LIMPOPO PROVINCE

MUNICIPAL BACK TO BASICS THIRD QUARTER REPORT

2024/2025

GREATER GIYANI MUNICIPALITY

NO	Key focus area	Baseline/ Status	Challenges/Weakness	KPI for reporting	Annual Target	Quarterly Targets				Timeframes	Responsibility
						Quarter 3	Actual	Challenges	Corrective Measure		
1	PUTTING PEOPLE FIRST										
1.1	Public Participation/ community engagement	4 public participation meetings held		Number of public participation/feedback meetings held	4 public participation meetings held (one per quarter)	1 Public Participation meeting held	1 Public Participation meeting held. 14/03/2025 Muyexe sports ground	None	None	Quarterly	Director Corporate Services
			Ineffective coordination of issues raised by communities during public participation	Number of issued raised & resolved during public participation meetings	Resolve all issues raised	As when occurred	4 issues raised during the quarter under review	None	None	Quarterly	Director Corporate Services
1.2	Communication	1 communication strategy	Ineffective implementation of communication strategy	Communication strategy in place	Communication strategy reviewed and implemented	Implementation of the approved strategy	Communication strategy approved and implemented	None	None	Quarterly	MM's Office
		12 media events held		Number of communication events held (press release/conference, media statements, radio interviews)	4 communication events held (one per quarter)	1 media event held	1 media event held 26/03/2025	None	None	Quarterly	MM's Office
1.3	Strengthening community	31 Functional	Poor coordination of ward committee	Number of ward committees that are functional	31 Functional ward committees	31 Functional	31 Functional	None	None	Quarterly	Director Corporate Services

NO	Key focus area	Baseline/ Status	Challenges/Weakness	KPI for reporting	Annual Target	Quarterly Targets				Timeframes	Responsibility
						Quarter 3	Actual	Challenges	Corrective Measure		
	representatives	ward committees	meeting and submission of reports			ward committees	ward committees				
1.4	Batho Pele Service Standards Framework for Local Government	Batho Pele Committee in place and functional	Batho Pele committee not in place/ functional	Established Batho Pele committee in place and functional	Establish Batho Pele committee	Batho Pele Committee in place and functional	Batho Pele Committee in place and functional	None	None	30 June 2025	MM's Office
			Batho Pele service standards not in place	Batho Pele service standards approved by council	Develop/review Batho Pele service standards	Implementation of Batho pele service standards	Batho pele service standard implemented	None	None	30 June 2025	MM's Office
			None implementation of Batho Pele events	Number of Batho Pele events held	4 Batho Pele event held	1 Batho Pele event held	1 Batho Pele event held. 26-27/02/2025	None	None	30 June 2025	MM's Office
1.5	Customer Care	Reviewed complaint management system in place	Functional Complaint management system not in place	Complaint management system in place	Develop /review Complaint management system (types)	Reviewed complaint management system in place	Reviewed complaint management system in place	None	None	30 June 2025	MM's Office
		100% complaints resolved		% of official complaints responded to through the municipal complaint management system	100% complaints received	100% complaints resolved	100% (8/8) Complains resolved	None	None	Quarterly	MM's Office
1.6	Community protest		Poor/ lack coordination of	Number of community	0 community protests experienced	As and when occurs	No community protest	None	None	Quarterly	MM's Office

NO	Key focus area	Baseline/ Status	Challenges/Weakness	KPI for reporting	Annual Target	Quarterly Targets				Timeframes	Responsibility
						Quarter 3	Actual	Challenges	Corrective Measure		
			community feed back	protests against the municipality			experienced during the quarter under review				
				% of issues resolved form community protest	100% Issues raised during protests resolved	100% Issues raised during protests resolved	0% issues raised during the protest resolved	None	None	Quarterly	MM's Office
1.7	Community protest		Hotspot areas for community protests	Areas where the protest has taken place and the nature of protest	Report on areas (hotspots) where the protests has taken place	Report on areas (hotspots) where the protests has taken place	No hotspots occurred during the quarter under review	None	None	Quarterly	
2	**BASIC SERVICE DELIVERY**										
2.1	MIG Expenditure	100% of MIG spent	Lack of forward planning	% MIG expenditure reported.	100% of MIG expenditure	80%	78.88% (R56 133 811.19/71 163 000.00) MIG spent)	Some service providers do not submit monthly claims as indicated in the tender documents.	Intervention meetings were held with service providers and senior management to ensure that they submit monthly claims. This has improved expenditure rapidly.	30 June 2025	Director Technical Services

