



**Draft Municipal Service Delivery &
Budget Implementation Plan
2014/15 Financial Year**

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Chapter 1

The Municipal Performance Management System



The overall purpose of developing a performance management system is to measure the extent of the implementation of the Lejweleputswa District Municipality's integrated development plan. This will indicate phases through which performance could be measured. There are four key phases in the performance management cycle. These phases must be linked to the planning and reviewing phases of the organization as a whole. Within the Municipality the annual cycle of planning and budgeting takes place in the form of the IDP. Out of that the broad outcomes and key performance areas for a municipality are developed or re-confirmed by the political leadership. Based on the broad indicators the various Departments should develop business plans or technical SDBIP's that translate the Municipality's key performance indicators (KPI's) into indicators for the Department. The targets set out in the SDBIP or operational plan for a Department become the key performance objectives or indicators for the head of a particular Department.

Thus the performance management cycle is linked to the District government financial year. As soon as the IDP is adopted in **June**, managers and staff sign their annual performance agreement or scorecard in **July**. Monitoring takes place throughout the year, and reviewing and rewarding are carried out the following **June** at the end of the financial year.

The following table details the timing and activities required for each of the four key phases in the performance management cycle:

Table 1: Timing and Activities of the Four Phases of PMS

Phase	Timing	Activities
PLANNING	July each year i.e. beginning of financial year	<ol style="list-style-type: none"> 1. Manager/Supervisor to schedule meeting with Employee to agree on performance objectives* for the year. 2. Both the Manager/Supervisor and the Employee are required to prepare for this meeting.
COACHING	Ongoing throughout the year	<ol style="list-style-type: none"> 1. Manager/Supervisor to create both formal and informal opportunities to provide feedback to the Employee on his/her performance against the agreed objectives. 2. Employees to ask for feedback and assistance when required.



Phase	Timing	Activities
REVIEWING	<p>December of each year – midyear review</p> <p>June of each year - final review</p>	<p>3. Manager/Supervisor to set up formal mid-year review in December to assess the relevance of the objectives and the Employee’s performance against the objectives. It is recommended that formal scoring of objectives achieved to date is done so that non-financial rewards can be administered twice a year – see reward section of this policy document for further details.</p> <p>4. Manager/Supervisor to set up a formal final review in June.</p> <p>The process for reviewing performance is as follows:</p> <p>1. Manager/Supervisor to request input from “customers” on the Employee’s performance throughout the year.</p> <p>2. Manager/Supervisor to prepare scores of Employee’s performance against agreed objectives as a result of the evidence and “customer” input.</p> <p>3. Manager/Supervisor to ask Employee to prepare for mid-year review or formal review by scoring him/herself against the agreed objectives.</p> <p>4. Manager/Supervisor and Employee to meet to conduct formal performance review and agree final scores. It may be necessary to have two meetings i.e. give Employee scores and allow him/her time to consider them before final agreement. Where an Employee and Manager/Supervisor disagree on the score, the Manager’s/Supervisor’s decision is final.</p> <p>5. Manager/Supervisor and Employee to prepare and agree learning plan – this only needs to be done at the final review in June and not at the mid-year review.</p>
REWARDING	<p>Budget in February of each year</p> <p>Reward in January and July of each year</p>	<p>1. In February of each year the Manager/Supervisor is required to provide information to the Finance Department in relation to the budget and the possible maximum payout required in terms of the performance reward scheme.</p> <p>2. Manager/Supervisor to review the results of his/her department’s performance reviews and determine appropriate reward as per the reward section in this policy</p> <p>3. Manager/Supervisor to set up meeting with the Employee to give feedback on the link to reward as a result of the review.</p>

The performance management system of Lejweleputswa District Municipality must -

- (a) promote efficiency and effectiveness in the operation of the municipality
- (b) reflect the developmental priorities of the municipality
- (c) promote the economic use of resources
- (d) comply in all respect with the relevant legislation
- (e) even handed and transparent in its impact on all role players in the municipality



- (f) measure performance at the municipal, departmental, project team and individual level
- (g) recognise and reward superior performance
- (h) identify performance that is substandard and have procedures and processes in place to address such performance be politically driven, but administratively managed.

