 June 2025		3 LAC meetings were conducted by 30 June 2025	Target could not be achieved due to human capacity constraints.	Following the appointment of the Manager responsible for special programmes, there were improvements in the coordination of special programmes. Further to that, a turnaround strategy was developed to address under performance.	Number	1 LAC meeting held in 2023/24 FY	R50,000.00	R0.00	Community Services	All Wards	This indicator measures the number of LAC meetings conducted in a financial year. The POE will be the minutes and attendance register.
	C2.2. Coordination of Sports & Recreation and Arts & Culture programme	C2.2.1	Number of Sports & Recreation programmes coordinated	Sports & Recreation and Arts & Culture	4 Sports & Recreation programmes coordinated by 31 December 2024		4 sports and recreation programmes were coordinated by 31 December 2024	N/A	N/A	Number	4 Sports & Recreation programmes were conducted by 31 December 2023	R1 370 000,00	R1 309,130.00	Community Services	All Wards	This is a simple count of number of Sports & Recreation programmes that will be conducted in a financial year. The programmes that will be implemented include Golden Games, Indigenous Games, Mayoral Cup and SALGA games. The POE will be the report with pictures
		C2.2.2	Number of Arts & Culture programmes coordinated		4 Arts & Culture programmes coordinated by 31 December 2024	3 Arts & Culture programmes coordinated by 31 December 2024	3 Arts & Culture programmes were coordinated by 31 December 2024	N/A	N/A	Number	4 Arts & Culture Programmes were conducted by 31 December 2023	R1 000 000,00	R860,000.00	Community Services	All Wards	This is a simple count of number of Arts & Culture programmes that will be coordinated in a financial year. The programmes that will be implemented include Siyaya Emhlangeni, Umkhosi Womhlanga, and Amaciko Festival. The POE will be attendance register and report with pictures
	C2.3. Develop, implement and monitor poverty alleviation programmes	C2.3.1	Date of hand-over of poverty alleviation instrument/implements to beneficiaries	Poverty Alleviation programmes	Poverty alleviation instrument/implements handed over to beneficiaries by 30 June 2025		Poverty alleviation instruments/implements were handed over to beneficiaries on 21, 22 and 23 May 2025	N/A	N/A	Date	Poverty alleviation instrument/implements were handed over to beneficiaries on 06 Oct 2023	R4,000,000.00		Planning & Economic Development	All Wards	The indicator measures the date upon which the Poverty alleviation instrument/implements handed over to beneficiaries. The POE will be the report with pictures and acknowledgement by beneficiaries.

	C2.4. Promote healthy and safety environment	C2.4.1	Number of Road Safety Campaigns conducted	Health & Safety Programmes	2 road safety campaigns conducted by 30 June 2025		3 road safety campaigns were conducted by 30 June 2025	Due to the area being a hotspot for accidents, there has been an increase in the number of road safety awareness campaigns.	N/A	Number	3 Road safety campaigns conducted by 30 June 2024	R0,00		Community Services	Ward 19	This is a simple count of number of Road Safety Campaigns to be conducted in a financial year. The POE will be attendance register and report with pictures.
		C2.4.2	Number of occupational health and safety campaigns conducted		1 Occupational health and safety campaigns conducted by 31 March 2025		1 Occupational health and safety campaign was conducted by 31 March 2025	N/A	N/A	Number	N/A	R0.00		Corporate Services	Administration and Satellite offices	This indicator measures the number of Occupational Health and Safety campaigns conducted in a financial year. The POE will be the report and attendance register.
C3. To develop and empower unemployed youth through systematic and structured skills development and experiential learning interventions.	C3.1 Promote and enhance culture of learning among children & youth	C3.1.1	Date of conducting Nongoma Career EXPO	Youth and Learner Support programmes	Nongoma career EXPO conducted by 30 June 2025		Nongoma Career EXPO was conducted on 13 May 2025	N/A	N/A	Date	Nongoma career EXPO was conducted 20 March 2024 and 29 April 2024	R0.00		Community Services	All Wards	This indicator measures the date upon which the Nongoma Career EXPO would be conducted. The POE will be attendance register and report with pictures.
D. FINANCIAL VIABILITY & MANAGEMENT																
B2B PILLAR 4: SOUND FINANCIAL MANAGEMENT																
D1.To ensure sound financial viability and management	D1.1. Implementation of revenue enhancement strategy	D1.1.1	Ratio in compliance with MFMA Section 64(2)(a)	Revenue enhancement	Maintain 70% Collection from 2024/25 billing for Property rates and refuse removal throughout the year.		69%	Target not achieved due to non-payment by government departments.	In 2025/26 FY starting from Q1, the municipality will engage with government departments on payment plans.	%	82%	R0,00		Finance Department	Administration and Satellite offices	This Ratio reflects the collection percentage from current year's billing for property rates and refuse removal. Formula: Amount collected to date/ amount billed to date for both property rates and refuse removal. The POE will be the financial ratio report
	D1.2. Develop, implement and monitor standard operating procedures related to expenditure management	D1.2.1	Ratio compliance with MFMA Section 65(2)(e)	Expenditure management	Maintain cost coverage ratio of one (1) times normal creditors	Maintain cost coverage ratio of one (1) times normal creditors throughout the 2024/25 FY	More than 180 days	Not achieved due to cashflow status of the municipality.	The municipality will improve its revenue collection in 2025/26 FY.	Ratio	3 months	R0,00		Finance Department	Administration and Satellite offices	This indicator measures the ratio in compliance with section 65 of the MFMA. Creditor's payment period ratio must not be more than 30 days (Norm). The POE will be the financial ratio report

	D1.3. Develop a credible budget and report in accordance with the provisions of the MFMA	D1.3.1	Date of adoption of Budget	Budget & Budget reporting	2025/2026 MTREF adopted by Council by 31 May 2025		2025/2026 MTREF was adopted by Council on 26 June 2025	The 2025/2026 MTREF was included in the agenda for Council meeting scheduled for 27 May 2025; however, the meeting could not sit due to lack of quorum.	The budget was adopted by Council in the meeting convened on 26 June 2025.	Date	2024/2025 MTREF was adopted on the 22nd of May 2024	R0,00		Finance Department	Administration and Satellite offices	This indicator measures the date upon which the 2025/2026 Municipal budget will be adopted by Council. The POE will be the council-adopted budget and council resolution
		D1.3.2	Number of reports submitted to Mayor in compliance with MFMA Sec.71		12 MFMA Sec.71 reports submitted to Mayor by 30 June 2025		12 MFMA section 71 reports were submitted to Mayor by 30 June 2025	N/A	N/A	Number	12 MFMA S71 Reports submitted to the Mayor by 30 June 2024	R0,00		Finance Department	Administration and Satellite offices	This indicator measures the number of reports in compliance with MFMA Sec.71 to Mayor by 30 June 2025. It is measured in number and is non-cumulative. The POE will be the Monthly Budget statement & proof of submission
		D1.3.3	Number of reports tabled to council in compliance with MFMA Sec.52(d) & 66		4 of MFMA Sec.52(d) & 66 reports tabled to council by 30 June 2025		3 MFMA Sec 52 (d) & 66 reports were tabled to Council by 30 June 2025	The report was compiled and included in the Council agenda dated 27 May 2025; however, the meeting did not sit due to the lack of quorum. The meeting that was held in June only dealt with three items, excluding all other items	It will be tabled to Council in Q1.	Number	4 MFMA Sec.52(d) & 66 reports were tabled by 30 June 2024	R0,00		Finance Department	Administration and Satellite offices	This indicator measures the number of Quarterly Financial reports submitted to Council. It is measured in numbers. The POE will be the Quarterly financial report and Council resolution
		D1.3.4	Date of submission of the Nongoma Mid-year budget and performance assessment report to the Mayor		Nongoma Mid-year Budget and Performance Assessment report submitted to the Mayor by 25 January 2025		Nongoma Mid-year Budget and Performance Assessment report was submitted to the Mayor on 17 January 2025	N/A	N/A	Date	Mid-year Budget and Performance Assessment report submitted to Mayor on 18 Jan 2024	R0,00		Finance Department	Administration and Satellite offices	This indicator measures the date upon which Nongoma Mid-year Budget and Performance Assessment report will be submitted to the Mayor. It is measured in date. The POE will be the Mid-year Budget and Performance Assessment report and proof of submission

	D1.4. Effective Implementation of Supply Chain Management Regulations	D1.4.1	Number of reports on the implementation of Supply Chain Management Policy tabled to EXCO	Supply Chain Management	4 reports on the implementation of Supply Chain Management Policy tabled to EXCO by 30 June 2025		3 reports on implementation of supply chain Management policy were tabled to EXCO by 30 June 2025	The fourth quarter target (Q3 SCM report) could not be achieved as the EXCO meeting that sat in June only dealt with 3 items, excluding all other items.	The report will be tabled to EXCO in Q1.	Number	2 Reports on the implementation of SCM policy were submitted to EXCO by 30 June 2024	R0,00		Finance Department	Administration and Satellite offices	This indicator measures the number of Supply Chain Management Policy Implementation reports tabled to EXCO. It is measured in number. The POE will be the SCM reports and EXCO minutes
	D1.5. Monitor implementation of audit action plan on regular basis	D1.5.1	Percentage compliance with MFMA section 131(1)	Audit Action Plan	100% of 2023/24 Auditor General findings raised against the municipality resolved by 30 June 2025		61% of 2023/24 Auditor General Findings were resolved by 30 June 2025	Resolution of the remaining findings is in progress and is expected to be finalised by the end of August 2025.	The findings will be addressed in Q1.	%	2022/23 AG findings were addressed	R0,00		Finance Department	Administration and Satellite offices	This indicator measures the % resolution of Auditor General findings raised against the municipality. The POE will be the AG action plan report .
	D1.6. Monitor spending on conditional grants	D1.6.1	Percentage compliance with DORA Section 21 - Unspent Conditional Grants	Conditional Grant Spending	100% of MIG grant cash backed throughout 2024/2025 financial year.		100% of MIG Grant was cash backed by 30 June 2025	N/A	N/A	%	0%	R0,00		Finance Department	Administration and Satellite offices	This indicator measures the percentage compliance with DORA Section 21 (Unspent Conditional Grants). It is measured in percentages and is non-cumulative. Each quarter the municipality is expected to remain 100% cash backed (Cash flow must always exceed unspent conditional grants). The POE would be the MIG Grant Bank reconciliation.
	D1.7. Monitor Budget implementation	D1.7.1	Percentage compliance with MFMA Section 69(1)(a)	Budget Implementation	Maintain > 95% spending on operating Adjusted budget by 30 June 2025		117% was spent on operating adjusted budget by 30 June 2025	The municipality settled its high creditors, resulting in the budget being over spent.	N/A	%	100%	R27,859,000.00	R19,033,207.00	Finance Department	Administration and Satellite offices	This indicator measures the percentage compliance with MFMA Section 69(1)(a). It is measured in percentages and is non-cumulative. Operational budget YTD to Total expenditure as the adjusted budget. The POE will be the Expenditure Report
		D1.7.2	Percentage compliance with MFMA Section 69(1)(b)		Maintain >95% implementation of Service Charges Revenue Budget evenly throughout 2024/2025 FY		110%	Due to data cleansing conducted, some of the accounts that were not billed are now billed.	N/A	%	100%	R2,313,394.67		Finance Department	Administration and Satellite offices	This indicator measures the percentage compliance with MFMA Section 69(1)(b). It is measured in percentages and is non-cumulative. Actual billed for service charges to adjusted budget. The POE will be the Billing report

D2. Effectively Implement asset management regulation	D2.1. Implementation , monitoring and adherence to asset management policies and regulations.	D2.1.1	Number of Asset Management reports submitted to Accounting Officer	Asset Management	2 Asset Management reports submitted to the Accounting Officer by 31 March 2025		2 Assets Management Reports were submitted to the Accounting Officer by 31 March 2025	N/A	N/A	Number	4 Asset Management reports were submitted were submitted to the accounting officer by 30 June 2024	R500,000.00		Finance Department	Administration and Satellite offices	This indicator measures the number of reports that will be tabled to the Accounting Officer in compliance with Asset Management Regulations in the financial year. The POE will be the Asset Management report and proof of submission.
E. GOOD GOVERNANCE & PUBLIC PARTICIPATION																
B2B PILLAR 3: GOOD GOVERNANCE/B2B PILLAR 1: PUTTING PEOPLE FIRST																
E.1. To ensure functional council and council committees	E1.1. Coordination of Council committee meetings	E.1.1.1	Number of council meetings coordinated	Council Committees	8 council coordinated by 30 June 2025	8 council meetings coordinated by 30 June 2025	14 council meetings were coordinated by 30 June 2025	Over and above ordinary Council meetings, there were special meetings held.	N/A	Number	12 Council meetings were coordinated by 30 June 2024	R0,00		Corporate Services	Administration and Satellite offices	This is a simple count of number of council meetings coordinated in a financial year. The POE will be the signed agenda, minutes and attendance register.
		E.1.1.2	Number of EXCO meetings coordinated		12 EXCO meetings coordinated by 30 June 2025		11 EXCO meetings were coordinated by 30 June 2025	May EXCO was coordinated; however, the meeting could not be held due to lack of quorum.	The meeting will be coordinated to be held in Q1 (July 2025).	Number	14 EXCO meetings were coordinated by 30 June 2024	R0,00		Corporate Services	Administration and Satellite offices	This is a simple count of number of EXCO meetings coordinated in a financial year. The POE will be the signed agenda, minutes and attendance register.
		E.1.1.3	Number of Portfolio Committee meetings coordinated		60 Portfolio meetings coordinated by 30 June 2025		59 Portfolio meetings were coordinated by 30 June 2025	June Portfolio meeting for Planning and Economic Development Services was coordinated; however, the meeting could not sit due to lack of quorum.	June items will be incorporated into the July Agenda.	Number	50 Portfolio meetings were coordinated by 30 June 2024	R0,00		Corporate Services	Administration and Satellite offices	This is a simple count of number of Portfolio Committee meetings coordinated in a financial year. The POE will be the signed agenda, minutes and attendance register.
		E.1.1.4	Number of MPAC meetings coordinated		4 MPAC meetings coordinated by 30 June 2025		3 MPAC meetings were coordinated by 30 June 2025	The meeting to look on the AG report could not be held due unavailability of the accounting officer in December, due to vacancy.	Following the secondment of the Acting Municipal Manager by the MEC, the MPAC meeting was scheduled to be held in the third quarter, with Q2 items incorporated into the Q3 agenda.	Number	4 MPAC meetings were coordinated by 30 June 2024	R0,00		Corporate Services	Administration and Satellite offices	This is a simple count of number of MPAC meetings coordinated in a financial year. The POE will be the signed agenda, minutes and attendance register