NO	Key focus area	Baseline/ Status	Challenges/Weakness	KPI for reporting	Annual Target	Quarterly Targets				Timeframes	Responsibility
						Quarter 3	Actual	Challenges	Corrective Measure		
				Number of MIG projects Implemented/completed.	3 MIG projects implemented and progress	3	Hlomela Upgrading of Internal Streets (2.6KM) - 87.70% Physical progress Shawela Upgrading of Internal Streets (3.6km) - 79% Physical progress Nwamankena Upgrading of Internal Streets (4.8km) - 36% Physical Progress	None	None	30 June 2025	Director Technical Services
2.2	Other conditional Grants			% RBIG expenditure reported.	100% of RBIG expenditure	N/A	N/A	N/A	N/A	30 June 2025	N/A
				Number of RBIG projects Implemented/completed.	All RBIG projects implemented and progress	N/A	N/A	N/A	N/A	30 June 2025	N/A
				% WSIG expenditure reported.	100% of WSIG expenditure	N/A	N/A	N/A	N/A	30 June 2025	N/A

NO	Key focus area	Baseline/ Status	Challenges/Weakness	KPI for reporting	Annual Target	Quarterly Targets				Timeframes	Responsibility
						Quarter 3	Actual	Challenges	Corrective Measure		
		100% of INEP expenditure		Number of WSIG projects completed.	All WSIG projects implemented and progress	N/A	N/A	N/A	N/A	30 June 2025	N/A
				% INEP expenditure reported.	100% of INEP expenditure	45%	77.98% (R14 058 426.76/R18 026 000.00 Spent)	None	None	30 June 2025	10%
				Number of INEP projects completed.	6 INEP projects implemented and progress	Stringing of LV and MV lines	Electrification of Loloka – 100% Physical Progress Electrification of Mageva – 82% Physical Progress Electrification of Mnghongho ma – 75% Electrification of Matsotsosela – 76% Physical Progress Electrification of Mahlathi – 75%	None	None	30 June 2025	Director Technical Services

NO	Key focus area	Baseline/ Status	Challenges/Weakness	KPI for reporting	Annual Target	Quarterly Targets				Timeframes	Responsibility
						Quarter 3	Actual	Challenges	Corrective Measure		
							Physical Progress Electrification of Xikukwani Eco Park – 50% Physical Progress				
2.3	Maintenance of Infrastructure	100% operational and maintenance budget spent	Poor Maintenance of Infrastructure	Percentage Budget on Maintenance and operations spent	100% operational and maintenance budget spent	35%	63.92% (R42 506 821.00/R66 500 000.00)	None	None	30 June 2025	Director Technical Services
2.4	Electricity	1700 connections		Number of households with new electricity connections	Increased households with access to electricity	N/A	N/A	N/A	N/A	Quarterly	Director Technical Services
			Illegal electricity connection	Number of illegal connection identified	Reduction of illegal electricity connection	ESKOM	ESKOM	ESKOM	ESKOM	Quarterly	
				Number of street lights maintained	Maintenance of street lights	240	240 street lights Maintained	None	None	Quarterly	Director Technical Services
				Number of traffic lights maintained	6 Maintenance of Traffic lights	6	6 traffic lights maintained	None	None	Quarterly	Director Technical Services
			Electricity losses	Percentage of electricity losses	Reduction of electricity losses by 3%	ESKOM	ESKOM	ESKOM	ESKOM	Quarterly	