The Institutional Framework

The institutional framework for the performance management process is as follows:

- (1) The Council will receive a performance report from the Mayor on a mid-year basis (half-yearly).
- (2) The Mayor is responsible for ensuring that the senior management of Lejweleputswa District Municipality gather relevant information throughout each reporting period and submit progress reports on a quarterly basis.
- (3) The Municipal Manager and the senior management team must ensure that the key performance indicators and performance targets set are met. This requires proper work planning and scheduling, appropriate resourcing of activities and continuous supervision. The senior management must also identify sub standard performance and take corrective action where necessary to ensure that performance targets will be met.
- (4) The internal auditing function must audit and assess –
 - the accuracy of performance reports;
 - the functionality of the performance management system;
 - whether the performance management system complies with the Municipal Systems Act;
 - the extent to which the municipality's performance measurements are reliable in measuring performance;
 - the performance measurements of the District Municipality; and
 - submit quarterly reports to the Municipal Manager and the Performance Audit Committee.
- (5) The Performance Audit Committee must -
 - review the quarterly reports submitted to it;
 - review the performance management system focusing on economy, efficiency, effectiveness and impact in so far as the key performance indicators and performance targets set by Lejweleputswa District Municipality are concerned and make recommendations in this regard to the Council through the Mayor; and
 - at least twice in a financial year submit an audit report to the Council through the Mayor.
- (6) The Municipal Manager must compile an annual performance management report for submission to the Council through the Mayor. Access to this report must be provided to community structures, the MEC for District government, the Auditor General and the Minister for Provincial and District Government.

The Documentation

A Service Delivery Budget Implementation Plan (SDBIP), and Departmental Service Delivery and Budget Implementation Plans for each of the departments of the municipality, in line with appropriate guidelines and legislation, must be developed annually.

Section 57 Employees are required to sign a Performance Agreement, as prescribed in the District Government: Municipal Performance Regulations for Municipal Managers and Managers Directly Accountable to the Municipal Manager, in line with published regulations and/or amendments



Reviewing Performance

Two review sessions are held as follows:

1. A midyear review is conducted in January to assess the relevance of the objectives as well as the Employee's performance against the objectives. The mid-year performance score is used to determine the link to non-financial rewards.
2. A compulsory formal final review is conducted at the end of the financial year i.e. in June (assessment to be conducted in July). The final performance score is used to determine the link to non-financial rewards. A learning plan for the Employee must be developed at the end of the final review.

A fully functional Performance Management System (PMS) has been introduced in the Lejweleputswa District Municipal, consisting of the following elements (or sub-systems):

- (1) **IDP goals and objectives** represent the long-term (5 year) performance indicators and targets for the municipality over the term of the elected Council.
- (2) The IDP indicators and targets are annually **aligned** to the **municipal budget** on an activity level (programmes and projects) as part of the IDP review process.
- (3) Funded IDP goals, objectives, strategies, programmes and projects are annually cascaded down into the municipal **Service Delivery and Budget Implementation Plan (SDBIP)**, where it is translated into annual municipal key performance indicators and targets.
- (4) IDP activities are also cascaded down **to Departmental SDBIPs** (one for each of the different Departments of the Municipality); a process whereby the responsibility for the implementation of the IDP is aligned with the --
- (5) annual **individual Performance Plans** (which is part of the Performance Agreements of the respective section 57 managers), because the departmental SDBIPs are used as a reference source for the formulation of the key performance indicators and targets against which the different section 57 managers will be evaluated and performance assessed.