E.2. To ensure maximum participation of the Traditional Authorities in the affairs of the municipality	E2.1.Coordination of attendance of Traditional Authorities to Council meetings, and of regular meetings between the municipality and Traditional Authorities	E2.1.1	Number of council meetings with traditional leaders in attendance	Traditional Councils Participation and Engagements	4 council meetings with traditional leaders in attendance by 30 June 2025		4 Council meetings with Traditional Leaders in attendance by 30 June 2025	N/A	N/A	Number	3 Council meetings were attended by Traditional Leaders by 30 June 2024	R0,00		Corporate Services	All 3 Traditional Courts	This is a simple count of number of council meetings with traditional leaders in attendance in a financial year. The POE will be invitation and attendance register depicting the attendance of the TC representative.
		E2.1.2	Number of meetings held between the municipality and the Traditional Authorities		4 meetings held between the municipality and the Traditional Authorities by 30 June 2025		4 meetings were held between the municipality and the Traditional Authorities by 30 June 2025	N/A	N/A	Number	4 meetings were held between the municipality and the Traditional Authorities by 30 June 2024	R0,00		Office of the MM	Administration and Satellite offices	This is a simple count of number of meetings held between the municipality and the Traditional Authorities. The POE will be the agenda, minutes and attendance register.
E3. To promote effective public participation in the affairs of the municipality	E3.1. Facilitate Municipal Stakeholder engagements	E3.1.1	Number of meetings convened by Mayor/executive committee to provide report to the community on service delivery issues	Stakeholder Engagement	4 meetings convened by Mayor/executive committee to provide report to the community on service delivery issues by 30 June 2025		4 meetings were convened by Mayor/executive committee to provide report to the community on service delivery issues by 30 June 2025	N/A	N/A	Number	4 meetings were convened by Mayor/executive committee to provide report to the community on service delivery issues by 30 June 2024	R0,00		Office of the MM	Administration and Satellite offices	This is a simple count of number of meetings convened by Mayor/Executive Committee to provide report to the community on service delivery issues. The POE will be the report and attendance register.
		E3.1.2	Percentage of ward committees that are functional		100% functional ward committees by 30 June 2025		100% of ward committees were functional by 30 June 2025	N/A	N/A	%	100% ward committees were functional by 30 June 2024	R0,00		Office of the MM	Administration and Satellite offices	This indicator measures the percentage functionality of ward committees in all 23 wards. Formula: Total ward committees divided by total number of ward committee meetings held x 100.The POE will be the report signed by the municipal Speaker.
		E3.1.3	Number of IDP-RF meetings coordinated		2 IDP-RF meetings coordinated by 30 June 2025		2 IDP RF meetings were coordinated by 30 June 2025	N/A	N/A	Number	2 IDP RF meetings coordinated by 30 June 2024	R0,00		Planning & Economic Development	Administration and Satellite offices	This is a simple count number of IDP-RF meetings held in a financial year. The POE will be the agenda, attendance register and minutes

E4. To ensure effective governance through municipal policy development	E4.1. Development and monitoring of municipal policies and by-laws	E4.1.1	Number of policies (reviewed) tabled to Council in compliance with MFMA Section 64(2)(a)	Municipal Policies & By-Laws	3 policies (reviewed) (Tariff Policy, Credit Control & Debt Collection Policy) tabled to Council for approval by 31 May 2025		3 policies (Tariff Policy, Credit Control & Debt Collection Policy) were tabled and approved by Council on 26 June 2025	These policies were included in the Council agenda dated 27 May 2025; however, the meeting could not sit due to lack of quorum. As a result, the target was missed.	It was adopted by Council on 26 June 2025.	Number	3 policies tabled and approved by Council on the 22nd of May 2024	R0,00		Finance Department	Administration and Satellite offices	This is a simple count of number of policies (reviewed) tabled to Council in compliance with MFMA Section 64(2)(a). The POE will be the financial policies and council resolution.
E5. To ensure functional, risk-conscious and compliant management committees	E5.1. Facilitation of functional Management Committees	E5.1.1	Number of Audit Committee meetings held	Management Committees	4 Audit Committee meetings held by 30 June 2025		5 Audit committee meetings were held by 30 June 2025	There was a special meeting held in January 2025	N/A	Number	4 Audit Committee meetings held by 30 June 2024	R300,000.00		Office of the MM	Administration and Satellite offices	This is a simple count of number of Audit Committee meetings held in a financial year. The POE will be Agenda, minutes and attendance register.
		E5.1.2	Number of Risk Management Committee meetings held		4 Risk Management Committee meetings held by 30 June 2025		3 Risk Management meetings were held by 30 June 2025	For Q2 target, the ERMC could not sit as planned due to the postponement of the ICT risk assessment, which was delayed by repeated postponements of Extended MANCO sessions caused by special council meetings and urgent AG-related matters requiring senior management's attention.	The meeting was eventually held in January 2025, incorporating the Q2 items into the third quarter agenda.	Number	1 Risk Management Committee meeting was held by 31 March 2024	R50.000.00		Office of the MM	Administration and Satellite offices	This is a simple count of number of Risk Management committee meetings held in a financial year. The POE will be the agenda, minutes and attendance register.
	E5.2. Development and monitor Strategic Risk Management register in line with the municipal strategic document (IDP) implementation	E.5.2.1	Date of Development of Municipal Strategic Risk register	Risk Management	Municipal Strategic Risk register developed by 30 September 2024		Municipal Strategic Risk register was developed on 28 October 2024	The development of the strategic risk register was delayed as a result of inadequate coordination by the Risk Unit at the time of strategic planning	N/A	Date	Municipal Strategic Risk register developed by 12 March 2024	R0,00		Office of the MM	Administration and Satellite offices	This indicator measures the date upon which the Municipal Strategic Risk register would be developed. The POE will be a Municipal Strategic Risk Register
E6. To ensure Institutional accountability and transparency	E6.1.. Ensure Complaint Reporting and Publication	E6.1.1	Number of Audit Action Plan reports tabled to Audit Committee	Reporting & Publication	4 Audit Action Plan reports tabled to Audit Committee by 30 June 2025		3 Audit Action Plan reports were tabled to Audit Committee by 30 June 2025	The meeting held in Q1 was a special Audit Committee Meeting to look only on the reviewed AFS and APR	The report was tabled at the AC meeting held in March 2025.	Number	3 Audit Reports were tabled by 31 March 2024	R0.00		Office of the MM	Administration and Satellite offices	This indicator measures the number of Audit Action Plan reports that will be tabled to audit Committee in a financial year. The POE will be the AG Action Plan Report and Council Resolution.

		E6.1.2	Number of Circular 88 indicators reports submitted to COGTA		4 Circular 88 indicators reports submitted to COGTA by 30 June 2025		4 Circular 88 indicators reports were submitted to COGTA by 30 June 2025	N/A	N/A	Number	4 C88 reports submitted by 30 June 2024	R0,00		Office of the MM	Administration and Satellite offices	This is a simple count of number of Circular 88 indicators reports submitted to COGTA in a financial year. The POE will be C88 report and proof of submission which could be an e-mail if sent via an e-mail
		E6.1.3	Date of submission of the 2025/26 FY budget & SDBIP to Provincial Treasury		2025/26 FY Budget and SDBIP submitted to Provincial Treasury by 30 June 2025		2025/26FY Budget and SDBIP were submitted to Provincial Treasury on 26 June 2025	N/A	N/A	Date	2024/25FY Budget and SDBIP submitted to Provincial Treasury by 04 March 2024	R0,00		Finance Department	Administration and Satellite offices	This indicator measures the date of submission of the 2025/26 FY budget & SDBIP to Provincial Treasury. POE will be the 2025/26 Budget, SDBIP and proof of submission
	E6.2. Ensure timeous dissemination of public information	E6.2.1	Date of adoption of Communication Strategy and Policy		Communication Strategy and Policy adopted by council by 30 September 2024	Communication Strategy and Policy adopted by council by 30 June 2025	Communication Strategy and Policy were adopted by Council on 26 June 2025	N/A	N/A	Date	Target not achieved (Last adopted by the Council on 31 August 2022)	R0.00		Office of the MM	Administration and Satellite offices	This indicator measures the date upon which the Communication Strategy and Policy would be adopted by Council. The POE will be the Communication Strategy and Policy and Council Resolution.
F. CROSS-CUTTING INTERVENTIONS																
F1. To provide strategic planning support across the organization, i.e. IDP	F1.1. Development of a credible Integrated Development Planning (IDP)	F1.1.1	Date of adoption of the IDP Process Plan	Integrated Development Planning	Council-adopted 2025/2026 IDP Process Plan by 30 September 2024	Council-adopted 2025/2026 IDP Process Plan by 31 August 2024	2025/26 IDP Process plan was adopted by Council on 30 August 2024	N/A	N/A	Date	Adopted by Council by 05 September 2023	R0.00		Planning & Economic Development	Administration and Satellite offices	This indicator measures the date of adopting the 2025/2026 IDP Process plan. The POE will be the IDP process plan and council resolution.
		F1.1.2	Date of adoption of the Integrated Development Plan		Council-adopted 2025/2026 IDP by 30 June 2025	Council-adopted 2025/2026 IDP by 31 May 2025	2025/2026 IDP document was adopted by Council on 26 June 2025	The 2025/26 IDP document was included in the Council Agenda dated 27 May 2025; however, the meeting could not be held due to lack of quorum. As a result, the target was missed.	It was adopted by Council on 26 June 2025.	Date	2024/25 IDP adopted by Council on the 22nd of May 2024	R0.00		Planning & Economic Development	Administration and Satellite offices	This indicator measures the date of adoption of the 2025/2026 IDP document. The POE will be the IDP and council resolution

F2. To promote a functionally structured urban and rural spatial development pattern guided by identified nodes and corridors through an effective land use management system	F2.1. Guide, monitor & control spatial planning, land use management & development within the municipality	F2.1.1	Date of tabling the Reviewed Spatial Development Framework (SDF) to council	Spatial Planning and Land Use Management	Reviewed Spatial Development Framework (SDF) tabled to Council by 31 March 2025		Reviewed Spatial Development Framework was adopted by Council on 26 February 2025	N/A	N/A	Date	N/A	R0.00		Planning & Economic Development	Administration and Satellite offices	This indicator measures the date upon which the Spatial Development Framework(SDF) review will be adopted by Council. The POE will be the reviewed SDF and Council Resolution.
		F2.1.2	Number of Inspection reports of new buildings and building alterations prepared and submitted to Accounting Officer		4 Inspection reports of new buildings and building alterations prepared and submitted to Accounting Officer by 30 June 2025		4 Inspection reports of new buildings and building alterations were prepared and submitted to Accounting Officer by 30 June 2025	N/A	N/A	Number	4 building inspection reports submitted by 30 June 2024	R0.00		Planning & Economic Development	Administration and Satellite offices	This indicator measures the number of inspection reports on new building and building alteration prepared. It is measured in number.The POE will be the Signed report.
		F2.1.3	Number of Joint Municipal Planning Tribunal (JMPT) Functionality reports tabled to EXCO		2 Joint Municipal Planning Tribunal (JMPT) Functionality reports tabled to EXCO by 30 June 2025		1 Joint Municipal Planning Tribunal (JMPT) functionality report were tabled to EXCO by 30 June 2025	While the JMPT Functionality report was tabled to PED Portfolio, it could not be tabled to EXCO due to non -sitting of EXCO in May & June. The special EXCO that convened on the 27th of June focused on 3 compliance items., excluding all other outstanding items such as the JMPT report.	The report will be tabled to the July EXCO	Number	1 report was tabled in 2023/24 FY	R0.00		Planning & Economic Development	Administration and Satellite offices	This indicator measures the number of reports on Joint Municipal Planning Tribunal (JMPT) functionality tabled to EXCO. The POE will be the JMPT functionality Report and EXCO minutes.
F3.To enhance resilience of ecosystem services	F3.1. Maintain and improve the environmental integrity of Nongoma municipal area of jurisdiction	F3.1.1	Number of Integrated Waste Management Plan (IWMP) Implementation report tabled to EXCO	Environmental Management	2 Integrated Waste Management Plan (IWMP) Implementation report tabled to EXCO by 30 June 2025		1 Integrated Waste Management Plan (IWMP) implementation report was tabled to EXCO by 30 June 2025	While the IWMP report was tabled to PED Portfolio, it could not be tabled to EXCO due to non -sitting of EXCO in May & June. The special EXCO that convened on the 27th of June focused on 3 compliance items., excluding all other outstanding items such as the IWMP report.	The report will be tabled to the July EXCO	Number	0	R0.00		Planning & Economic Development	Administration and Satellite offices	This indicator measures the number of IWMP implementation reports prepared and tabled to EXCO in a financial year. The POE will be the IWMP implementation report and EXCO minutes.

F4. To ensure appropriate adaptation and effective response to Climate Change	F4.1. Review and implementation of Disaster Management Plan	F4.1.1	Number of Disaster Management Implementation reports tabled to EXCO	Disaster Management	2 Disaster Management Implementation reports tabled to EXCO by 30 June 2025		1 Disaster Management implementation report was tabled to EXCO by 30 June 2025	Report could not be tabled due to cancellation of EXCO meeting	The item will be incorporated in the first quarter agenda.	Number	0 (No reports tabled in 2023/24 FY)	R0.00		Community Services	Administration and Satellite offices	This indicator measures the number of Disaster Management Implementation reports tabled to EXCO. It is measured in number. The POE will be the report and EXCO minutes.
		F4.1.2	Number of Disaster Management and Fire Services programmes conducted		2 Disaster Management and Fire Services programmes conducted by 30 June 2025		2 Disaster Management and Fire Services programmes were conducted by 30 June 2025	N/A	N/A	Number	New KPI	R200,000.00		Community Services	Administration and Satellite offices	This is a simple count of Disaster Management and Fire Services programmes conducted . It is non-cumulative and is measured in number. The POE will be the report.