NO	Key focus area	Baseline/ Status	Challenges/Weakness	KPI for reporting	Annual Target	Quarterly Targets				Timeframes	Responsibility
						Quarter 3	Actual	Challenges	Corrective Measure		
				% of electricity interruptions reported and attended	Reduction of electricity interruptions	ESKOM	ESKOM	ESKOM	ESKOM	Quarterly	
2.5	Free basics services	Updated indigent register in place	Ineffective implementation of indigent policy	Updated indigent register in place Number of beneficiaries registered to receive Free Basics services	Updated indigent register in place	Updated indigent register in place	Updated indigent register in place	None	None	Ongoing	
		4426		Number of beneficiaries received Free Basic electricity	Provision of FBE	4426	2176	The list of indigents was reviewed, and those with changed statuses were excluded. from the list	Councillors to actively encourage community members to apply for indigent status	Ongoing	
		644		Number of beneficiaries received Free Basic water	Provision of FBW	644	118	The list of indigents was reviewed, and those with changed statuses were excluded. from the list	Councillors to actively encourage community members to apply for indigent status	Ongoing	

NO	Key focus area	Baseline/ Status	Challenges/Weakness	KPI for reporting	Annual Target	Quarterly Targets				Timeframes	Responsibility
						Quarter 3	Actual	Challenges	Corrective Measure		
				Number of beneficiaries received Free Basic sanitation	Provision of FBS	N/A	N/A	N/A	N/A	Ongoing	
				Number of beneficiaries received Free Basic waste removal	Provision of FBWR	644	118	The list of indigents was reviewed, and those with changed statuses were excluded. from the list	Councillors to actively encourage community members to apply for indigent status	Ongoing	
2.6	Roads and Storm water	8.8 km of roads tarred	Poor road infrastructure	Km of roads upgraded from gravel to tar	11 km of roads tarred	11 km of roads tarred	11 km of roads tarred	None	None	30 June 2025	Director Technical Services
				KM of gravel road maintained	2900 KM of gravel roads maintained	750km KM of gravel roads maintained	850 KM of gravel roads maintained	None	None	30 June 2025	Director Technical Services
				KM of tarred road maintained	8 KM of tarred roads maintained	1km of tarred roads maintained	1.5 km of tarred roads maintained	None	None	30 June 2025	Director Technical Services
		New Indicator	Lack of patching/repair of potholes	Number of potholes repaired	All (100%) reported Potholes repaired	All (100%) reported Potholes repaired	All 100% (3/3) reported Potholes repaired	None	None	Ongoing	Director Technical Services
		100% of infrastructure Theft	Improper security for	% of infrastructure Theft reported and resolved	Reduction of Theft of infrastructure	100% of infrastructure Theft	0% of infrastructur	None	None	ongoing	MM;s Office

NO	Key focus area	Baseline/ Status	Challenges/Weakness	KPI for reporting	Annual Target	Quarterly Targets				Timeframes	Responsibility
						Quarter 3	Actual	Challenges	Corrective Measure		
		reported and resolved	municipal infrastructure			reported and resolved	e Theft reported				
2.7	Waste Management	5836 households received weekly waste collection	Weekly Waste collection	Number of household with access to once a week waste collection against the total number of households	5836 households received weekly waste collection	5836 households received weekly waste collection	5836 households received weekly waste collection	None	None	Weekly	Director Community Services
		4 (villages) received weekly extended rural Waste collection	Extension of waste collection to rural areas	Number of households with extended waste collection in rural areas against total households	4 (villages) received weekly extended rural Waste collection	4 (villages) received weekly extended rural Waste collection	Collection was done once in 10 villages at Siyandhani, Mahlathi, Mbaula, Ndhambi, Shawela, Thomo, Nkuri and Ngove.	None	None	Quarterly	Director Community Services
		Landfill site not operational	None compliance with the implementation of waste management act	Number of licensed landfill site	1 Landfill site operated in line with waste management act	Operation and maintenance of the landfill site	Target not achieved (Construction underway)	Landfill is not yet operational, awaiting completion	Construction underway.	Quarterly	Director Community Services
2.8	Water Services management	New SLA to be in place and signed	Service Level Agreements not signed	Number of SLA with WSP signed and implemented	Signed Service Level Agreement	New SLA to be in place and signed	New SLA in place and signed	None	None	30 June 2025	Director Technical Services