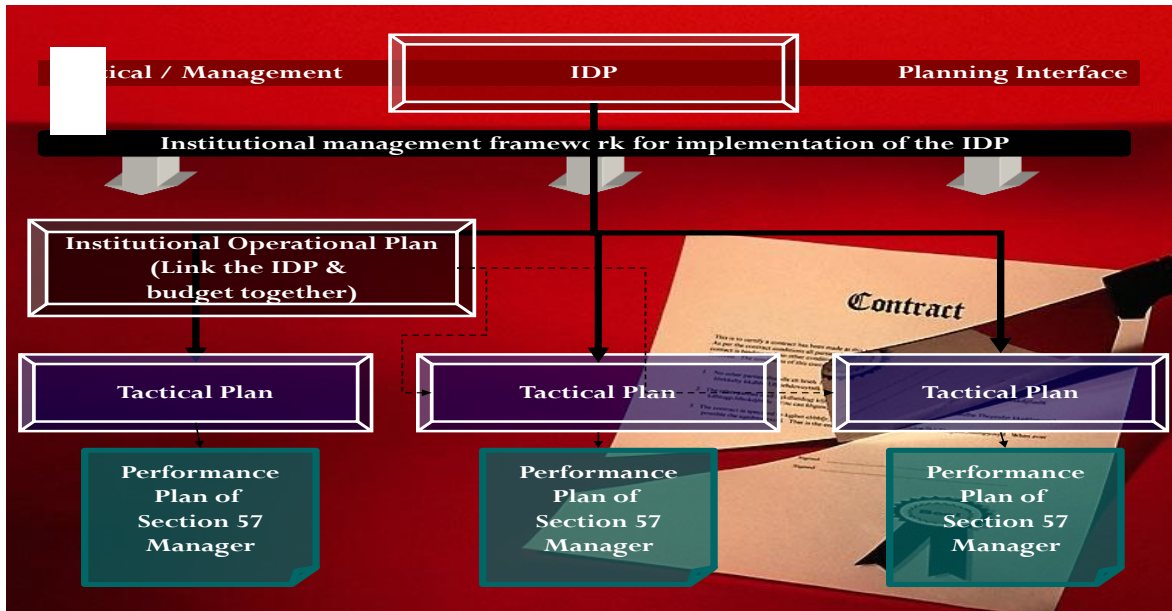


Figure 2: Relationship among individual and institutional performance plans

Municipal PMS¹

The municipal monitoring and evaluation system, which is one of two main sub-elements within the Performance Management System (the other one being the individual PMS), is directed in terms of the *Organizational Performance Management Policy* of the municipality and has the following features:

- (1) The Municipality derives its inputs, outputs and outcomes indicators from the IDP.
- (2) The required key performance indicators specified in the Municipal Planning and Performance Regulations (Regulation 10) are included in the municipal SDBIP to be measured as part of the quarterly measurement of municipal performance projected in the municipal SDBIP.
- (3) The Municipality annually review its key performance indicators as part of the process of reviewing its IDP, PMS and SDBIPs, as required in Regulation 11 of the Municipal Planning and Performance Management Regulations.
- (4) The Municipality attempts to structure its planning and organising systems and processes in such a manner that it is capable of complying with Regulation 12 of the Municipal Planning and Performance Management Regulations, 2001, as it relate to the setting of **key performance targets**. The Key Performance Targets of the Municipality will therefore be –
 - practical and realistic;
 - measure the efficiency, effectiveness, quality and impact of the performance of the municipality, administrative component, structure, body or person for whom a target has been set;
 - commensurate with available resources;
 - commensurate with the municipality's capacity; and
 - consistent with the municipality's development priorities and objectives set out in its integrated development plan.

¹ Organisational PMS Policy of the Lejweleputswa District Municipality

- (5) A multi-year plan (*Departmental Service Delivery and Budget Implementation Plan*) is prepared for each of the Departments in the municipality. These Plans are requirements for the structured cascading down of the IDP to implementation levels in the municipality.
- (6) A *Municipal (to-layer) Service Delivery and Budget Implementation Plan (SDBIP)* is then compiled to integrate the individual Departmental SDBIPs and guide the design and development of an organisational scorecard for the Municipality in respect of planned performance for a specific financial year.
- (7) The Municipality align its budget with its Municipal (top-layer) Service Delivery and Budget Implementation Plan as part of the annual planning and budgeting processes as prescribed in the Municipal Systems Act, 2000 and the Municipal Finance Management Act, 2003.
- (8) The Municipality annually reviews its institutional *performance scorecard*. The scorecard reflects a balanced approach to measuring, reviewing and assessing organisational performance. In this regard the word *balanced* implies that the scorecard must reflect the Key Performance Areas and IDP Objectives of the Municipal IDP.
- (9) Performance planning and monitoring in the municipality is done according to the format of the prescribed five Key Performance Areas, which are derived from Government's strategic agenda for District government, which are:
 - Basic Service Delivery and Infrastructure;
 - District Economic Development;
 - Financial Viability and Management;
 - Institutional Transformation and Organizational Development; and
 - Good Governance and Public Participation.

Table 3: Regulatory framework for an organisational PMS (monitoring and evaluation system)

Municipal Monitoring and Evaluation System	<input type="checkbox"/> Chapter 6 of the Municipal Systems Act, 2000 <input type="checkbox"/> Chapter 3 of the Municipal Planning and Performance Management Regulations, 2001
Performance Reporting	<input type="checkbox"/> Mid-year budget and performance report: Section 72 of the Municipal Finance Management Act, 2003 <input type="checkbox"/> Annual Performance Report: Section 46 of the Municipal Systems Act, 2000 <input type="checkbox"/> Annual Report: Sections 121-129 of the Municipal Finance Management Act, 2003 and MFMA Circular No. 11, dated 14 January 2005.