4.9 DEVELOPMENT AND SERVICE DELIVERY PRIORITIES AND PERFORMANCE TARGETS FOR THE 2025/2026 FY

PRIORITIES

The following are the key priority areas of Nongoma Local Municipality:

a) Poverty Alleviation
b) Food Security
c) Skills Development
d) Revenue enhancement
e) Spatial planning and development.
f) Good Governance and Clean Administration.

KEY OUTCOMES FOR THE NONGOMA LOCAL MUNICIPALITY

a) Embrace the principles of good corporate governance and accountable and disciplined administration
b) Effective and efficient communication within the institution, and to all stakeholders including community in line with Batho Pele principles
c) Emancipation of women, youth and people with disabilities, in sports, education, the economy and skills development.
d) Eradication of poverty through food security and job creation
e) Safety and security for all communities within Nongoma municipality
f) Access to health care for all communities within Nongoma municipality
g) Economic activeness of Small Medium and Micro Enterprises (SMMEs), Cooperatives and Emerging Contractors
h) Efficient and effective spatial planning and development, and disaster management

STRATEGIC OBJECTIVES, STRATEGIES AND TARGETS

The following section reflects strategic objectives, strategies and targets:

A. Municipal Transformation and Institutional Development

B2B PILLAR 5: BUILDING CAPABLE LOCAL GOVERNMENT INSTITUTIONS

KEY CHALLENGES	GOAL	OBJECTIVE	PGDS STRATEGIC GOALS	DGDP STRATEGIC GOALS	STRATEGY	KPI NO	KPI	TARGET
– Inadequate training of permanently employed staff due to lack of funds – Reliance on outsourced services for Internal Audits – Inadequate Inclusivity for People Living with Disabilities – Filling of Vacant Critical Positions – Failure to attract Female incumbents in Senior Management Positions – Non-implementation of HR policies by the departments	**IMPROVED INSTITUTIONAL EFFICIENCY AND EFFECTIVENESS**	**A1. To ensure a Strategic Workforce plan that meetsthe organizational needs, through proper Human Resource management, capacity building and performance management**	**Human Resource Development**	**Enhanced quality of district human resources**	**A1.1. Review, Implementation and monitoring of Human Resources Strategy**	**A1.1.1**	Date of tabling to Council the reviewed municipal organogram	Reviewed municipal organogram tabled to council by 31 May 2026
						A1.1.2	Date of tabling to council the reviewed Annual Human Resource Strategy Implementation plan	Annual Human Resource StrategyImplementation plan tabled to council by 30 June 2026
						A1.1.3	Number of Human Resource Strategy Functionality assessment tabled to EXCO	2 Human Resource Strategy Functionality Assessment reports tabled to EXCO by 30 June 2026
					A1.2. Review and implementation of Workplace Skills Plan	**A1.2.1**	Date of submission of Nongoma Workplace SkillsPlan to LGSETA	Nongoma Workplace Skills Plan submitted to LGSETA by 30 April 2026
						A1.2.2	Percentage of budget spent on implementing WSP	100% of the Municipality's budget allocated for WSP spent on implementation by 30 June 2026
						A1.2.3	Number of employees trained	5 Employees trained by 30 June2026
						A1.2.4	Number of trainingsessions held for Councillors	1 training sessions held for Councillors by 31 December 2025
						A1.2.5	Number ofemployees workshops coordinated	2 employee workshops Conducted by 30

								September 2025
					A1.4. Review and implementation of Employment Equity Plan	**A1.4.1**	Date of submission of Nongoma Employment Equity Report to Department of Labour	Nongoma Employment Equity report submitted to Department of Labour by 15 January 2026
						A1.4.2	% of people living with disability representation of the total municipal staff compliment	2 % of people living with disability representation of the total municipal staff compliment by 30 June 2026
					A1.5. Development and Implementation of Performance Management System (PMS)	**A1.5.1**	Number of performance agreements signed by the MM and Section 56 Managers	3 performance agreements signed by the MM and Section 56 Managers signed by 31 July 2025
						A1.5.2	Date of approval of the Performance Management Policy Framework	Performance Management PolicyFramework tabled to Council by 30 June 2026
						A1.5.3	Date of Mayoralapproval of the Organisational SDBIP	2026/2027 Organisational SDBIP approved by the Mayor by 28 June 2026
						A1.5.4	Number of S54/S56 Performance Reviews conducted	2 S54/S56 Performance Reviews conductedby 31 March 2026
						A1.5.5	Number of quarterly Organisational SDBIP reports tabled to council.	4 Quarterly Organisational SDBIP reports tabled to council by 30 June 2026

		A2. To ensure an improved Information, Communication Technology (ICT) System in the municipality	-	-	**A2.1. Development, Implementation and monitoring of the ICT Governance Framework**	**A2.1.1**	Number of ICT Framework functionality assessments reports tabled to EXCO	2 ICT Framework functionality assessment reports tabled to EXCO by 30 June 2026

B. Basic Service Delivery and Infrastructure Development								
B2B PILLAR 2: BASIC SERVICE DELIVERY								
KEY CHALLENGES	**GOAL**	**OBJECTIVE**	**PGDS STRATEGIC GOALS**	**DGDP STRATEGIC GOALS**	**STRATEGY**	**KPI NO**	**KPI**	**TARGET**
– Limited Funding to address non-infrastructureand infrastructure projects – Reduced INEP Funding – Aged/Aging infrastructure:/Rural roadinfrastructure deficit – Slow pace of housing delivery – Poor road networks to transport goods – Inability to service other areas (outside of Nongoma	**BASIC SERVICE DELIVERY AND INFRASTRUCTURAL DEVELOPMENT AND SOCIAL FACILITIES**	**B1. To provide high quality infrastructure network and community facilities to support improved quality of life and economic growth**	**Strategic Infrastructure**	**High quality infrastructure network to support improved quality of life and economic growth**	**B1.1. Provision of high-quality roads infrastructure**	**B.1.1.1**	% Completion of Deline Road phase 2	100% Completion of Deline Road phase 2 by 31 December 2025
						B1.1.2	% Completion of Gobamagagu Road	100% Completion of Gobamagagu Road by 31 December 2025
						B1.1.3	% Completion of Gravel Road at Ezikleleni to Mbuzi area	100% completion of Gravel Road at Ezikleleni to Mbuzi area by 31 March 2026
						B.1.1.4	% Completion of MatshamhlopheGravel Road	100% completion ofMatshamhlophe Gravel Road by 31 December 2025
						B1.1.5	% Completion of	100% completion

town and its adjacent areas) in termsof waste collection services							Gravel Road at Sizumphakathi to Nguduza area	of Gravel Road at Sizumphakathi to Nguduza Area by 31 March 2026
						B.1.16	% Completion of Gravel Road at Kwatshonono and Ezimpisini	100% completion of Gravel Road at Kwatshonono and Ezimpisini by 31 March 2026
						B.1.1.7	% Completion of Gravel Road in Holinyoka Village	100% completion ofGravel Road in Holinyoka Village by 30 June 2026
						B.1.18	% Completion of Gravel Road at Hlushwaneni to Mngamunde Village	40 % completion ofGravel Road at Hlushwaneni to Mngamunde Village By 30 June 2026
						B.1.19	% Completion of Gravel Road at Ngangayiphi to Esixeni Village	20% completion of Gravel Road at Ngangayiphi to Esixeni Village by 30 June 2026
					B1.2. Provision of high- quality community services facilities	**B1.2.1**	% Completion of Construction Ngolotshe Community Hall & Creche	100% completion of Ngolotshe Community Hall & Creche by 31 December 2025
						B.1.2.2	% Completion of Mona Sport field upgrade by 30 June 2026	100% completion of Mona Sport field by 30 June 2026
		B3. Ensure continuous operations and maintenance of the existing infrastructure to ensure functionality	**Strategic Infrastructure**	**High quality infrastructure network to support improved quality of life and economic growth**	**B3.1. Monitor the Implementation of Operations and Maintenance Plan**	**B3.1.1**	Date of tabling to council the Reviewed Operation and Maintenance Plan	Operation and Maintenance Plan reviewed by 30 June 2026

		B4. Ensure improved access to basic services	-	-	**B4.1. Provision of access to refuse removal services**	**B4.1.1**	Number of households and commercial establishments with access to refuse Removal services	531 households & commercial establishments with access to refuse removal services by 30 June 2026
						B4.1.2	Date of purchasing of SkipBins	Skip bins purchased by 31 March 2026
		B5. Improving sustainable human settlement	-	-	**B5.1. Monitor the implementation of Human Settlement projects in Nongoma municipality**	**B5.1.1**	Number of reports on the implementation of Human Settlement projects, tabled to Council	2 reports on the implementation of Human Settlement projects, tabled to Council by 30 June 2026

C. Local Economic Development & Social Development								
B2B PILLAR 2: BASIC SERVICE DELIVERY								
KEY CHALLENGES	**GOAL**	**OBJECTIVE**	**PGDS STRATEGIC GOALS**	**DGDP STRATEGIC GOALS**	**STRATEGY**	**KPI NO**	**KPI**	**TARGET**
– Inadequate skills – Underutilized Livelihood Assets – Sub-Optimal Performance of Real Sectors – High Levels of Economic Vulnerability – Youthful economical lyinactive population – High crime rate, especially Gender-based Violence – Inability to gazette by-laws – Poor Pound Management	**IMPROVED INCLUSIVE ECONOMIC GROWTH AND COMMUNITY DEVELOPMENT**	**C1. To create an enabling environment for economic growth and job creation**	**Inclusive Economic Growth**	**Expanded District Economic output and increased quantity and quality of employment opportunities**	**C1.1. Promote economic growth and Job creation**	**C1.1.1**	Date of tabling the reviewed LED Strategy	Reviewed LED Strategy tabled to Council by 31 March 2026
						C1.1.2	Number of workopportunities created through EPWP	105 EPWP work opportunities created by 30 September 2025
					C.1.2. Support for the Informal economy, SMME'sand Business Compliance	**C1.2.1**	Number of reports on SMMEs/ cooperativesmentorship by the municipality	2 mentorship SMMEs/ cooperatives mentorship by 30 June 2026
						C1.2.2	Number of Business License Compliance inspections conducted	4 Business License Compliance Inspection conducted by 30 June 2026
						C1.2.3	Date of conducting Cooperatives Business Management Seminar/Workshop	Cooperatives Business Management Seminar/Workshop conducted by 30 September 2025
		-	-	-	**C.1.3. Support Tourism and Agricultural Development**	**C1.3.1**	Date of Transfer of municipal Grant fund to NongomaTourism Organisation (CTO)	Municipal Grant Fund transferred toNongoma Tourism Organisation (CTO) by 30-Sep-25
		C2. To improve the quality of lives for people within Nongoma	**Human and Community Development**	**Improved quality of life and life expectancy**	**C2.1. Develop, Implement and monitor special programmes**	**C2.1.1**	Date of conducting Children & Elderly Programme	Children & Elderly Programme conducted by 31 December 2025
						C2.1.2	Number of disability forum meeting conducted	4 Disability forum meetings conducted by 30 June 2026
						C2.1.3	Number of women's forum Meetings	2 women's forum meeting

		municipality					conducted	conducted by 30 June 2026
						C2.1.4	Number of Local Aids Council (LAC) meetings conducted	2 LAC meetings conducted 30 June 2026
					C2.2. Coordination of Sports& Recreation and Arts & Culture programmes	**C2.2.1**	Number of Sports & Recreation programmes coordinated	4 Sports & Recreation programmes coordinated by 31 December 2025
						C2.2.2	Number of Arts & Culture programmes coordinated	4 Arts & Culture programmes coordinated by 31 December 2025
					C2.3. Develop, implement and monitor poverty alleviation programmes	**C2.3.1**	Date of hand-over of poverty alleviation instruments/implements to beneficiaries	Poverty alleviation instruments/implements handed over to beneficiaries by 30 June 2026
					C2.4. Promote healthy andsafety environment	**C2.4.1**	Number of Road Safety Campaigns conducted	2 road safety campaigns conducted by 30 June 2026
						C2.4.2	Number of Occupational Health & Safety Campaigns	1 Occupational Health & Safety Campaigns by 31 March 2026
		C3. To develop and empower unemployed youth through systematic and structured skills development and experiential learning interventions			**C3.1. Promote and enhanceculture of learning among children & youth**	**C3.1.1**	Date of conducting Nongoma Career EXPO	Nongoma career EXPO conducted by 30 June 2026

D. Financial Viability and Management

B2B PILLAR 4: SOUND FINANCIAL MANAGEMENT

KEY CHALLANGES	GOAL	OBJECTIVE	PGDS STRATEGIC GOALS	DGDP STRATEGIC GOALS	STRATEGY	KPI NO	KPI	TARGET
– The municipality is highly grant dependent – Poor revenue collection – Reasonable steps not takento prevent unauthorized expenditure (AG Finding) – Indigent households	**IMPROVED FINANCIAL VIABILITY AND SUSTAINABILITY**	**D1. To ensure sound financial viability and management**	**Governance and Policy**	**Excellence in governance and leadership**	**D1.1. Implementation of revenue enhancement strategy**	**D1.1.1**	Ratio in compliance with MFMA Section 64(2)(a)	Maintain 70% Collection from 2024/25 billing for Property rates and refuse removal throughout the year.
					D1.2. Develop, implement and monitor standard operating procedures related to expenditure management	**D1.2.1**	Ratio compliancewith MFMA Section 65(2)(e)	Maintain cost coverage ratio of one (1) times normal creditors
					D1.3. Develop a credible budget and report in accordance with the provisions of the MFMA	**D1.3.1**	Date of adoptionof Budget	2026/2027 MTREF adopted by Councilby 31 May 2026
						D1.3.2	Number of reportssubmitted to Mayor in Compliance with MFMA Sec.71	12 MFMA Sec.71 reports submitted to Mayor by 30 June2026
						D1.3.3	Number of reportstabled to council, in compliance with MFMA Sec.52(d) & 66	4 of MFMA Sec.52(d) & 66 reports tabled to council by 30 June2026