NO	Key focus area	Baseline/ Status	Challenges/Weakness	KPI for reporting	Annual Target	Quarterly Targets				Timeframes	Responsibility
						Quarter 3	Actual	Challenges	Corrective Measure		
				Number of Households with access to basic water	Households with access to water	MDM	MDM	MDM	MDM	Quarterly	
		New Indicator	Unattended sewer blockages	% of sewer blockages attended to within 24 hours	100% sewer blockages attended to within 24 hours	100% sewer blockages attended to within 24 hours	100% (110/110) sewer blockages attended to within 24 hours	None	None	Quarterly	Director Technical Services
			Failure to honour the SLA by both parties	Amount owed to district by locals /locals to district in terms of water service provision	100% Payments made in terms of the SLA	100% Payments made in terms of the SLA	100% Payments made in terms of the SLA	None	None	30 June 2025	
			None compliance of water treatment plants	Number of compliant water treatment plants	Compliant water treatment plants	N/A	N/A	N/A	N/A	Quarterly	
			Over-flooding and lack of storm-water drainage maintenance	Storm water drainage maintained	Maintain all the storm-water drainage system	Maintain all the storm-water drainage system	All (136 /136) Stormwater drainage system maintained	None	None	Quarterly	
			Assessments and reporting into the system	Blue drop and green drop need indicators	Compliant % of blue drop and green drop status	MDM	MDM	MDM	MDM	30 June 2025	
3	SOUND FINANCIAL MANAGEMENT										

NO	Key focus area	Baseline/ Status	Challenges/Weakness	KPI for reporting	Annual Target	Quarterly Targets				Timeframes	Responsibility
						Quarter 3	Actual	Challenges	Corrective Measure		
3.1	Audit Outcome	Unqualified AG audit opinion	Poor audit opinions	AG opinion	Unqualified AG audit opinion	N/A	N/A	N/A	N/A	30 Nov 2024	Chief Financial Officer
		AFS and APR submitted to the AG within the legislated time frame	Delay in the submission for AFS and APR	Submission of AFS and APR to the AG within the legislated time frame	Compile and submit AFS and APR within the legislated time frame	N/A	N/A	N/A	N/A	31 August 2024	Chief Financial Officer
			Insufficient implementation for audit action plan	Number of AG findings resolved.	AG action plan developed and implemented.	100% Implementation of Audit Action Plan	5% (3/57) of the Audit Action Plan implemented.	Slow update on the National Treasury portal.	Reminders to be sent to all departments. Monthly follow ups on Audit Action plan.	30 June 2025	Chief Financial Officer
3.2	Irregular Expenditure	SCM irregular expenditure	None compliance with management of MFMA section 32	Section 32 expenditure amount reported.	Compliance with management of MFMA section 32	SCM irregular expenditure report compiled and reported to council for further investigation by MPAC (letters on Section 32 expenditure to AG and MEC)	R0. 00	None	None	Quarterly	CFO
3.3	Spending on capital budget	100% spending on capital budget	Poor spending on capital budget excluding grants	% of own capital budget spent(Excluding grants)	100% spending on capital budget	75% spending on capital budget	41.91% (36.160.000.00/86.278.000.00)	Late or delay in appointment	Adhering to procurement plan and fast tracking of	30 June 2025	Chief Financial Officer