Table 4: GANTT Chart: PMS (Municipal)

	Milestone	2013					2014					2015	
		Mar	May	Jun	July	Oct	Jan	Apr	Jun	Jul	Aug	Jan	Mar
Municipal Monitoring & Evaluation System	1	■											
	2		■										
	3			■									
	4		■		■								
	5		■										
	6	■	■	■									
	7					■							
	8						■						
	9						■						
	10							■					
	11								■				
	12									■			
	13										■	■	
	14												■
	15												

■ Critical milestones

■ Supporting Milestones

Individual Performance Management System²

The Municipal Individual Performance Management Policy

The purpose of the municipal performance management policy is to provide guidance in the creation of pressures for change, help in providing meaningful capacity building interventions which eventually result in a culture of shared learning among employees and councillors of the Municipality, thereby resulting in a culture of best practice, which will guide the development of municipal capacity building programmes and initiatives.

While the Performance Management Policy aims to encourage and provide guidelines for rewarding good performance, the monitoring and correcting of poor performance will be far more imperative in the attainment of the developmental mandate of the Lejweleputswa District Municipality. The performance Management system ensures implementation of the following core components.

- Setting of appropriate key performance indicators;
- Setting of measurable performance targets;
- Monitoring performance (Quarterly monitoring);
- Measuring and reviewing performance at least two times a year;
- Taking steps to improve performance
- Establishing a process of regular reporting.

The performance management system is linked to the operational budget of Lejweleputswa District Municipality through the determination of performance targets in the service delivery budget implementation plan (SDBIP). The budget and IDP process is linked to each other, reflected each year in the budget and planning framework. Budget

² Individual PMS Policy of the Lejweleputswa District Municipality



priorities will be integrated with development plan priorities and the areas that the performance management system is developed to measure.

There are four key phases in the performance management cycle. These phases must be linked to the planning and reviewing phases of the organisation as a whole. Within the Municipality the annual cycle of planning and budgeting takes place in the form of the IDP. Out of that the broad outcomes and key performance areas for a municipality are developed or re-confirmed by the political leadership. Based on the broad indicators the various Departments should develop business plans or technical SDBIP's that translate the Municipality's key performance indicators (KPI's) into indicators for the Department. The targets set out in the SDBIP or operational plan for a Department become the key performance objectives or indicators for the head of a particular Department.

The performance management cycle is therefore linked to the District government financial year. As soon as the IDP is adopted in **June**, managers and staff sign their annual performance agreement or scorecard in **July**. Monitoring takes place throughout the year, and reviewing and rewarding are carried out the following **July** after the specific financial year.

The four phases of the cycle are explained below.

Planning

This involves the development of a top-layer SDBIP and technical SDBIP that logically rolls down and translates indicators to functions, departments and ultimately individuals within the organization.

Monitoring

In order to monitor, it is necessary to put mechanisms and systems in place to monitor implementation of plans. This includes reporting frameworks, tracking systems and feedback mechanisms.

Measuring

Measuring is about the measurement of targets that have been set. Measurement includes mechanisms such as benchmarking. Various departments will need to conduct exercises on benchmarking to assist in setting achievable, yet world-class targets.

Reviewing

This involves a systematic process of reviewing achievements against stated plans and understanding the reasons for the variance where there is variance. It also involves the consideration of new developments and how these need to be incorporated into existing or new plans.

Table 5: Timing and Activities of the Five Phases of PMS

Phases	Timing	Activities
Planning	July each year i.e. beginning of financial year	<p>3. Manager/Supervisor to schedule meeting with Employee to agree on performance objectives* for the year.</p> <p>(*In respect of the Municipal Manager or Section 57 Managers to be directly linked to the SDBIP of the respective directorate to be reflected in the Performance Agreement and Performance Plan.</p> <p>*In the case of Non Section 57 Employees (lower ranking officials) job descriptions can be used to set performance objectives. However it is important to always</p>