						D1.3.4	Date of submission of the Nongoma Mid- year budget and performance assessment report to the Mayor	Nongoma Mid-year Budget and Performance Assessment report submitted to the Mayor by 25 January 2026
					D1.4. Effective Implementation of SupplyChain Management Regulations	**D1.4.1**	Number of reports on the implementation of supply Chain Management Policy tabled to EXCO	4 reports on the implementation of Supply Chain Management Policy, submitted to EXCO by 30 June 2026
					D1.5. Monitor implementation of audit action plan on regular basis	**D1.5.1**	Percentage compliance with MFMA Section 131(1)	100% of 2024/2025 Auditor GeneralFindings raisedagainst the municipality resolved by 30 June 2026
					D1.6. Monitor spending on conditional grants	**D1.6.1**	Percentage compliance with DORA Section 21 - Unspent Conditional Grants	100% of MIG grant cash backed throughout 2025/26 financial year.
					D1.7. Budget implementation	**D1.7.1**	Percentage compliance with MFMA Section 69(1)(a)	Maintain > 95% spending on operating Adjustedbudget by 30 June 2026
						D1.7.2	Percentage compliance with MFMA Section 69(1)(b)	Maintain >95% implementation of Service Charges Revenue Budget evenly throughout2025/26 FY
		D2. Effectively Implement asset management regulation			**D2.1. Implementation, monitoring and adherence toasset management policies and regulations.**	**D2.1.1**	Date of conducting municipal fixed asset verification	Fixed assets verification conducted by 20 August 2025

E. Good Governance & Public Participation								
B2B PILLAR 3: GOOD GOVERNANCE/ B2B PILLAR 1: PUTTING PEOPLE FIRST								
KEY CHALLENGES	**GOAL**	**OBJECTIVE**	**PGDS STRATEGIC GOALS**	**DGDP STRATEGIC GOALS**	**STRATEGY**	**KPI NO**	**KPI**	
– Ungazetted By-laws – Semi-Functionality of the Joint Municipal Planning Tribunal (JPMT) – Unfilled Critical Vacant Positions – Semi-functionality of the municipal Council & EXCO	**RESPONSIVE, TRANSPARENT PARTICIPATORY AND ACCOUNTABLE MUNICIPAL GOVERNANCE**	**E.1. To ensure functional council and council committees**			**E1.1. Coordination of Councilcommittee meetings**	**E1.1.1**	Number of councilmeetings coordinated	8 council meetings coordinated by 30 June 2026
						E1.1.2	Number of EXCOmeetings coordinated	12 EXCO meetings coordinated by 30 June 2026
						E1.1.3	Number ofPortfolio Committeemeetings coordinated	52 Portfolio meetings coordinated by 30 June 2026
						E1.1.4	Number of MPACmeetings coordinated	4 MPAC meetings coordinated by 30 June 2026
		E.2. To ensure maximum participation of the Traditional Authorities in the affairs of the municipality			**E2.1. Coordination of attendance of Traditional Authorities to Council meetings, and of regular meetings between the municipality and Traditional Authorities**	**E2.1.1**	Number of council meetings with traditional leaders in attendance	4 meetings held between traditional leaders in attendance by 30 June 2026
						E2.1.2	Number of meetings held between the municipality andthe Traditional Authorities	4 meetings held between the municipality and theTraditional Authorities by 30 June 2026
		E3. To promote effective public participation in theaffairs of the municipality			**E3.1. Facilitate Municipal Stakeholder engagements**	**E3.1.1**	Number of meetings convened by Mayor/executive committee to provide report to the community on service delivery issues	4 meetings convened by Mayor/executive committee to provide report to the community onservice delivery issues by 30 June2026
						E3.1.2	Percentage of ward committees that are functional	100% of Ward committee s to befunctional by 30 June 2026
						E3.1.3	Number of IDP- RF meetings held	2 IDP-RF meetingsheld by 30 June 2026
		E4. To ensure effective governance through municipal			**E4.1. Development, implementation and monitoring of municipal**	**E4.1.1**	Number of policies (reviewed)tabledto Council in compliance with MFMA Section 64(2)(a)	3 policies (reviewed) tabled to council for approval by 31 May2026

		policy development and implementation			**policies and by-laws**			
		E5. To ensure functional,risk-conscious and compliant management committees	**Governance andPolicy**	**Excellence in governance and leadership**	**E5.1 Facilitation of functional management committees**	**E5.1.1**	Number of Audit Committee meetings held	4 Audit Committee meetings held by 30 June 2026
						E5.1.2	Number of Risk Management Committee meetings held	4 Risk management committee held by 30 June 2026
					E5.2. Development and monitor Strategic Risk Management register in line with the municipal strategic document (IDP) implementation	**E5.2.1**	Date of developing Municipal Strategic Risk register	Municipal StrategicRisk register developed by 30 June 2026
		E6. To ensure Institutional accountability and transparency	**Governance and Policy**	**Excellence in governance and leadership**	**E6.1. Ensure Complaint Reporting and Publication**	**E6.1.1**	Number of Internal AuditAction Plan reports tabled toAudit Committee	4 Internal Audit Action plan reports tabled to the Audit Committee by 30 June 2026
						E6.1.2	Number of Circular 88 indicators reportssubmitted to COGTA	4 Circular 88 indicators reports submitted to COGTA by 30 June 2026
						E6.1.3	Date of submitting the Budget & SDBIP to National & Provincial Treasury	2026/27FY Budget and SDBIP submitted to National & Provincial Treasury by 10 June 2026
					E6.2. Ensure timeous dissemination of public information	**E6.2.1**	Date of tabling to council the reviewed communication Strategy and Policy	Reviewed Communication strategy and policy adopted by council by 30 June 2026

F. Cross-cutting Issues								
KEY CHALLENGES	**GOAL**	**OBJECTIVE**	**PGDS STRATEGIC GOALS**	**DGDP STRATEGIC GOALS**	**STRATEGY**	**KPI NO**	**KPI**	
– Contestation of authority overERF 5000 – Undulating topography limiting agricultural development – Unsustainable farming practices resulting in soil erosion, veld deterioration and degradation – Widespread alien invasive plants – Insufficient funds allocated for Disaster Management function and relief - Allocation of land not suitable for human settlement that create vulnerable settlements;	**IMPROVE SPATIAL EQUITY AND ENVIRONMENTAL SUSTAINABILITY**	**F1. To provide strategic planning support across the organization, i.e. IDP**			**F1.1. Development of a credible Integrated Development Planning (IDP)**	**F1.1.1**	Date of adopting the IDP Process plan	Council-adopted 2026/2027 IDP Process Plan by 31 August 2025
						F1.1.2	Date of adoption of the Integrated Development Plan (IDP)	Council-adopted 2026/2027 IDP by 31 May 2026
		F2. To promote a functionally structured urban and rural spatial development pattern guided by identified nodes and corridors through an effective land use management system	**Spatial Equity**	**District characterized by integrity and quality of its physical environment and underpinned by a coherent spatial development**	**F2.1. Guide, monitor & control spatial planning, land use management & development within the municipality**	**F2.1.1**	Number of reports on inspection of new buildings and building Alterations prepared and submitted to accounting officer	4 reports on inspection of new buildings and building alterations prepared & submitted to accounting officer by 30 June 2026
						F2.1.2	Number of Joint Municipal Planning Tribunal (JMPT) Functionality reports tabled to EXCO	2 JMPT Functionality reports tabled to EXCO by 30 June 2026
		F3. To enhance resilience of ecosystem services	**Environmental Sustainability**	**District characterized by integrity and quality of its physical environment and underpinned by a coherent spatial development**	**F3.1. Maintain and improve the environmental integrity of Nongoma municipal area of jurisdiction**	**F3.1.1**	Number of Integrated waste management plan (IWMP) implementation report tabled to EXCO	2 Integrated waste management plan (IWMP) implementation report tabled to EXCO by 30 June 2026

		F4. To ensure appropriate adaptation and effective response to Climate Change			**F4.1. Review and implementation of Disaster Management Plan**	**F4.1.1**	Number of Disaster Management Implementation reports tabled to EXCO	2 Disaster Management Implementation reports tabled to EXCO by 30 June2026
						F4.1.2	Number of Disaster Management and Fire Services programmes conducted	2 Disaster Management and Fire Services programmes conducted by 30 June 2026

APPENDICES

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Volume II: Annual Financial Statements 2024/25 FY

APPENDIX A:

COUNCILLORS; COMMITTEE ALLOCATION & COUNCIL ATTENDANCE

APPENDIX A: MUNICIPAL COUNCILLORS AND ATTENDANCE

Council Member	PR /Ward Cllr.	Ward	Full time (FT)/Part time (PT)	Party	No. of Council meetings held	No. of meetings attended	% Attendance
1. SHONGWE F.M.	Ward Cllr.	01	PT	IFP	14	10	71%
2. MTHIYANE G.N.	Ward Cllr.	02	PT	IFP	14	10	71%
3. NDWANDWE B.G.	Ward Cllr.	03	PT	IFP	14	11	78%
4. MANQELE N.M.	Ward Cllr.	04	PT	NFP	14	14	100%
5. MBONGWA S.L.	Ward Cllr.	05	PT	IFP	14	09	64%
6. MHLONGO S.A.	Ward Cllr.	06	PT	IFP	14	09	64%
7. MTSHALI D.J.	Ward Cllr.	07	PT	NFP	14	14	100%
8. NXUMALO M.P.	Ward Cllr.	08	PT	IFP	14	08	57%
9. DLAMINI S.S.Z.	Ward Cllr.	09	PT	IFP	14	11	78%
10. NSELE T.J.	Ward Cllr.	10	PT	IFP	14	11	78%
11. B.C. MVELASE	Ward Cllr.	11	PT	IFP	14	11	78%
12. NDWANDWE T.M.	Ward Cllr.	12	PT	IFP	14	10	71%
13. MTSHALI M.A.	Ward Cllr.	13	PT	IFP	14	09	64%
14. MBATHA S.S.P.	Ward Cllr.	14	PT	IFP	14	09	64%
15. ZULU B.W.	Ward Cllr.	15	PT	IFP	14	10	71%
16. ZUNGU Z.H.	Ward Cllr.	16	PT	IFP	14	09	64%
17. MBATHA B.S.	Ward Cllr.	17	PT	NFP	14	14	100%
18. NKOSI J.T.	Ward Cllr.	18	PT	IFP	14	08	57%
19. NDEBELE N.P.	Ward Cllr.	19	PT	IFP	14	09	64%
20. MSOMI N.	Ward Cllr.	20	PT	NFP	14	13	100%
21. BUTHELEZI B.L.	Ward Cllr.	21	PT	IFP	14	05	38%
22. ZULU M.H.	Ward Cllr.	22	PT	IFP	14	11	78%
23. MPANZA V.P.	Ward Cllr.	23	PT	IFP	14	11	78%
24. MTHEMBU N.M.	PR	11	PT	ANC	14	14	100%
25. SITHOLE B.H.	PR	20	FT	ANC	14	12	85%
26. MDLULI L.N.	PR	17	PT	ANC	14	11	78%
27. SITHOLE Z.N.	PR	04	PT	ANC	14	11	78%
28. BUTHELEZI L.N.	PR	08	PT	ANC	14	12	85%
29. XABA N.G.	PR	23	PT	ANC	14	12	85%
30. MTHIMKHULU T. J	PR	16	PT	ANC	14	10	71%
31. NDWANDWE S.C.	PR	05	PT	ANC	14	11	78%
32. NKOSI G.S.	PR	08	FT	EFF	14	10	71%
33. MANQELE N.A.	PR	13	PT	EFF	14	12	85%
34. GUMBI P.W.	PR	05	PT	NAPF	14	10	71%
35. NDABANDABA C.M.	PR	21	FT	NFP	14	14	100%
36. ZULU S.M.	PR	08	PT	NFP	14	14	100%
37. DLADLA K.M.	PR	12	PT	NFP	14	14	100%
38. NXUMALO S.V.	PR	05	PT	NFP	14	12	85%
39. ZUNGU N.F.	PR	14	PT	NFP	14	14	100%
40. GAZU S.	PR	07	PT	NFP	14	12	85%
41. SOKHELA M.N.	PR	07	PT	NFP	14	10	71%
42. NDWANDWE M.E.	PR	02	PT	NFP	14	14	100%
43. SITHOLE C.S.P.	PR	06	PT	NFP	14	14	100%
44. MNCWANGO B.A.	PR	02	PT	NFP	14	12	85%
45. ZONDO M.E.	PR	19	PT	IFP	14	11	78%

APPENDIX B:

COMMITTEE AND COMMITTEE PURPOSE

APPENDIX B: MUNICIPAL COMMITTEES FOR 2024/25 FY

EXECUTIVE COMMITTEE (EXCO) AND PORTFOLIO COMMITTEES : PURPOSE OF COMMITTEE AND COUNCILLOR ATTENDANCE

1. EXCO

The EXCO is responsible for:

- Providing Strategic Leadership and Direction
- Overseeing the implementation of Council decisions
- Coordinating and Monitoring Municipal Programs and Services
- Ensuring Good Governance and accountability
- Making key decisions on behalf of the Council

No.	Name of Member	Capacity	No. of Portfolio meetings held	No. of meetings attended	% Attendance
1.	Cllr. C.M. Ndabandaba: Chairperson	PR	11	11	100%
2.	Cllr. G.S. Nkosi	PR	11	08	72%
3.	Cllr. J.T. Nkosi	Ward Cllr.	11	09	82%
4.	Cllr. T.J. Nsele	Ward Cllr.	11	08	72%
5.	Cllr. S.L. Mbongwa	Ward Cllr.	11	11	100%
6.	Cllr. M.N. Sokhela	PR	11	11	100%
7.	Cllr. K.M. Dladla	PR	11	11	100%
8.	Cllr. N.M. Mthembu	PR	11	11	100%
9.	Cllr. M.E. Zondo	PR	11	07	64%

2. PLANNING AND ECONOMIC DEVELOPMENT

The Committee oversees matters related to:

- Strategic Planning and Development
- Economic growth and development initiatives
- Urban and Rural Planning
- Land Use Management
- Tourism Development
- Small business support and Entrepreneurship

No.	Name of Member	Capacity	No. of Portfolio meetings held	No. of meetings attended	% Attendance
1.	Cllr. G.S. Nkosi: Chairperson	PR	11	06	54%
2.	Cllr. S. Gazu	PR	11	10	91%
3.	Cllr. C.S.P. Sithole	PR	11	09	81%
4.	Cllr. N.F. Zungu	PR	11	07	63%
5.	Cllr. Z.N. Zungu/Sithole	PR	11	07	63%
6.	Cllr. L.N. Mdluli	PR	11	09	81%
7.	Cllr. B.W. Zulu	Ward Cllr.	11	03	27%
8.	Cllr. V.P. Mpanza	Ward Cllr.	11	06	54%
9.	Cllr. M.H. Zulu	Ward Cllr.	11	02	18%
10.	Cllr. M.P. Nxumalo	Ward Cllr.	11	04	36%
11.	Cllr. P.W. Gumbi	PR	11	03	27%