NO	Key focus area	Baseline/ Status	Challenges/Weakness	KPI for reporting	Annual Target	Quarterly Targets				Timeframes	Responsibility
						Quarter 3	Actual	Challenges	Corrective Measure		
							Spent on capital budget	of service providers	appointments of service providers in line with the SDBIP quarterly targets.		
3.4	Personnel budget	100% spending of budget spent on personnel	Poor spending on personnel budget	Percentage of budget spent on personnel	100% spending of budget spent on personnel	75% spending of budget spent on personnel	65.04% (131 543 000.00/202 241 000.00) budget spent on personnel	Terminations, retirements, and slow progress in the recruitment process	Sticking to recruitment timelines	30 June 2024	CFO
3.5	Revenue collection	100% of own revenue collected against the billing	Poor implementation of credit control policies resulted on poor revenue collection	% of own revenue collected against the billing	100% of own revenue collected against the billing	70% Collection own revenue in 3rd Quarter	39% (9,873,541.94/25,220,698.77) Collection own revenue in 3rd Quarter	Under collection on government debt for the 3rd quarter of 20242025	Continuous Implementation of the revenue enhancement	Ongoing	Chief Financial Officer
3.6	Payment of creditors	100% payment of creditors on all invoices within 30 days	Inability to pay creditors within 30 days	% of creditors paid within 30 days against all invoices	100% payment of creditors on all invoices within 30 days	100% payment of creditors on all invoices within 30 days	100% (624/624) payment of creditors on all invoices within 30 days	None	None	Monthly	CFO
3.7	The extent to which debt is serviced.	100% of debt serviced	Servicing of existing debt	% of debt serviced	100% of debt serviced	100% of debt serviced	100% of debt serviced	None	None	Ongoing	CFO

NO	Key focus area	Baseline/ Status	Challenges/Weakness	KPI for reporting	Annual Target	Quarterly Targets				Timeframes	Responsibility
						Quarter 3	Actual	Challenges	Corrective Measure		
3.8	Payment of debts by Government Dept	100% payment of Government debt paid	None payment of debts by Government Dept	% of debt owed by Government Dept	100% payment of Government debt paid	80% payment of Government debt paid	20% (2,071,309.09/10,491,969.57) payment of Government debt paid Tourism =18,459,019.28 Education= 4,992,321.54 Agriculture= 7,328.07 Infrastructure (provincial =2,733,959.87 Infrastructure (National)= 5,206,019.08 Rural Development=693,197.73 Transport=5,762.31 Social development= 7,689.58 Health=27,851.73	Some government departments usually make two advance payments every financial year such as National and Provincial department of Transport. Some quarterly collection will be affected by these advance payments by departments	Regular engagements with the departments through the Provincial Debt Forum	Ongoing	Chief Financial Officer

NO	Key focus area	Baseline/ Status	Challenges/Weakness	KPI for reporting	Annual Target	Quarterly Targets				Timeframes	Responsibility
						Quarter 3	Actual	Challenges	Corrective Measure		
							Economic development=3,174.81				
3.9	Efficiency and functionality of supply chain management and political interference	3 Functional supply chain committees.	None compliance with supply chain regulations on the constitution of the bid committees	Number of functional supply chain committees	Establish functional supply chain committees	Functional supply chain committees.	3 Functional supply chain committees	None	None	Quarterly	Chief Financial Officer
		100% of awarded bids within 90 days (Except quotation threshold)	Tenders not awarded within timeframes	% of bids above quotation threshold awarded within 90 days	100% of awarded bids within 90 days (Except quotation threshold)	100% of awarded bids within 90 days (Except quotation threshold)	100% of awarded bids within 90 days (Except quotation threshold)	None	None	Ongoing	Chief Financial Officer
4	**GOOD GOVERNANCE**										
4.1	Council Stability	6 Ordinary council meetings held in accordance with the legislation	Council Stability and non-adherence to corporate calendar	Number of ordinary council meetings held	4 Ordinary council meetings held in accordance with the legislation	01 Ordinary council meetings held in accordance with the legislation	01 Ordinary Council Meeting held 28/01/2025 Giyani community hall	None	None	Quarterly	Director Corporate Services
		3 special council meetings held		Number of special council meetings held	4 special council meetings held	1 special council meetings held	03 Special Council Meetings 26/02/2025 20/03/2025	None	None	Quarterly	Director Corporate Services