Phases	Timing	Activities
		<p>consider the IDP and each Department's respective SDBIP in setting performance objectives. To be reflected in the Performance Management Tool and Performance Plan)</p> <ol style="list-style-type: none"> 4. Both the Manager/Supervisor and the Employee are required to prepare for this meeting. 5. Ensure that the following documentation in respect of the Municipal Manager as well as Section 57 Managers are compiled for the financial year or updated when necessary: <ul style="list-style-type: none"> <input type="checkbox"/> Employment Contract <input type="checkbox"/> Job Description <input type="checkbox"/> Performance Agreement with Key Performance Areas and Core Competency Criteria <input type="checkbox"/> Performance Plan <input type="checkbox"/> Personal Development Plan <input type="checkbox"/> Code of Conduct <input type="checkbox"/> Financial Disclosure form 6. Ensure that the following documentation in respect of Non Section 57 Employees are compiled for the financial year or updated when necessary: <ul style="list-style-type: none"> <input type="checkbox"/> Job Description <input type="checkbox"/> Performance Plan <input type="checkbox"/> Personal Development Plan <input type="checkbox"/> Performance Management Tool with Objectives and weights in terms of relevant Codes of Conduct to the specific posts
Monitoring	Ongoing throughout the year	<ol style="list-style-type: none"> 5. Manager/Supervisor to provide ongoing feedback and assistance to the Employee on his/her performance against the agreed objectives. 6. Employees to request for feedback and assistance when required.
Reviewing	<p>First 2 weeks of October for Quarter 1</p> <p>First 2 weeks of April for Quarter 3</p>	<p><i>Municipal Manager And Section 57 Managers</i></p> <ol style="list-style-type: none"> 1. Informal review sessions to be held between the Section 57 manager and the Municipal Manager in the first 2 weeks of October as well as the first 2 weeks of April to determine whether objectives as set for the specific quarters has been met or not and to what extent. 2. Remedial actions if need be.
Evaluation	<p>In January for Mid-Year evaluations</p> <p>In July for end of the year evaluation</p>	<p><i>Municipal Managers And Section 57 Managers</i></p> <ol style="list-style-type: none"> 1. Formal review sessions to be held twice a year as set in the Regulations to be done by the panels.
Rewarding	<p>Budget in February of each year</p> <p>Rewards to be paid in September after the respective evaluation cycle each year</p> <p>Pro-rata rewards to be paid upon termination of contract should the employee qualify</p>	<p><i>Municipal Manager And Section 57 Managers</i></p> <ol style="list-style-type: none"> 1. Employees to be rewarded according to the policy 2. Ensure that Development needs are addressed. <p><i>Non Section 57 Employees</i></p> <ol style="list-style-type: none"> 4. The Quality Assurance Committee and the Chief Financial Officer to determine affordability in terms of rewards. 5. Allocation of rewards 6. Ensure that development needs are addressed.



A Service Delivery Budget Implementation Plan (SDBIP), and Departmental Service Delivery and Budget Implementation Plans for each of the departments of the municipality, in line with appropriate guidelines and legislation, must be developed annually.

Section 57 Employees are required to sign a Performance Agreement, as prescribed in the District Government: Municipal Performance Regulations for Municipal Managers and Managers Directly Accountable to the Municipal Manager, in line with published regulations and/or amendments.

All other Employees will receive a Performance Management Pack and Agreement, as compiled by the Human Resource Section, which contains, amongst others, the following documentation:

- (a) The Performance Management Policy
- (b) Job Description
- (c) Performance Development Plan
- (d) Code of Conduct
- (e) Personal Development Plan
- (f) Performance Management Tool with Objectives and prescribed codes of conduct on which the employee will be evaluated.





Chapter 2

Draft quarterly Performance Indicators and Targets, 2014/15 Financial Year



National KPA 1	Municipal Strategic Focus Area	Objective	Strategy	Project Name	Key Performance Indicator	Baseline Year 1	2014/2015	Q1	Q2	Q3	Q4	Budget R'000	Department
Basic Services and Infrastructure Investment	1.1. Cemeteries	Upgrade existing cemeteries in Nala and Tokologo local municipalities	To erect two (2) palisade fences in Nala and Tokologo by the end of June 2015	Cemeteries fencing	No of cemeteries fully fenced	0	2	-	-	-	2	1 000	Municipal Manager
	1.2. Nelson Mandela Arena	Build the necessary infrastructure for promotion of tourism in the District	Secure land for the building of the Arena through signing of Memorandum of Agreement (MOA)	Building of Nelson Mandela Arena	Signed MOA	0	1	-	-	-	1	1 000	Municipal Manager