3. TECHNICAL SERVICES

The Committee focuses on:

- Infrastructure Development and maintenance
- Engineering services (roads, water, sanitation, electricity)
- Transportation Planning and Management
- Housing
- Project Management and Implementation

No.	Name of Member	Capacity	No. of Portfolio meetings held	No. of meetings attended	% Attendance
1.	Cllr. N.M. Mthembu: Chairperson	PR	12	12	100%
2.	Cllr. B.L. Buthelezi	Ward Cllr.	12	04	33%
3.	Cllr. S.A. Mhlongo	Ward Cllr.	12	09	75%
4.	Cllr. J.T. Nkosi	Ward Cllr.	12	04	33%
5.	Cllr. F.M. Shongwe	Ward Cllr.	12	05	42%
6.	Cllr. M.E. Ndwandwe	PR	12	12	100%
7.	Cllr. B.S. Mbatha	Ward Cllr.	12	12	100%
8.	Cllr. D.J. Mtshali	Ward Cllr.	12	12	100%
9.	Cllr. N.G. Xaba	PR	12	09	75%
10.	Cllr. N.A. Manqele	PR	12	07	58%
11.	Cllr. P.W. Gumbi	PR	12	04	33%

4. FINANCE

The Committee is responsible for:

- Financial planning and budgeting
- Financial reporting and oversight
- Revenue management and collection
- Expenditure management and control
- Financial Policy Development and Implementation

No.	Name of Member	Capacity	No. of Portfolio meetings held	No. of meetings attended	% Attendance
1.	Cllr. C.M. Ndabandaba: Chairperson	PR	12	10	83%
2.	Cllr. M.E. Zondo	PR	12	03	25%
3.	Cllr. S.S.P. Mbatha	Ward Cllr.	12	09	75%
4.	Cllr. N.P. Ndebele	Ward Cllr.	12	08	67%
5.	Cllr. V.P. Mpanza	Ward Cllr.	12	04	33%
6.	Cllr. S.M. Zulu	PR	12	12	100%
7.	Cllr. B.A. Mncwango	PR	12	12	100%
8.	Cllr. T.J.C. Mthimkhulu	PR	12	09	75%
9.	Cllr. L.N. Buthelezi	PR	12	09	75%

5. CORPORATE SERVICES

The Committee covers:

- Human Resources Management and Development
- Organizational Development and Restructuring
- Information Technology and Systems Management
- Communications and Public Relations
- Records Management and Administration
- Education and Training Initiatives

No.	Name of Member	Capacity	No. of Portfolio meetings held	No. of meetings attended	% Attendance
1.	Cllr M.N. Sokhela: Chairperson	PR	12	11	92%
2.	Cllr M. H. Zulu	Ward Cllr	12	08	67%
3.	Cllr M. P. Nxumalo	Ward Cllr	12	10	83%
4.	Cllr B. G. Ndwandwe	Ward Cllr	12	08	67%
5.	Cllr T.J.C. Mthimkhulu	PR	12	11	92%
6.	Cllr L.N. Mdluli	PR	12	11	92%
7.	Cllr S.V. Nxumalo	PR	12	11	92%
8.	Cllr S.S.Z. Dlamini	Ward Cllr	12	11	92%
9.	Cllr S. Gazu	PR	12	07	58%
10.	Cllr P.W. Gumbi	PR	12	01	8%

6. COMMUNITY SERVICES

The Committee focuses on:

- Social Development and Welfare Services
- Health Services and Programs
- Community safety and Security
- Building services and facilities management
- Recreation and Cultural Services

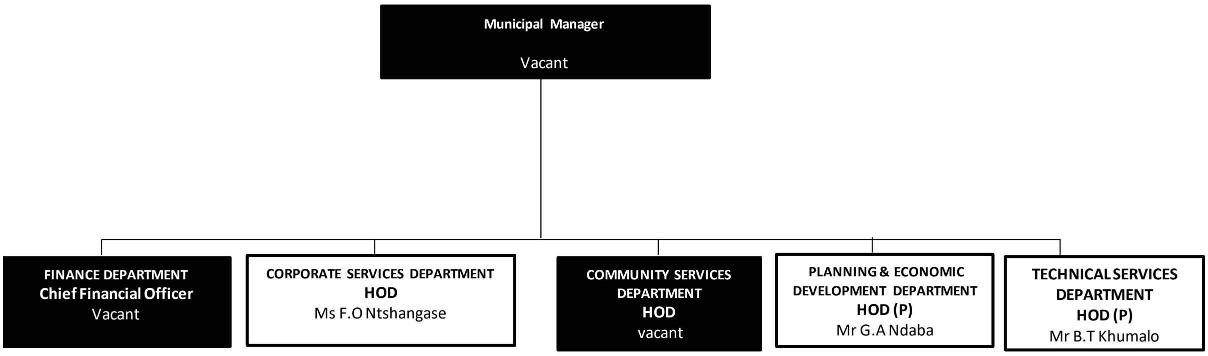
No.	Name of Member	Capacity	No. of Portfolio meetings held	No. of meetings attended	% Attendance
1.	Cllr K.M. Dladla: Chairperson	PR	12	11	92%
2.	Cllr T.J. Nsele	Ward Cllr	12	08	67%
3.	Cllr Z.H. Zungu	Ward Cllr	12	07	75%
4.	Cllr S.L. Mbongwa	Ward Cllr	12	07	57%
5.	Cllr Z.N. Sithole/Zungu	PR	12	10	92%
6.	Cllr. N.M. Manqele	PR	12	08	67%
7.	Cllr G.N. Mthiyane	Ward Cllr	12	07	58%
8.	Cllr N. Msomi	PR	12	11	92%
9.	Cllr L.N. Buthelezi	PR	12	11	92%
10.	Cllr N.A. Manqele	Ward Cllr	12	11	92%
11.	Cllr P.W. Gumbi	PR	12	03	25%
12.	Cllr B.C. Mvelase	Ward Cllr	12	04	33%

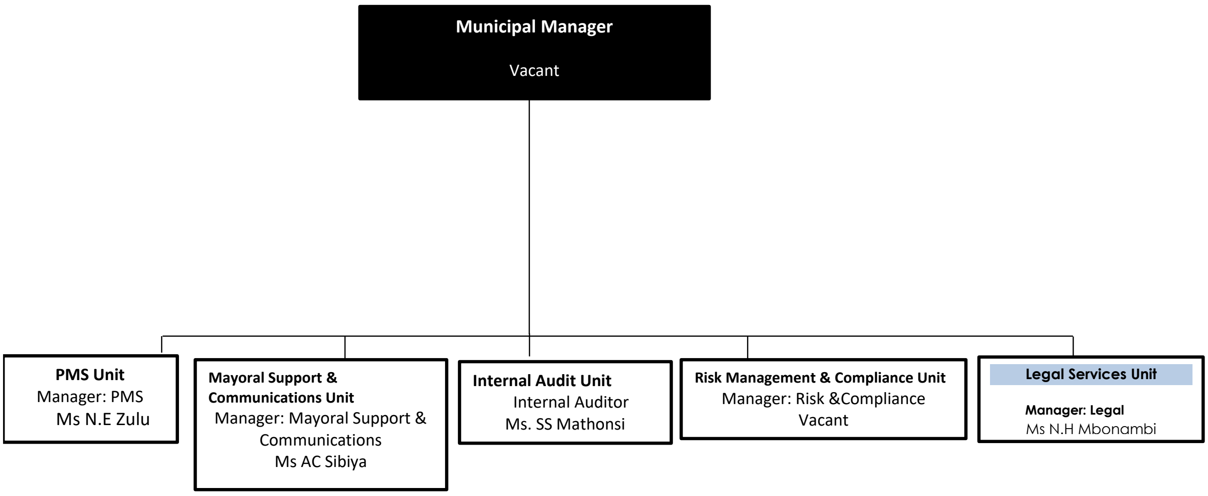
APPENDIX C:

THIRD TIER ADMINISTRATIVE STRUCTURE

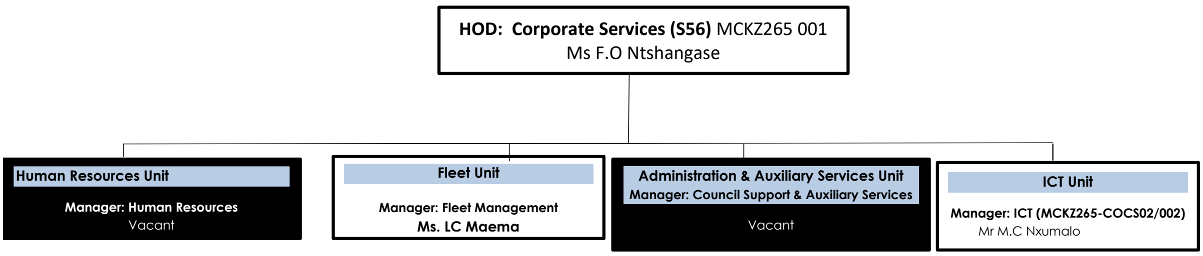
APPENDIX C: MUNICIPAL THIRD TIER STRUCTURE

OFFICE OF THE MUNICIPAL MANAGER





CORPORATE SERVICES



PLANNING AND ECONOMIC DEVELOPMENT

HOD: Planning & Economic Development Services (S56)
Mr G.A. Ndaba

- **Development Planning Unit**
  Manager: Town Planning
  Mrs P.M Khambula
- **Environment Unit**
  Manager: Town Planning
  Ms N.P Zulu
- **Strategic Planning Unit**
  Manager: IDP
  Vacant unfunded
- **LED/Tourism Unit**
  Manager: LED/Tourism
  (vacant) funded

FINANCE/BTO

Chief Financial Officer (CFO) S56
Vacant

- **Revenue Management Unit**
  Manager: Revenue Management (FNRV01 001)
  Mrs BN Mthenjana
- **Expenditure Management Unit**
  Manager: Expenditure
  Vacant
- **Supply Chain Management Unit**
  Manager: SCM
  Mr M Zondi
- **Budget & Financial Planning Unit (FNBG01 001)**
  Mrs NJ Phakathi
- **Financial Reporting Unit**
  Manager: Financial Reporting
  Mr N. Madwe

TECHNICAL SERVICES

HOD: TECHNICAL SERVICES (S56)
Mr B.T Khumalo

- **Project Management Unit**
  Manager: PMU (TSPM01 001)
  Mr Q.V Zulu
- **Housing Unit**
  Manager-Housing
  Mr R.T Sithole

COMMUNITY SERVICES DEPARTMENT

Director: Community Services (S56)
Vacant

- **Senior Superintendent: Law Enforcement & Licensing**
  Mr B.V Zisongo
- **Waste Management Unit**
  Manager: Waste Management
  Mr S.N. Ngubo
- **Social Services Unit**
  Manager: Social Services
  Vacant
- **Disaster Management and Fire & Rescue**
  Manager: Disaster Management and Fire & Rescue
  Mr IS Ndlela

APPENDIX D:

MUNICIPAL POWERS AND FUNCTIONS

APPENDIX D: NONGOMA LOCAL MUNICIPALITY POWERS AND FUNCTIONS.

The highlighted functions are those that the Nongoma local municipality is currently performing.

Zululand District Municipality and Local Municipalities		
DISTRICT MUNICIPAL FUNCTIONS	**SHARED FUNCTIONS DISTRICT AND LOCAL**	**LOCAL MUNICIPAL FUNCTIONS**
Portable Water Supply	Fire Fighting services	Air Pollution
Sanitation Services	Local Tourism	Building regulations (National Building Regulations)
Electricity Reticulation	Municipal Airports	Child Care Facilities
Municipal Health Services	Municipal Planning	Pontoons, Ferries, Jetties, Piers and Harbours
Regional Airport	Municipal Public Transport	Storm Water Management System In Built up areas
	Cemeteries, Funeral Parlours and Crematoria	Trading regulations
	Markets	Beaches and Amusement Facilities
	Municipal Abattoirs	Billboards and the Display of Advertisements in Public places
	Municipal Roads	Cleansing
	Refuse Removal, Refuse Dumps and Solid Waste	Control of Public Nuisances
		Facilities for the Accommodation, Care and Burial of Animals
		Fencing and Fences
		Licensing of Dogs
		Local amenities
		Local Sport Facilities
		Municipal Parks and Recreation
		Noise Pollution
		Pounds
		Public Places
		Street Trading
		Street Lighting
		Traffic and Parking

APPENDIX E:

WARD REPORTING

APPENDIX E: WARD REPORTING

Functionality Ward Committees

The Ward Councillor is responsible for convening ward meetings and ward committee meetings. The meetings were held from the 1st of July 2024 to the 30th of June 2025 where sector reports by each ward committee are submitted to ensure functionality.