NO	Key focus area	Baseline/ Status	Challenges/Weakness	KPI for reporting	Annual Target	Quarterly Targets				Timeframes	Responsibility
						Quarter 3	Actual	Challenges	Corrective Measure		
							25/03/2025				
4.2	Audit/ Performance Audit Committee	4 Audit/Performance Audit committee meetings held	None adherence to meeting schedule	Appointed Audit and Performance Audit committee in place	Appoint Audit/ Performance Audit	N/A	N/A	N/A	N/A	Ongoing	Council
				Number of ordinary audit and Performance committee meetings held	4 Audit/Performance Audit committee meetings held	1 ordinary Audit and Performance committee meetings held	1 ordinary Audit and Performance committee meetings held 07/03/2025 Virtual	None	None	Quarterly	MM
		3 special Audit/Performance Audit committee meetings held		Number of special audit and Performance audit committee meetings held	1 special Audit/Performance Audit committee meetings held	N/A	N/A	N/A	N/A	Ongoing	MM
4.3	MPAC	8 MPAC meetings held 4 MPAC reports	None adherence to annual work plan by MPAC and none implementation of MPAC resolution by council	Number of MPAC meetings held	8 MPAC meetings held	2 MPAC meetings held	8 meetings held (there was a need to conduct more meetings) 12 MPAC project visits conducted: 18-19 February 2025 and 10 March 2025	None	None	Quarterly	Director Corporate Services

NO	Key focus area	Baseline/ Status	Challenges/Weakness	KPI for reporting	Annual Target	Quarterly Targets				Timeframes	Responsibility
						Quarter 3	Actual	Challenges	Corrective Measure		
			Functionality of MPAC	Number of MPAC reports compiled	Compile 4 MPAC reports per quarter	1 MPAC report	2 reports tabled in council: 28 January 2025 25 March 2025	None	None	Quarterly	Director Corporate Services
4.4	Anti-Fraud and Corruption policies and committee	No (0) Cases of fraud and corruption reported	None implementation of Anti-Fraud and Corruption policies	% of fraud and corruption cases reported	100% Cases of fraud and corruption dealt with on quarterly basis	100% Cases of fraud and corruption dealt with on quarterly basis	No (0) cases of fraud and corruption reported	None	None	Quarterly	MM's Office
4.5	Forensic Investigations		Non-implementation of forensic investigations	% of forensic investigations conducted	100% Implementation of forensic investigations	100% Implementation of forensic investigations	100% (1/1) Implementation of forensic investigations	None	None	Quarterly	Director Corporate Services
4.6	Disciplinary Cases	New	Prolonged or unfinalised disciplinary cases	Number of disciplinary cases instituted and resolved	Report on all cases instituted and resolved	As when occurred	No (0) disciplinary cases instituted	None	None	Quarterly	Director Corporate Services
4.7	Litigations	New		Number of litigation cases instituted against the municipality	Report on all litigation against the municipality	4 cases resolved.	4 cases resolved	None	None	Quarterly	Director Corporate Services
4.8	IGR structures	4 IGR meetings attended per quarter	IGR structures not adhere to annual action plan and	Number of IGR meetings attended	Attend IGR meetings per quarter	4 IGR meetings attended per quarter	1 IGR held. 20/02/2025	None	None	Quarterly	

NO	Key focus area	Baseline/ Status	Challenges/Weakness	KPI for reporting	Annual Target	Quarterly Targets				Timeframes	Responsibility
						Quarter 3	Actual	Challenges	Corrective Measure		
			implementation of resolution								
4.9	Traditional Council	0 Traditional leaders participating in council activities	None participation by traditional leaders in municipal council	Number of traditional leaders participated in council activities in accordance with the legislation	Traditional leaders participating in council activities per quarter	Traditional leaders participating in council activities per quarter	0 Traditional leaders participating in council activities per quarter	Conflict amongst senior traditional leaders	Elevate the matter to MEC of COGHSTA	Quarterly	Director Corporate services
4.10	Annual report	1 draft annual report tabled before council	municipal annual reports	Number of draft annual report tabled before council in accordance with the legislation	1 draft annual report tabled before council	1 draft annual report tabled before council	1 draft annual report tabled before council. 28/01/2025	None	None	31 January 2025	Director Corporate services
4.11	MPAC oversight report	1 oversight compiled, adopted and submitted within the timeframe	Poor MPAC/Oversight reports	Number of oversight compiled, adopted and submitted within the timeframe	1 oversight compiled, adopted and submitted within the timeframe	1 MPAC Public hearing on annual report	1 public hearing conducted on the 18/03 2025	None	None	31 March 2025	Director Corporate Services
BUILDING CAPABLE INSTITUTIONS AND ADMINISTRATIONS											