National KPA 2	Municipal Strategic Focus Area	Objective	Strategy	Project Name	Key Performance Indicator	Baseline Year 2	2014/2015	Q1	Q2	Q3	Q4	Budget (In R,000)	Department
LOCAL ECONOMIC DEVELOPMENT	2.1. Poverty alleviation	To improve socio-economic conditions of the poor in the district	Facilitate the establishment of 5 food garden cooperatives in local municipalities.	food garden cooperatives	Number of food garden cooperatives established	0	5	1	1	2	1	320	LED & Planning
	2.2 Economic Development	Finalise the consolidation of the LED strategy	Convene district wide LED strategy summit/workshop	LED strategy	Number of district LED strategy workshop convened.	0	1	0	1	0	0	330	LED & Planning
		Expand Agricultural development to sustain food security	Facilitate 2 Capacity building and development training of Cooperatives in the District	Agricultural Cooperatives registration Cooperatives Development	Number of capacity development programme undertaken	3	2	0	0	1	1	500	LED & Planning
		.	Register 10 new agricultural Cooperatives	Secretarial support	Number of agricultural cooperatives registered	0	10	0	10	0	10	No funding required	LED & Planning
			Provide quarterly secretarial support to the agricultural mechanization programme in our district		Number of secretarial support provided	0	4	1	1	1	1	No funding required	LED & Planning
		Enhance communication within the district in a cost effective manner	Infrastructure investment and installation of VPN	Broadband VPN Technologies	Number of meetings held Network architect study done	New	4	1	1	1	1	200 million (external funding source)	LDA
		To reduce greenhouse emissions in the district	Developing solar power plant that will replace the current use of coal to generate electricity	Solar Power Plant	Number of meetings held with stakeholders	New	4	1	1	1	1	9 million (External funding sources)	LDA
		To add-value to	Agro-processing	Soya Bean	Number of	New	4	1	1	1	1	10milliom	LDA

	the district's agricultural products in order to boost the economy of the district	of Soya Beans in Nala	Processing	meetings	project							(External Funding Source)	
	To mine salt in Soutpan for purpose of beauty spar	Processing the salt into a commercial product	Salt Mining processing	Number of meetings Pre-feasibility study	New project	4	1	1	1	1	10 million (External Funding Source)	LDA	
	To develop the municipality owned Game Reserve to attract eco-tourists and game hunters	Upgrade the game reserve	Game farming	Number of meetings	New project	4	1	1	1	1	10.5million (External funding source)	LDA	
	To minimize the impact of the declining mining sector.	Facilitate BBBEE training for small scale mining enterprises.	BBBEE Training	Number of BBBEE training workshops for small scale mining enterprises facilitated	New project	1	0	0	1	0	400	LED & Planning	
2.3. SMME Development	Improve capacity of existing SMMEs in the District	Facilitate 2 SMME workshops on bid processes	SMME Workshops	Number of SMME workshops facilitated	New project	2	0	1	0	1	Budgeted as part of small scale mining enterprises	LED & Planning	
2.4. End year Festival	Create an environment for the promotion of local talent	Showcase two up and coming artists through heritage festival by the end of November 2015	End year festival	Number of up and coming artists showcased	1	2	0	0	2	0	500	LED & Planning	
2.5 Tourism Development	Harness and increase tourism potential and opportunities in the district	Develop 10 000 Accommodation establishment Brochures	Accommodation Tourism Brochures	Number of accommodations Establishment developed	5000	5000	0	2500	0	2500	FSTA / DETEA	LED & Planning	
		Develop 5000 Tourism Attractions Brochures	Tourism Attractions Brochures	Number of tourism attraction brochures developed	5000	5000	0	2500	0	2500	FSTA / DETEA	LED & Planning	



			Update the district tourism product owners database	Tourism Database	Number of district tourism product owners database updated	New project	1	1	0	0	0	Internal	LED & Planning
			Formalise financial Partnership with Matjhabeng for tourism service excellence awards	Financial Partnership	Number of financial partnership formalised with Matjhabeng		1	1	0	1	0	Internal	LED & Planning



National KPA 3	Municipal Strategic Focus Area	Objective	Strategy	Project Name	Key Performance Indicator	Baseline-Year 2	2014/2015	Q1	Q2	Q3	Q4	Budget (In R,000)	Department
Municipal Transformation and Institutional Development	3.1 Sound municipal administration	To adhere to all administrative responsibilities	Develop and distribute 20 signed portfolio committee agendas and minutes	Portfolio committee meetings	Number of signed portfolio committee agendas and minutes developed and distributed	New project	20	5	5	5	5	No funding required	Corporate Services
			Develop and distribute signed all MAYCO agendas and minutes	MAYCO meetings	Number signed MAYCO agendas and minutes	New project	4	1	1	1	1	No funding required	Corporate Services
			Develop and distribute signed council agendas and minutes	Council meetings	Number of signed council agendas and minutes	New project	4	1	1	1	1	No funding required	Corporate Services
	3.2 Local Labour forum	To ensure a functional LLF	Convene 4 LLF meetings by the end of June 2015	LLF meetings	Number of LLF meetings convened	New project	4	1	1	1	1	No funding required	Corporate Services
	3.3. Skills Development	Provide opportunity to students to receive experiential training.	Sign 20 experiential learners by the end of June 2015.	Experiential training	Number of experiential learners signed.	20	20	20	0	0	0	Internal	Corporate Services
	3.4 Workplace Skills Plan	Upgrade the skills of the staff members	Enroll 10 staff members for attending short courses by the end of June 2015.	Short courses	Number of staff members undertaking short courses to upgrade their skills.	18	10	-	-	-	10	Internal	Corporate Services
			Support staff members to	Provide financial	Financial assistance	Number of staff members	10	10	-	-	-	10	220