Nongoma Ward Committees for the period 1 July 2024 to 30 June 2025

Ward 1 Committee Members		
Name	**Sector**	**Area Representing**
Cllr. F.M Shongwe (Chairperson)	Ward Councillor	Mcakwini
Ntombenhle Ndwandwe	Women	Nkalakuthaba
Makhosi Fakude	Agriculture	Ntabeniyezulu
Sphiwe Ndebele	Disability	Bhanganoma
Bongiwe Dlamini	LED	Bhanganoma
Thakasile Nxumalo	Hall	Mcakwini
Phetheni Mngomezulu	Sports	Gudlintaba
Slindile Myeni	Transport	Ngwedleni Bhanganoma
Mhlonipheni Nkwanyana	Water	Qondile
Muntukathintwa Timba	Traditional	Qondile

Ward 2 Committee Members		
Name	**Sector**	**Area Representing**
Cllr. G.N Mthiyane (Chairperson)	Ward Councillor	Egugu
Rose Zulu	Women	Ovukaneni
Syabonga Mncwango	LED	Ebuhleni
Thobani Ngema	Water	Bombolo
Thandekile Khumalo	Infrastructure	Mduna
Protus Sbiya	Sports	Mthwadlana
Kwenzakufani Sthebe	Disability	Sbonelo
Phiyendoda Zulu	Traditional	Cisho
Thulani Nxumalo	Transport	Ngangayiphi
Bongekile Buthelezi	Youth	Sbonelo
Mboneni Sangweni	Agriculture	Kwandema

Ward 3 Committee Members		
Name	**Sector**	**Area Representing**
Cllr. B.G Ndwandwe (Chairperson)	Ward Councillor	Sovane
Jabulisiwe Ndwandwe	Transport	Ohiyeni
Zenzele Shiba	Traditional	Macijo
Mkhwawuleni Buthelezi	Agriculture	Sovana
Sbusiso Gumede	Youth	Mduda
Gamalakhe Sbiya	LED	Mngamundi
Khanyisile Shiba	Women	Macijo
Tholinhlanhla Nkosi	Disability	Skhuthwaneni
Thulane Mathe	Sports	Maphambeni
Sthembiso Dlamini	Water	Gedleni
Samson Nkambule	Infrastructure	Mngamundi

Ward 4 Committee Members		
Name	**Sector**	**Area Representing**
Cllr. N.M Manqele (Chairperson)	Ward Councillor	Dlabe
Khohlwayini Sbiya	Infrastructure	Khukhwaneni
Sibongile Zulu	Women	Njampela
Thenjiwe Ntombela	LED	Thokoza
Phumalani Mdluli	Agriculture	Dlabe
Themba Gina	Disability	Mona
James Mbuyisa	Water	Manqeleni
Jabulani Masuku	Sports	Mbonjeni
Bonokwakhe Zulu	Traditional	Makhandeni
Halalisiwe Shabalala	Youth	Njampela
Cynthia Khumalo	Transport	Manqeleni

Ward 5 Committee Members		
Name	**Sector**	**Area Representing**
Cllr. S.L mbonga (Chairperson)	Ward Councillor	Ndimhlane
Mcedisi Ngema	Sports	Toyise
Sfiso Zulu	Water	Msebe
Gcinile Nkambule	Infrastructure	Msebe
Busisiwe Nxumalo	Women	Snqanda
Patrick Vikazi	LED	Mpuphusi
Ndoda Khumalo	Agriculture	Nhlebela
Nkanyiso Mdletshe	Disability	Fakude
Thamsanqa Ndwandwe	Transport	Njoko
Lethukuthula Mcwango	Youth	Fakude

Ward 6 Committee Members		
Name	**Sector**	**Area Representing**
Cllr. S.A Mhlongo (Chairperson)	Ward Councillor	Ovukeni
Philile Ngobese	Agriculture	Manqeshaneni
Themba Zwane	Traditional	Odushwini
Senzosenkosi Zulu	Water	Odushwini
Phindile Simelane	Women	Sidinsi
Nonhlanhla Mbatha	LED	Bhekumthetho
Xolisile Mthethwa	Youth	Dengeni
Gabangani Zulu	Transport	Sidinsi
Philisiwe Zulu	Infrastructure	Ndololwane
Langalakhe Nsele	Disability	Dengeni
Sibonelo Mncube	Sport	Bhekumthetho

Ward 7 Committee Members		
Name	**Sector**	**Area Representing**
Cllr. D.J Mtshali (Chairperson)	Ward Councillor	Wela
Samukelisiwe Zulu	Women	Nkungwini
Richard Zondo	LED	Sinkonkonko
Sifiso Ntshangase	Transport	Manqomfini
Henry Buthelezi	Agriculture	Ndongane
Bhekizenzo Nxumalo	Traditional	Gwebu
Fikile Smelane	Youth	Wela
Smangele Ntshangase	Infrastructure	Gudu
Bhekuyise Mabanga	Disability	Vukani
Khanyisile Ngwenya	Water	Mpuqwini
Mbatha Xolisile	Sport	Mphola

Ward 8 Committee Members		
Name	**Sector**	**Area Representing**
Cllr. M.P Nxumalo (Chairperson)	Ward Councillor	Bhekumthetho
Simphiwe Khumalo	LED	Khamangweni
Manqoba Zulu	Infrastructure	OKledeni
Thandubuhle Dlamini	Sport	Nkonjeni
Buyisiwe Buthelezi	Agriculture	Dikwe
Zanele Ndwandwe	Youth	Hawini
Almon Manqele	Traditional	Zimpisini
Gcinaphi Zondo	Transport	Ncamaneni
Neliswa Ntuli	Disability	Cwebezela
Slindile Skhakhane	Water	Mission
Thembeka Mlambo	Women	Bhekumthetho

Ward 9 Committee Members		
Name	**Sector**	**Area Representing**
Cllr. S.S.Z Dlamini (Chairperson)	Ward Councillor	Lindizwe
Sbusiso Ngomane	LED	White City
Xoliswa Mthimkhulu	Youth	Manzezulu
Sizakele Dlamini	Health	Mjolweni
Xolisile Buthelezi	Traditional	Sinkweni
Nomthandazo Dlodlo	Transport	Lindizwe
Dumsani Mthembu	Sports	Lindizwe
Nompumelelo Manyanga	Women	Lindizwe
Zachariah Buthelezi	Agriculture	Zwelisha
Michael Mnwcango	Tourism	Skhaleni

Ward 10 Committee Members		
Name	**Sector**	**Area Representing**
Cllr. T.J Nsele (Chairperson)	Ward Councillor	Ngwemnyama
Mildred Nkosi	Transport	Mpondo
Nhlanhla Mabanga	Traditional	Ngwemnyama
Themba Nsele	Infrastructure	Klolweni
Thobile Khaliswayo	Women	Ngwemnyama
Ntombifuthi Gazu	Agriculture	Klolweni
Hlengiwe Sibiya	Youth	Dindela
Sbusiso Ntombela	Disability	Ngwenyabeyigwinya
Thembekile Sibiya	Sport	Shumeka
Sipho Sangweni	LED	Hobiyane
Nonhlanhla Ndwandwe	Water	Kondwandwe

Ward 11 Committee Members		
Name	**Sector**	**Area Representing**
Cllr. B.C. Mvelase (Chairperson)	Ward Councillor	Masokaneni
Celiwe Sbiya	Women	Mhlabaneni
Thobile Manqele	Water	Msasaneni
Khangezile Zulu	Infrastructure	Ngolotsha
Nomthandazo Ntuli	Youth	Makheme
Sizwe Ngwenya	LED	Dabhaze
Sipho Mdladla	Transport	Ngolotsha
Mandla Mbhele	Agriculture	Mcibilindini
Mqapheliseni Manqele	Traditional	Magundaneni
Dalton Ntombela	Disability	Dabhazi
Thandazile Ntshangase	Sport	Masokaneni

Ward 12 Committee Members		
Name	**Sector**	**Area Representing**
Cllr. P.M Ndwandwe (Chairperson)	Ward Councillor	Sigubudu
Samukelisiwe Mtshali	LED	Gugothandayo
Sphiwe Mkhwanazi	Women	Mayeni
Lucky Thabede	Infrastructure	Gugothandayo
Nokulunga Mashazi	Agriculture	Ngwabi
Phakamani Nene	Sport	Nzama
Mzwakhe Sbiya	Water	Macekaneni
Mandla Buthelezi	Traditional	Matshemhlophe
Mthuseni Mfuphi	Disability	Sizinda
Sthembiso Mnyandu	Youth	Matshemhlophe
Vumelani Dlamini	Transport	Manhlanhla

Ward 13 Committee Members		
Name	**Sector**	**Area Representing**
Cllr. M.A Mazibuko (Chairperson)	Ward Councillor	Mahhayoyo
Thulani Zulu	Sport	Nkulu
Mduduzi Ndlovu	Traditional	Mashenge
Phumzile Mabaso	Youth	Mfemfeni
Duduzile Ndimande	Women	Mahhayoyo
Thandekile Mnguni	Transport	Zilonyeni
Zandile Ntuli	Agriculture	Ngundwane
Zenzele Mazibuko	Infrastructure	Kubuseni
Bongani Buthelezi	LED	Zimpisini
Nokwazi Ntshangase	Water	Qonqo
Sboniso Dlodlo	Disability	Machibini

Ward 14 Committee Members		
Name	**Sector**	**Area Representing**
Cllr. S.S.P Mbatha (Chairperson)	Ward Councillor	Emmanuela
Mhlonipheni Hlophe	Transport	Ivuna
Mziwenkosi Mazibuko	LED	Sicayeni
Samson Dlamini	Sport	Ezimpakaneni
Thelani nene	Infrastructure	Onyango
Zethembe Ntuli	Women	Scayini
Simo Zondo	Youth	Dayeni
Sandile Mzungana	Traditional	Mahlombe
Lungeleni Zulu	Disability	Dayeni
Smiso Dlamini	Agriculture	Musi
Emmanuel Zulu	Water	Emzileni

Ward 15 Committee Members		
Name	**Sector**	**Area Representing**
Cllr. B.W zulu (Chairperson)	Ward Councillor	Dengeni
Sandile Mthethwa	Disability	Emjeni
Prudence Ntshangase	Women	Ndindindi
Lindani Mtshali	LED	Ngoqongweni
Ntombiyenkosi Zondo	Transport	Nsonyane
Dudu Sibiya	Infrastructure	Gudlucingo
Mmeli Zondo	Youth	Matsheni
Lindokuhle Mlotshwa	Traditional	Dengeni
Sphumuzo Ndwandwe	Agriculture	Kohlokolo
Thabani Mdladla	Sport	Mhambuma
Sibangani Khumalo	Water	Phenyane

Ward 16 Committee Members		
Name	**Sector**	**Area Representing**
Cllr. Z.H Zungu (Chairperson)	Ward Councillor	Zingadini
Philani Ntshangase	Youth	Zingadini
Elvis Dlamini	LED	Nqokotho
Nozipho Mcwango	Disability	Sishwili
Melusi Magagula	Traditional	Holoba
Mpho Magwaza	Transport	Nhlophenkulu
Mantombi Dlamini	Women	Mcwembe
Bridget Xulu	Sport	Zinkanikwiseni
Thandeka Ziqubu	Infrastructure	Ophalule
Nkosinathi Nxumalo	Agriculture	Nhlophenkulu
Thuthukani Ntshangase	Water	Kwanqokotho

Ward 17 Committee Members		
Name	**Sector**	**Area Representing**
Cllr. B.S Mbatha (Chairperson)	Ward Councillor	Majomela
Thandi Shamase	LED	Bhethani
Dalubuhle Mvubu	Sport	Qhoqhoza
Bongiwe Nhleko	Youth	Efefe
Khushu Zulu	Transport	Mjiza
Zinhle Mtshali	Agriculture	Bhuqwini
Sipho Nxumalo	Disability	Thokazi
Fikile Manqele	Traditional	Thokazi
Zakhona Madonsela	Water	Majomela
Rose Myeza	Women	Majomela
Themba Mbatha	Infrastructure	Majomela

Ward 18 Committee Members		
Name	**Sector**	**Area Representing**
Cllr. T.J Nkosi (Chairperson)	Ward Councillor	Siqokolweni
Bhanana Mathenjwa	Water	Mememe
Manqoba Nzima	Disability	Mzweni
Lindelani Zulu	Infrastructure	Nkunzana
Busisiwe Vilane	Women	Qoqoda
Bongani Xaba	Agriculture	Bangamaye
Velaphi Jele	Sport	Sqokolweni
Nokukhanya Zulu	Traditional	Mememe
Hleziphi Zulu	LED	Mzweni
Smanga Sithole	Transport	Magedlane
Sizwe Shongwe	Youth	Nkunzana

Ward 19 Committee Members		
Name	**Sector**	**Area Representing**
Cllr. N.P Ndebele (Chairperson)	Ward Councillor	Nongoma Surburb
Princess Shoyisa	Women	Ziphethe
Zama Mthethwa	Traditional	Holoba
Muziwenhlanhla Simelane	Transport	Nongoma Surburb
Lovers Motha	LED	Ziphethe
Ntokozo Ndwandwe	Disability	Bhayela
Samukelisiwe Gamede	Infrastructure	Nongoma Surburb
Nomusa Mbatha	Youth	Nongoma Surburb
Sibusiso Ngwenya	Sport	Ziphethe
Nelson Mjaja	Water	Khenani
Eric Zulu	Agriculture	Ziphethe

Ward 20 Committee Members		
Name	**Sector**	**Area Representing**
Cllr. Nkokhelo Msomi (Chairperson)	Ward Councillor	Manzimakhulu
Nontobeko Nzuza	LED	Mvoveni
Khumbuzile Qwabe	Women	Sgwagwa
Zama Zulu	Transport	Mcebo
Sandile Nkwanyana	Water	Kubungazeleni
Simphiwe Dladla	Agriculture	Moscow
Sibusiso Dlodlo	Traditional	Bhangazi
Zakhele Shaya	Infrastructure	Mosco
Sizakele Ximba	Youth	Bambelentulo
Ntombiyenkosi Nkwanyana	Sport	Mangqishaneni
Bhekizizwe Ntshangase	Disability	Sigangeni

Ward 21 Committee Members		
Name	**Sector**	**Area Representing**
Cllr. Boyboy. Buthelezi (Chairperson)	Ward Councillor	Minya
Bonisiwe Ndlozi	Infrastructure	Mangomhlophe
Sfiso Sikhakhane	Transport	Mpunzana
Duduzile Mngomezulu	Women	Mpunzane
Londiwe Khumalo	Traditional	Mahhashini
Khulekani Cebekhulu	Agriculture	Mayeni
Sindisiwe Ntanzi	Youth	Mangomhlophe
Vincent Kunene	Water	Matshempunzi
Phindokuhle Ndwandwe	Disability	Mahhashini
Nqobani Ngema	LED	Mpunzana

Ward 22 Committee Members		
Name	**Sector**	**Area Representing**
Cllr. M.H Zulu (Chairperson)	Ward Councillor	Zihlabathini
Thembinkosi Nhlengethwa	LED	Qondile
Cija Zulu	Water	Nzondwane
Sipho Ntshangase	Transport	Domba
Ziningi Zwane	Women	Meyama
Bongumusa Nkosi		Zinhleleni
Ntuthuko Mahlambi	Sport	Domba
Ndoda Zulu	Traditional	Kombuzi
Zulu Mbali	Agriculture	Zibusele

Ward 23 Committee Members		
Name	**Sector**	**Area Representing**
Cllr. V.P Mpanza (Chairperson)	Ward Councillor	Holinyoka
Wendy F. Mpanza	Youth	Masundwini
Bongekile F. Mpanza	Infrastructure	Muntuwaphansi
Thulani Mpanza	Water	Ezinhlabeni
Fikile Mpanza	Agriculture	Sincengile
Buyani Shabalala	Transport	Nogcoyi
Bongiwe Mazibuko	Disability	Denge
Amon Ntshangase	Traditional	Mkhondo
Hlengiwe Nkosi	Women	Mkhondo
Robert Khanyile	Sport	Makhasa
Sabatha Sithole	LED	Denge