NO	Key focus area	Baseline/ Status	Challenges/Weakness	KPI for reporting	Annual Target	Quarterly Targets				Timeframes	Responsibility
						Quarter 3	Actual	Challenges	Corrective Measure		
5.1	Vacancies	Number of funded vacancies	None filling of vacant posts other than section 57	Number of funded posts filled against the organogram	352 funded posts filled on the organogram	6 funded posts filled on the organogram	06 funded posts filled on the organogram	None	None	30 June 2025	Director Corporate Services
		1 section 57 (MM) post in accordance with the regulations	None compliance with the MSA regulation on the appointment of section 57 Managers	Number of section 57(MM) Manager post filled/vacant	Filling of section 57(MM) post in accordance with the regulations	N/A	N/A	N/A	N/A	Quarterly	
		5 section 57 (Directors) posts in accordance with the regulations		Number of sections 57 (Directors) Manager posts filled	Filling of section 57 (Directors) posts in accordance with the regulations	1 section 57 (Director) post to be filled	0 section 57 (Director) post filled)	2 director positions contracts have elapsed	Recruitment process has started	Quarterly	Director Corporate Services
		All appointed Senior managers assesses (Annually and mid-year	Failure to conduct assessments	Number of Senior Managers performance assessment conducted	All appointed Senior managers assesses	All appointed Senior managers assesses (Midyear)	0 appointed Senior managers assesses (Mid-year)	The municipality was struggling to secure an external panel from another municipality	Assessments to be conducted during the next quarter	Midyear and annually	MM
5.2	Technical Capacity		Lack of personnel with technical skills	Number of employees in the technical department with technical skills e.g. engineers, town	Filling of posts in the technical department by personnel with technical skills appointed e.g.	1 post in the technical department by personnel with	1 post in the technical department by personnel with technical	None	None	Quarterly	Director Corporate Services

NO	Key focus area	Baseline/ Status	Challenges/Weakness	KPI for reporting	Annual Target	Quarterly Targets				Timeframes	Responsibility
						Quarter 3	Actual	Challenges	Corrective Measure		
				planners and technicians	engineers, and technicians	technical skills appointed	skills appointed				
		48 Municipal officials trained in line with WSP	Ineffective implementation of WSP	Number of municipal officials trained in line with WSP	48 Municipal officials trained in line with WSP	14 Municipal officials trained in line with WSP	51 Municipal officials trained in line with WSP	None	None	Quarterly	Director Corporate Services
		27 Municipal councillors trained in accordance with WSP		Number of councillors trained in accordance with WSP	31 Municipal councillors trained in accordance with WSP	5 Municipal councillors trained in accordance with WSP	26 Municipal councillors trained in accordance with WSP	None	None	30 June 2025	Director Corporate Services
		1 annual report submitted.	1 annual report submitted.	Number of training reports submitted to LGSETA	1 annual report submitted.	1 annual report submitted.	1 annual report submitted.	None	None	30 June 2025	Director Corporate Services
5.3	Local Labour Forum (LLF)	5 LLF meetings convened	None adherence to LFF to annual work plan	Number of LLF meeting held	12 LLF meetings convened	3 LLF meetings convened	2 LLF meetings convened	Non-adherence to the schedule	To adhere to schedule	Quarterly	Director Corporate Services
5.4	Realistic and affordable municipal organograms	Develop Organizational structure for approval by council	None alignment of organisation structure with IDP/Budget	Organizational structure approved by council aligned with IDP/Budget	Develop Organizational structure for approval by council	N/A	N/A	N/A	N/A	31 May 2025	Director Corporate Services
LOCAL ECONOMIC DEVELOPMENT											