		further their qualifications.	assistance to staff members to further their studies		financially supported								
3.5. Employee Wellness Programme	Conduct employee physical and mental wellness programmes	Facilitate two fun walk for the employees by the end of June 2015	Employee wellness	Number of employees wellness programme conducted.	New project	4	0	1	0	1	90	Corporate Services	
		Facilitate inter-district sport day	Employee wellness	Number of inter-district sport day facilitated	1	1	0	1	0	0	Part of the employee wellness budget	Corporate Services	
3.6. Employment Equity	Ensure adherence to requirements of employment equity	Employ two women into senior management positions	Employment equity	Number of women employed into senior management positions	1	2	-	-	-	2	No funding required	Corporate Services	
		Facilitate 4 employment equity forum meetings by the end of June 2015	Employment equity forum	Number of employment equity forum facilitated	2	4	1	1	1	1	No budget required	Corporate Services	
3.7. Occupational health and safety	To ensure adherence to occupational health and safety act	Develop the occupational health and safety policy by the end of June 2015	Occupational health and safety policy	Number of Occupational health and safety policy developed	New	1	-	-	1	-	0	Corporate Services	



National KPA 4	Municipal Strategic Focus Area	Objective	Strategy	Project name	Key Performance Indicator	Baseline-Year 2	2014/2015	Q1	Q2	Q3	Q4	Budget (In R,000)	Department
Municipal Financial Viability and Management	4.1. Clean audit	Achieve a clean audit by 2014	To address all the matters of emphasis raised in the 2012/2013 financial year	Clean audit	Number of matters of emphasis eliminated	45	Clean audit	All matters addresses (45)	0	0	0	1,240	All Departments
			To review 3 financial and IT policies (Disaster recovery plan, SCM, IT) by the end of June 2015.	Financial policy review	Number of financial and IT policies reviewed	4	3	-	-	5	-	No funding required	Finance
			To develop virement, Business continuity plan and 3G Data policies by June 2014	Financial policy development	Number of new policies developed	0	3	-	-	-	3	No funding required	Finance
	4.2. Supply Chain Management compliance	Improve management of procurement processes.	Train staff members on procurement processes.	SCM Training	Number of staff members trained	0	10	-	-	-	10	No funding required	Finance
			Train bid committees members on procurement processes annually	Bid committees training.	Number of bid committee members	0	13	13	0	0	0	No funding required	Finance
	4.3. Asset Management	To ensure improved and updated municipal assets	Update asset register as and when purchases are made	Asset Management	Number of asset register updates done	101	83	20	20	23	20	No funding required	Finance
			Update asset register on a monthly basis		Number of asset register updated	4	12	3	3	3	3	No funding required	Finance
	4.4. Financial reports	To strengthen and sustain sound administrative and financial	Comply and submit financial reports.	Financial reporting	Number of financial reports submitted	34	46	11	13	11	11	No funding required	Finance/MM



		capacity of the district											
4.5. IT	To render effective & efficient ICT services	To procure new version of Microsoft license by June 2015	Microsoft licenses	Frequency of procuring new Microsoft licenses	0	1	-	-	-	1	0	Finance	
		Upgrade the municipal domain controller in June 2015	Upgrading municipal domain controller	Frequency of upgrading municipal domain controller	0	1	-	-	-	1	0	Finance	
		Install wireless points to improve connectivity in the Disaster Centre by June 2015	Wireless points installation	Number of wireless points connected	0	2	0	1	0	1	0	Finance	
		Increase the server capacity back-up to cater for all municipal users	Number of municipal officials catered for through the back-up service	Number of municipal officials catered for through the back-up service	0	170	-	-	-	170	0	Finance	