APPENDIX F:

WARD INFORMATION

APPENDIX F: WARD INFORMATION

SEVEN LARGEST PROJECTS FOR 2024/25 FY

No.	PROJECT NAME	TOTAL VALUE	WARD	PROGRESS	START DATE	END DATE
1.	Deleni Road Phase 2	R12 100 000.00	16 & 19	73%	07 December 2023	In progress
2.	Gravel Road at Ezikeleni to Mbuzi	R12 100 000.11	22	46%	28 March 2025	In progress
3.	Matshamhlophe Gravel Road	R12 100 000.09	12	50%	28 February 2025	In progress
4.	Gravel Road at Kwatshonono and Ezimpisini	R12 100 000.10	08	50%	28 March 2025	30 June 2025
5.	Gravel Road at Sizumphakathi to Nguduza Area	R12 100 000.12	17	45%	28 March 2025	In progress
6.	Ezimpakaneni Community Hall	R12 100 000.05	14	100%	10 July 2023	31 March 2025
7.	Magedlane Hall	R8 180 657.28	18	100%	10 July 2023	31 December 2024
8.	Ngolotshe Community Hall & Creche	R12 100 000.08	11	70%	11 November 2024	In progress

APPENDIX G:

RECOMMENDATIONS OF THE MUNICIPAL AUDIT COMMITTEE

2024/2025 AUDIT COMMITTEE RESOLUTION CONTROL REGISTER					
RESOLUTION NO.	**SUBJECT/ITEM**	**RESOLUTION**	**RESPONSIBLE OFFICIAL**	**STATUS**	**COMMENTS**
SPECIAL AC MEETING – 28 AUGUST 2024					
AUD 001/2024/25	**ANNUAL FINANCIAL STATEMENTS FOR 2023/24 FINANCIAL YEAR**	**The Audit Committee Resolved that:** The Annual Financial Statements for 2023/2024 financial year, tabled in terms of the MFMA be considered and recommended to Council for approval.	**CFO**	**ACHIEVED**	
ORDINARY AC MEETING – 21 OCTOBER 2024					
AUD 002/2024/25	**2023-2024 INTERNAL AUDIT PROGRESS REPORT**	**The Audit Committee Resolved that:** The 2023-2024 Internal Audit Progress Report be noted with concerns.	**Internal Auditor**	**ACHIEVED**	
AUD 003/2024/25	**2023-2024 INTERNAL AUDIT REPORTS**	**The Audit Committee Resolved that:** The 2023-2024 Internal Audit Reports be noted.	**Internal Auditor**	**ACHIEVED**	
AUD 004/2024/25	**2023-2024 INTERNAL AUDIT REPORTS (Loss Control)**	**The Audit Committee Resolved that:** The 2023-2024 Internal Audit Progress Report on Loss Control be noted. **PROPOSED: PROF. NZIMAKWE** **SECONDER: MR. P. DZANIBE**	**CFO**	**ACHIEVED**	
AUD 005/2024/25	**2023-2024 INTERNAL AUDIT REPORTS (PMS Q3)**	**The Audit Committee Resolved that:** The 2023-2024 Internal Audit Progress Report on quarter 3 PMS be noted. **PROPOSED: PROF. NZIMAKWE** **SECONDER: MR. P. DZANIBE**	**Office of the MM** **PMS Unit**	**ACHIEVED**	
AUD 006/2024/25	**2023-2024 INTERNAL AUDIT REPORTS (Traffic Management Follow-up Report)**	**The Audit Committee Resolved that:** The 2023-2024 Internal Audit Reports on Traffic Management Follow-Up be noted. **PROPOSED: MISS. S. P. DLUNGWANE** **SECONDER: MR. P. DZANIBE**	**HOD: Community Services**	**ACHIEVED**	

AUD 007/2024/25	**2023-2024 INTERNAL AUDIT REPORTS (Supply Chain Management Report)**	**The Audit Committee Resolved that:** The 2023-2024 Internal Audit Reports on Supply Chain Management be noted. **PROPOSED: PROF. T. NZIMAKWE** **SECONDER: MR. P. DZANIBE**	**CFO**	**ACHIEVED**	
AUD 008/2024/25	**2023-2024 INTERNAL AUDIT REPORTS (Tender Review)**	**The Audit Committee Resolved that:** The 2023-2024 Internal Audit Reports on Tender Review be noted. **PROPOSED: MR. P. DZANIBE** **SECONDER: MISS. S.P. DLUNGWANE**	**CFO**	**ACHIEVED**	
AUD 009/2024/25	**2023-2024 INTERNAL AUDIT REPORTS (Project Management)**	**The Audit Committee Resolved that:** The 2023-2024 Internal Audit Reports on Project Management be noted. **PROPOSED: MR. P. DZANIBE** **SECONDER: MISS. S.P. DLUNGWANE**	**HOD: Technical Services**	**ACHIEVED**	
AUD 010/2024/25	**2023-2024 INTERNAL AUDIT REPORTS (DORA Compliance report)**	**The Audit Committee Resolved that:** The 2023-2024 Internal Audit Reports on Dora Compliance be noted. **PROPOSED: PROF. NZIMAKWE** **SECONDER: MISS. S.P. DLUNGWANE**	**HOD: Technical Services**	**ACHIEVED**	
AUD 011/2024/25	**2023-2024 INTERNAL AUDIT REPORTS (Section 72 report)**	**The Audit Committee Resolved that:** The 2023-2024 Internal Audit Reports on Section 72 be noted. **PROPOSED: MISS S.P. DLUNGWANE** **SECONDER: MR. P. DZANIBE**	**CFO**	**ACHIEVED**	
AUD 012/2024/25	**2023-2024 INTERNAL AUDIT REPORTS (Section 71 report)**	**The Audit Committee Resolved that:** The 2023-2024 Internal Audit Reports on Section 71 be noted. **PROPOSED: MISS S.P. DLUNGWANE** **SECONDER: MR. P. DZANIBE**	**Internal Auditor**	**ACHIEVED**	

AUD 013/2024/25	2023-2024 INTERNAL AUDIT REPORTS (Compliance Checklist report)	**The Audit Committee Resolved that**: The 2023-2024 Internal Audit Reports on Compliance Checklist be noted. **PROPOSED: PROF. NZIMAKWE** **SECONDER: MISS. S.P. DLUNGWANE**	Manager Risk & Compliance	ACHIEVED	
AUD 014/2024/25	2023-2024 INTERNAL AUDIT REPORTS (2024-2025 SDBIP Review)	**The Audit Committee Resolved that:** The 2023-2024 Internal Audit Reports on the 2024-2025 SDBIP Review be noted. **PROPOSED: MISS S.P. DLUNGWANE** **SECONDED: PROF. NZIMAKWE**	HOD: PED	ACHIEVED	
AUD 015/2024/25	2024-2025 Risk-Based Internal Audit Plan	**The Audit Committee Resolved that:** The 2024/25 Risk-Based Internal Audit Plan be adopted. **PROPOSED: MISS S.P. DLUNGWANE** **SECONDED: PROF. NZIMAKWE**	Internal Auditor	ACHIEVED	
AUD 016/2024/25	2024-2025 AUDIT COMMITTEE WORK-PLAN	**The Audit Committee Resolved that:** The 2024-2025 Audit Committee Work-Plan be noted. **PROPOSED: MISS S.P. DLUNGWANE** **SECONDED: PROF. NZIMAKWE**	Internal Auditor	ACHIEVED	
AUD 017/2024/25	2024-2025 ANNUAL REVIEW OF IA AND AC CHARTER	**The Audit Committee Resolved that:** The 2024-2025 Annual Review of IA And AC Charter be noted. **PROPOSED: MISS S.P. DLUNGWANE** **SECONDED: PROF. NZIMAKWE**	Internal Auditor	ACHIEVED	
AUD 018/2024/25	RISK MANAGEMENT REPORT QUARTER 1 OF 2024-2025	**The Audit Committee Resolved that:** The Risk Management Report be deferred to the next Meeting. **PROPOSED: PROF. NZIMAKWE** **SECONDER: MR. P. DZANIBE**	Manager Risk & Compliance	NOT ACHIEVED	

AUD 019/2024/25	Section 52D	**The Audit Committee Resolved that:** The Section 52D report be deferred to the next meeting.	CFO	NOT ACHIEVED	
		ORDINARY MEETING – 16 JANUARY 2025			
AUD 020/2024/25	AUDIT REPORT FOR 2023-2024 FINANCIAL YEAR.	**The Audit Committee Resolved that:** The Audit Report for 2023-2024 Financial Year be noted. **PROPOSED: MISS S. P. DLUNGWANE** **SECONDED: PROF. T. NZIMAKWE**	Internal Auditor	ACHIEVED	
AUD 021/2024/25	DRAFT ACTION PLAN TO ADDRESS AUDITOR GENERAL FINDINGS	**The Audit Committee Resolved that:** The draft Action Plan be noted. **PROPOSED: MISS S.P. DLUNGWANE** **SECONDED: MR. P. DZANIBE**	Internal Auditor	ACHIEVED	
AUD 022/2024/25	ANNUAL REPORT FOR 2023/2024 FINANCIAL YEAR	**The Audit Committee Resolved that:** The Annual report for 2023/24 financial year be noted. **PROPOSED: PROF. NZIMAKWE** **SECONDER: MR. P. DZANIBE**	CFO	ACHIEVED	
AUD 023/2024/25	CHALLENGES FOR THE MUNICIPALITY IN 2023-2024 FINANCIAL YEAR	**The Audit Committee Resolved that:** The report on challenges for the municipality be noted. **PROPOSED: PROF. NZIMAKWE** **SECONDER: MR. P. DZANIBE**	HOD: PED	ACHIEVED	
		ORDINARY MEETING – 31 MARCH 2025			
AUD 024/2024/25	INTERNAL AUDIT PROGRESS REPORT	**The Audit Committee Resolved that:** The Internal Audit Progress report be noted. **PROPOSED: MR. T. NZIMAKWE** **SECONDED: MISS S.P. DLUNGWANE**	HOD: Community Services	ACHIEVED	

AUD 025/2024/25	INTERNAL AUDIT REPORTS AND AMMENDMENTS OF THE IA PLAN	**The Audit Committee Resolved that:** The Audit Committee notes the amended IA Plan. **PROPOSED: P. DZANIBE** **SECONDED: PROF. T. NZIMAKWE**	**Internal Audit**	ACHIEVED	
AUD 026/2024/25	INTERNAL AUDIT REPORT (PMS Q1 REPORT)	**The Audit Committee Resolved that:** The Internal Audit report be noted. **PROPOSED: PROF. T. NZIMAKWE** **SECONDED: MR. DZANIBE**	**Internal Audit**	ACHIEVED	
AUD 027/2024/25	INTERNAL AUDIT REPORT (PMS Q2 REPORT)	**The Audit Committee Resolved that:** The Internal Audit report be noted. **PROPOSED: PROF NZIMAKWE** **SECONDED: P. DZANIBE**	**Internal Audit**	ACHIEVED	
AUD 028/2024/25	PMS REPORT Q2	**The Audit Committee Resolved that:** The quarter 2 PMS report be noted. **PROPOSED: PROF NZIMAKWE** **SECONDED: P. DZANIBE**	**Office of the MM** **PMS Unit**	ACHIEVED	
AUD 029/2024/25	MID-TERM PERFORMANCE REPORT	**The Audit Committee Resolved that:** The Mid-term Performance report be noted. **PROPOSED: PROF NZIMAKWE** **SECONDED: P. DZANIBE**	**PMS Unit**	ACHIEVED	
AUD 030/2024/25	REVIEW OF SCM REPORT WITH UIFWE REGISTER	**The Audit Committee Resolved that:** The SCM Report with UIFW register be noted. **PROPOSED: MISS S.P. DLUNGWANE** **SECONDER: MR. P. DZANIBE**	**Internal Auditor**	ACHIEVED	

AUD 031/2024/25	**REVIEW OF SECTION 52D REPORT**	**The Audit Committee Resolved that**: The Audit Committee noted the Section 52d Report. **PROPOSED: PROF. NZIMAKWE** **SECONDER: MISS. S.P. DLUNGWANE**	**CFO**	**ACHIEVED**	
ORDINARY MEETING – 25 JUNE 2025					
AUD 032/2024/25	**STATUS OF RISK MANAGEMENT IN NONGOMA LOCAL MUNICIPALITY**	**The Audit Committee Resolved that:** The Status of Risk Management be considered. **PROPOSED BY: MS DLUNGWANE** **SECONDED BY: MR P DZANIBE**	**Acting Manager Risk & Compliance**	**IN PROGRESS**	
AUD 033/2024/25	**TABLING OF THE ANNUAL FINANCIAL STATEMENTS PREPARATION PLAN**	**The Audit Committee Resolved that:** The Annual Financial Statements Preparation Plan be noted. **PROPOSED BY: MS DLUNGWANE** **SECONDED BY: MR P DZABINE**	**CFO**	**IN PROGRESS**	
AUD 034/2024/25	**ACTION PLANS TO ADDRESS AUDITORS GENERAL FINDINGS 2023-2024**	**The Audit Committee Recommended that:** The report be presented in conjunction with item **AUD 038/2024/25.**	**Internal Audit**	**IN PROGRESS**	
AUD 035/2024/25	**REVIEW SUPPLY CHAIN MANAGEMENT REPORTS WITH DEVIA-TIONS**	**The Audit Committee Resolved that:** The SCM report with deviations be noted. **PROPOSED BY: PROF NZIMAKWE** **SECONDED BY: MS DLUNGWANE**	**CFO**	**ACHIEVED**	
AUD 036/2024/25	**PROCUREMET PLAN PROGRESS**	**The Audit Committee Resolved that:** The item be deferred to the next AC meeting**.**	**CFO**	**NOT ACHIEVED**	
AUD 037/2024/25	**PERFORMANCE MANAGEMENT REPORTS Q3**	**The Audit Committee Resolved that:** The quarter 3 Performance Management report be noted. **PROPOSED BY: DZABINE** **SECONDED BY: MS. DLUNGWANE**	**PMS MANAGER**	**ACHIEVED**	

AUD 038/2024/25	**QUARTER 3 OF 2024-2025 INTERNAL AUDIT PROGRESS REPORT**	**The Audit Committee Resolved that:** The quarter 3 of 2024/25 IA progress report be noted. **PROPOSED BY: MS S. DLUNGWANE** **SECONDED BY: MR DZABINE**	**Internal audit**	**ACHIEVED**	
AUD 039/2024/25	**INTERNAL AUDIT REPORTS**	**The Audit Committee Resolved that:** The Internal Audit reports be noted. **PROPOSED BY: MR DZABINE** **SECONDED BY: PROF T.I. NZIMAKWE**	**Internal Audit**	**ACHIEVED**	

APPENDIX H:

LONG TERM CONTRACTS AND PUBLIC PRIVATE PARTNERSHIPS

APPENDIX H: MUNICIPAL LONG-TERM CONTRACTS

The municipality did not enter into any long-term contracts during the 2024/25 financial year.