NO	Key focus area	Baseline/ Status	Challenges/Weakness	KPI for reporting	Annual Target	Quarterly Targets				Timeframes	Responsibility
						Quarter 3	Actual	Challenges	Corrective Measure		
6.1	LED strategy	LED Strategy Reviewed and approved by council	None implementation of LED strategy	LED strategy approved by Council	Develop/Review LED strategy	LED Strategy in place	LED Strategy in place	None	None	31 May 2025	Director Planning
6.2	LED strategy	58 Job opportunities created through LED initiatives	Poor reporting of beneficiaries and none upscaling of all municipal projects	Number of job opportunities created through LED initiatives	95 Job opportunities created through LED initiatives	25 Job opportunities created through LED initiatives	25 Job opportunities created through LED initiatives	None	None	Quarterly	Director Planning
6.3	EPWP	350 Job opportunities created through EPWP initiatives	Poor reporting of beneficiaries and none upscaling of EPWP to all municipal projects	Number of job opportunities created through EPWP initiatives	350 Job opportunities created through EPWP initiatives	350 Job opportunities created through EPWP initiatives	350 Job opportunities created through EPWP initiatives	None	None	Quarterly	Director Planning
6.4	CWP	1700 Job opportunities created through CWP initiatives	Poor reporting of beneficiaries and none upscaling of CWP all municipal wards	Number of job opportunities created through CWP initiatives	1700 Job opportunities created through CWP initiatives	1700 Job opportunities created through initiatives	1700 Job opportunities created through initiatives	None	None	Quarterly	Director Planning
SPATIAL PLANNING											
				KPI for reporting		**Quarter 3**	**Quarterly Targets**				

NO	Key focus area	Baseline/ Status	Challenges/Weakness	KPI for reporting	Annual Target	Quarterly Targets				Timeframes	Responsibility
						Quarter 3	Actual	Challenges	Corrective Measure		
7	Key focus area	Baseline/ Status	Challenges/Weakness		Expected Output		Actual	Challenges	Corrective Measures	Timeframes	Responsibility
7.1	SPLUMA	Municipal Tribunal established	Delay in the appointment of tribunal members	Established Municipal Tribunal in accordance with the legislation	Establish municipal tribunal	Municipal Tribunal operational	Municipal Tribunal operational	None	None	30 June 2025	Director Planning
7.2	SPLUMA	4 municipal tribunal meeting convened	None sitting of SPLUMA tribunal	Number of tribunal sittings held	Convene 4 municipal tribunal meetings	1 municipal tribunal meeting convened	1 municipal tribunal meeting convened 13-14/03/2025	None	None	30 June 2025	Director Planning
7.3	SPLUMA	100% of land development application adjudicated by the tribunal	Delay in the processing of land development applications	% of land development applications adjudicated by the tribunal	100% of land development application adjudicated by the tribunal	100% of land development application adjudicated by the tribunal	100% (5/5) of land development application adjudicated by the tribunal	None	None	30 June 2025	Director Planning
7.4	SPLUMA	SPLUMA By-laws approved by council	SPLUMA By-laws not approved	Number of SPLUMA By-laws approved by council	SPLUMA By-laws approved by council	SPLUMA By-laws approved by council	SPLUMA By-laws approved by council	None	None	Quarterly	Director Planning
7.5	SPLUMA	SPLUMA By-laws gazetted	SPLUMA By-laws not gazetted	Number of SPLUMA By-laws gazetted	SPLUMA By-laws gazetted	SPLUMA By-laws gazetted	SPLUMA By-laws gazetted	None	None	Quarterly	Director Planning

SIGNATURES

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Municipal Manager
Khoza V.D

DATE 30/04/2025

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Mayor
Zitha T

DATE 30/04/2025