Long Term Contracts (Largest Contracts Entered into during 2024/2025)						
Number	**Name of Service Provider**	**Description of Services Rendered by the Service Provider**	**Start Date of Contract**	**Expiry Date of Contract**	**Project Manager**	**Contract Value**
N/A	N/A	N/A	N/A	N/A	N/A	N/A

APPENDIX I:

SERVICE PROVIDER PERFORMANCE SCHEDULE

APPENDIX I: SERVICE PROVIDER PERFORMANCE SCHEDULE

See Annual Report Chapter 4, page 113 to 117.

APPENDIX J:

DISCLOSURE OF FINANCIAL INTEREST

APPENDIX J: DISCLOSURE OF FINANCIAL INTEREST

The Municipal Manager and managers directly accountable to municipal manager submitted their declarations by signing the Disclosure of Benefits and Financial Interest Forms for 2024/25 FY. This was done in compliance with Reg. 36 (1)(b) of Local Government: Regulations on Appointment and Conditions of Employment of Senior Managers. Details of senior managers who submitted their declarations are as per below table:

No.	Name of Senior Manager	Designation	Date of signature
1.	Mr K.H Zulu	HOD – Community Services	02.07.2024
2.	Mr B.T Khumalo	HOD – Technical Services	01.07.2024
3.	Mr G.A Ndaba	HOD – PED	01.07.2024
4.	Ms. F.O Ntshangase	HOD – Corporates Services	23.12.2024

APPENDIX K:

REVENUE COLLECTION PERFORMANCE

APPENDIX K: REVENUE COLLECTION PERFORMANCE

(i) Revenue Collection Performance By Vote

Vote Description	Budget Year 2024/25			
R thousands	Adjusted Budget	Monthly actual	YearTD actual	YearTD budget
Revenue by Vote				
Vote 3 - Corporate Services	17 919	–	18 101	17 919
Vote 4 - Finance	242 102	2 648	233 030	242 102
Vote 5 - Community Services	1 082	124	1 104	1 082
Vote 6 - Planning and Development	162	13	211	162
Vote 7 - Technical Services	37 496	(86)	38 564	37 496
Vote 9 - Disaster Management	92	117	174	92
Vote 11 - Waste Management	2 012	181	2 203	2 012
Vote 13 - Library	2 783	–	2 803	1 289
Vote 14 - Other	693	55	558	693
Total Revenue by Vote	**304 342**	**3 052**	**296 808**	**302 848**

(ii) Revenue Collection Performance By Source

Description	Budget Year 2024/25			
	YearTD actual	YearTD budget	YTD variance	Full Year Forecast
R thousands				
Revenue				
Exchange Revenue				
Service charges - Waste management	2 203	2 012	191	2 012
Sale of Goods and Rendering of Services	237	143	94	225
Interest from Current and Non Current Assets	1 601	1 304		617
Rental from Fixed Assets	293	253	40	253
Licence and permits	1 045	1 163	(117)	958
Operational Revenue	404	1	402	15
Non-Exchange Revenue	–	–	–	–
Property rates	44 271	43 791	480	32 635
Surcharges and Taxes	–	–	–	–
Fines, penalties and forfeits	180	98	82	383
Licence and permits	558	693	(135)	890
Transfers and subsidies - Operational	208 401	217 056	(8 655)	218 550
Interest	1 491	1 458	32	2 677
Gains on disposal of Assets	49	–	49	–
Total Revenue (excluding capital transfers and contributions)	**260 733**	**267 972**	**(7 239)**	**259 215**

APPENDIX L:

CONDITIONAL GRANTS

APPENDIX L: CONDITIONAL GRANTS

Conditional Grants received by the municipality in 2024/25 FY.

Details	2023/2024			2024/2025		
	Receipt	Spending	Roll Over	Receipt	Spending	Roll Over
						R'000
Equitable share	200 974	(200 974)	0	200 495	200 495	0
Kwakhetha Modular Grant	715	(715)	0	700 477	700 477	0
Municipal Infrastructure Grant	34 983	(29 942)	5 040	34 876	34 876	0
Expanded Public Works Grant	2 130	(2 130)	0	2 307	2 307	0
Finance Management Grant	2 000	(2 000)	0	2 000	2 000	0
LG Seta Grant	0	0	0	0	0	0
Provincial Grant: Libraries	981	(981)	0	1 024	1 024	0
School Patrol Grant	0	0	0	0	0	0
Cyber Cadet Grant	254	(254)	0	265	265	0
Osuthu Modular Grant	715	(715)	0	747	747	0
INEP Grant	9 000	(3 080)	5 920	0	0	0
Other Grants	570	570	0	0	0	0
TOTAL	**251 752**	**(240 987)**	**(10 960)**	**242 461**	**242 461**	**0**

APPENDIX M:

CAPITAL EXPENDITURE

APPENDIX M: CAPITAL EXPENDITURE

Capital expenditure – New & Upgrades : including MIG

	PROJECT NAME	WARD	2023/24 ACTUAL EXPENDITURE	ADJUSTED BUDGET	2024/25 ACTUAL EXPENDITURE
1.	Delene Road Phase 2	16 & 19	R5,929,492.7	R4,400,862.63	R1 961 506.13
2.	Gravel Road at Ezikeleni to Mbuzi	22	N/A	R2,061,599.22	R2 920 301.35
3.	Gravel Road at Xamu Village	05	N/A	R3,697,224.43	R3 034 516.80
4.	Matshamhlophe Gravel Road	12	N/A	R2,526,345.00	R1 173 593.43
5.	Gravel Road at Kwatshonono and Ezimpisini	08	N/A	R2,060,665.74	R1 305 673.20
6.	Gravel Road at Sizumphakathi to Nguduza Area	17	N/A	R2,234,755.63	R 1 696 137.18
7.	Foma Gravel Road Upgrade	15	N/.A	R3,278,811.61	R3 054 548.06
8.	Ezimpakaneni Community Hall	14	N/A	R3,011,310.24	R3 057 143.86
9.	Magedlane Hall	18	R3,791,273.27	R2,787,682.30	R 4 847 612.79
10.	Ngolotshe Community Hall & Creche	11	N/A	R4,333,388.63	R 4 378 158.88

APPENDIX N:

CAPITAL PROGRAMME BY PROJECT FOR 2024/25 FY

APPENDIX N: NONGOMA LM CAPITAL PROGRAMME BY PROJECT FOR 2024/25 FY

	PROJECT NAME	WARD	ADJUSTED BUDGET	ACTUAL EXPENDITURE	VARIANCE
1.	Deleni Road Phase 2	16 & 19	R4,400,862.63	R1 961 506.13	R2,439,356.50
2.	Gravel Road at Ezikeleni to Mbuzi	22	R2,061,599.22	R2 920 301.35	-R858,702.13
3.	Gravel Road at Xamu Village	05	R3,697,224.43	R3 034 516.80	R662,707.63
4.	Matshamhlophe Gravel Road	12	R2,526,345.00	R1 173 593.43	R1,352,751.57
5.	Gravel Road at Kwatshonono and Ezimpisini	08	R2,060,665.74	R1 305 673.20	R754,992.54
6.	Gravel Road at Sizumphakathi to Nguduza Area	17	R2,234,755.63	R 1 696 137.18	R538,818.45
7.	Foma Gravel Road Upgrade	15	R3,278,811.61	R3 054 548.06	R224,263.55
8.	Ezimpakaneni Community Hall	14	R3,011,310.24	R3 057 143.86	-R45,833.62
9.	Magedlane Hall	18	R2,787,682.30	R 4 847 612.79	-R2,059,930.49
10.	Ngolotshe Community Hall & Creche	11	R4,333,388.63	R 4 378 158.88	-R44,770.25

APPENDIX O:

CAPITAL PROGRAMME BY PROJECT BY WARD CURRENT YEAR

APPENDIX O: CAPITAL PROGRAMME BY PROJECT BY WARD FOR 2024/25 FY

	PROJECT NAME	WARD	2024/25 TARGET	2024/25 ACTUAL
1.	Deleni Road Phase 2	16 & 19	100%	73% completed by 30 June 2025
2.	Gravel Road at Ezikeleni to Mbuzi	22	40%	46% completed by 30 June 2025
3.	Gravel Road at Xamu Village	05	100%	100% completed by 31 March 2025
4.	Matshamhlophe Gravel Road	12	50%	50% completed by 30 June 2025
5.	Gravel Road at Kwatshonono and Ezimpisini	08	40%	50% completed by 30 June 2025
6.	Gravel Road at Sizumphakathi to Nguduza Area	17	40%	45% completed by 30 June 2025
7.	Foma Gravel Road Upgrade	15	100%	100% completed by 31 March 2025
8.	Ezimpakaneni Community Hall	14	100%	100% completed by 31 March 2025
9.	Magedlane Hall	18	100%	100% completed by 31 December 2024
10.	Ngolotshe Community Hall & Creche	11	60%	70% completed by 30 June 2025

APPENDIX P:

SERVICE CONNECTION BACKLOGS AT SCHOOLS AND CLINICS

APPENDIX P: SERVICE CONNECTION BACKLOGS AT SCHOOLS AND CLINICS

Health Facilities: Nongoma Local Municipality has fifteen (15) fixed clinics and seven (7) Mobile clinics which visit 100 mobile clinic points that are visited monthly and there is one private clinic which is uNjani Clinic. All public Clinics are administered by the Department of Health. There are two (2) Hospitals Benedictine hospital which is a public hospital and Philani private hospital within the jurisdiction, which provides primary health care. Planning standards for health services in the area requires one clinic for every 6000 households or one clinic within a 5km radius. Considering the above, the Nongoma municipality area is well provided with clinics and health facilities. To establish a clinic within an area; an estimated minimum of 5 000 people is required.

Maximum walking distance: 2 km. Where it is not possible for the facility to be placed within walking distance, it must be easily reached via public transport, with a maximum walk of 5 minutes from the public transport stop to the facility and maximum travel time of 30 minutes to reach the facility from its surrounding settlements. In terms of the health sector, the Nongoma area is characterized by inadequate provision of social and physical infrastructure.

The highest levels of infrastructural development are centered in Nongoma Town wherein both the hospitals (Benedictine Hospital and Philani Privately owned Hospital) are located.

As part of the backlog determination exercise by the ZDM, a distance further than 5km from a clinic was considered as a backlog while the standards of 1 hospital for every 100 000 people was used as a standard for determining backlogs. The table below outlines the location of existing health facilities:

Ward	Type of Health Service	Name of Health Service
Ward 16	Hospital	Benedictine
Ward 19	Clinic	Queen Nolonolo clinic
Ward 13	Mobile clinic (monthly)	Ekubuseni
Ward 14	Mobile clinic (monthly)	Evuna
Ward 9	Mobile clinic (monthly)	Holinyoka
Ward 18	Clinic	Nkunzana Clinic
Ward 16	Clinic	Mangumhlophe / Nqeku Clinic
Ward 21	Clinic	Mahhashini Clinic
Ward 15	Clinic	Usuthu Clinic
Ward 12	Clinic	Hlengimpilo Clinic (Maphophoma)
Ward 10	Clinic	Nhlekiseni Clinic
Ward 08	Clinic	Buxedene Clinic
Ward 6	Clinic	Dengeni Clinic
Ward 3	Clinic	Sovane Clinic
Ward 5	Clinic	Njoko Clinic
Ward 20	Clinic	Ekubungazeleni Clinic
Ward 13 (KwaMinya)	Clinic	Ekuseni Clinic
Ward 21 (KwaMpunzana)	Clinic	KwaMpunzana Clinic
Ward 19	Hospital	Philani Private Hospital

APPENDIX Q:

SERVICE BACKLOG EXPERIENCED BY THE COMMUNITY WHERE ANOTHER SPHERE OF GOVERNMENT IS RESPONSIBLE FOR THE SERVICES

APPENDIX Q: SERVICE BACKLOG EXPERIENCED BY THE COMMUNITY WHERE ANOTHER SPHERE OF GOVERNMENT IS RESPONSIBLE FOR THE SERVICES

Service delivery issues

TRANSVERSAL ISSUES		
ISSUE	**TYPE OF SERVICE**	**RESPONSIBLE DEPARTMENT**
Water shortages	Water	Zululand District Municipality (ZDM)
High **Crime** rate Limited visibility of police	Safety and Security	SAPS
High number of people in need of **housing**	Housing	Department of Human Settlement
Poor condition of **roads**	Road infrastructure	Department of Transport Nongoma Local Municipality
High number of sick people Limited **health** facilities	Health facilities	Department of Health
Lack of access to **electricity**	Electricity	Eskom Nongoma Local Municipality

Source: Zululand District OSS/DDM Cabinet report (10 October 2023)

APPENDIX R:

DECLARATION OF LOANS AND GRANTS MADE BY THE MUNICIPALITY

APPENDIX R: DECLARATION OF LOANS AND GRANTS MADE BY THE MUNICIPALITY IN 2024/25 FY

The municipality funded the following receipt with grant during the 2024/25 FY.

RECIPIENT	TYPE OF LOAN/GRANT	CONDITIONS	AREA/WARDS BENEFITING
Nongoma Community Tourism Organisation (CTO)	CTO Support Grant **Amount Approved:** R120,000.00	Utilised for coordination of daily operations of the CTO office and implementation of community-based tourism programmes.	All wards within Nongoma Local Municipality

APPENDIX S:

DECLARATION OF RETURNS NOT MADE IN DUE TIME UNDER MFMA

APPENDIX S: DECLARATION OF RETURNS NOT MADE IN DUE TIME UNDER MFMA s71

All the Reports in terms of 71 of the MFMA were submitted on time.

VOLUME II:

ANNUAL FINANCIAL STATEMENTS 2024-25 FY