National KPA 5	Municipal Strategic Focus Area	Objective	Strategy	Project Name	Key Performance Indicator	Baseline-Year 2	2014/2015	Q1	Q2	Q3	Q4	Budget (In R,000)	Department			
Good Governance and Public Participation	5.1. IDP	Ensure participation of all stakeholders as per the municipality's public participation policy.	Convene 4 IDP Rep forum meetings to allow stakeholder participation	IDP	Number of stakeholder meetings held for IDP.	4	4	1	1	1	1	No funding required	Municipal Manager's Office			
					Number of plans developed and submitted	2	2	2	0	0	0	No funding required	LED and Planning			
	5.2. Moral regeneration	Restore societal moral values	Convening public awareness campaigns	Moral regeneration	Number of awareness campaigns convened	4	4	1	1	1	1	160	Executive Mayor			
	5.3. District Aids Council & HIV & AIDS	Reduce the spread of HIV & AIDS in the District	Coordinate 4 District Aids Council meetings	DAC	Number of DAC meetings coordinated	4	4	1	1	1	1	Budgeted for under campaigns	Executive Mayor			
						Coordinate HIV and AIDS awareness campaigns throughout the district.	HIV and AIDS awareness campaigns	Number of HIV and AIDS awareness coordinated.	4	4	1	1	1	1	Budgeted for under campaigns	Executive Mayor
	5.4. Gender, Disability, Elderly and Children's Programme	Promote the interests of designated groups	Conduct targeted awareness campaigns on the elderly	Targeted campaigns	Number of targeted awareness campaigns conducted for the elderly	1	1	-	-	-	1	Budgeted for under campaigns	Executive Mayor			
						Conduct targeted awareness campaigns for women	Targeted campaigns	Number of targeted awareness campaigns conducted for the women	1	1	-	-	-	1	Budgeted for under campaigns	Executive Mayor
						Conduct targeted awareness campaigns for the people with disabilities	Targeted campaigns	Number of targeted awareness campaigns conducted for people with disabilities	1	1	-	-	-	1	Budgeted for under campaigns	Executive Mayor
						Conduct targeted awareness campaigns on children's	Targeted campaigns	Number of targeted awareness campaigns conducted.	1	1	-	-	-	1	Budgeted for under campaigns	Executive Mayor



5.5. National Campaigns	Ensure coordination of all national and provincial campaigns in the district.	programmes.										
		Convene 1 state of the province address session	State of the Province address	Number of campaigns conducted.	4	1	0	0	1	0	Budgeted for under campaigns	Executive Mayor
		Undertake 4 international trips	International trips	Number of trips undertaken	0	1	-	-	-	1	200	Executive Mayor
		Convene 1 international women's day celebration activity	International women's day	Number of international women's day celebration activity convened	1	1	-	-	-	1	Budgeted for under campaigns	Executive Mayor
		Convene 1 freedom day celebration activity	Freedom day celebration	Number of freedom day celebration activity convened	1	1	0	0	1	0	Budgeted for under campaigns	Executive Mayor
		Launch 16 days of activism against women and children abuse	16 Days activism	Number of 16 days activism against women and children launched	1	1	0	1	0	0	Budgeted for under campaigns	Executive Mayor
5.6. Mandela day	To participate in the 67 minutes Mandela day in July.	Launch Mandela day	Mandela day		1	1	1	0	0	0	100	Executive Mayor
5.7. Bursaries	To provide bursaries to deserving students in Lejweleputswa region/district	Identify needy students in the district to apply for bursaries	Bursaries	Number of bursaries awarded	10+	10	0	0	10	0	2 000	Executive Mayor
5.8. Educational project	Encourage matriculation learners to improve their learning/passing grades.	Conduct motivational talk	Motivational talk	Number of motivational talks conducted	1	1	0	0	1	0	350	Executive Mayor
5.9. Grant-in-Aid	Create a conducive environment for the provision of aid during times of need	Donate money to members of the communities during times of need.	Grant -in -Aid	Number of members given donation	10+	Dependent on the amount needed for assistance	Dependent on the amount needed for assistance	Dependent on the amount needed for assistance	Dependent on the amount needed for assistance	Dependent on the amount needed for assistance	60	Executive Mayor



5.10. Arts and Culture	To ensure arts and culture is celebrated in the district	Organise Arts and Culture activities in the district	Arts and Culture celebrations	Number of activities organised	0	1	1	0	0	0	100	Executive Mayor
5.11. Training Ward councillors	Improve skills of ward councillors & committee members throughout the district	Conduct 2 district wide accredited skills training sessions for all ward committees.	Accredited Skills Training	Number of accredited training sessions conducted.	New project	2	0	1	0	1	100	Speaker's Office
5.12. Ward committee competitions	Reward best performing ward committees in the district	Convene 1 annual ward committee award by the end of June 2015	Ward committee competitions	Number of ward awards convened	New project	1	0	1	0	0	100	Speaker's Office
5.13. Public Participation and Education	Provide a platform for the promotion of stakeholder participation	Convene three public participation meetings on IDP by June 2015.	Public Participation meetings	Public participation meetings convened	3	3	1	0	1	1	250	Speaker's Office
5.14. National Population registration campaign	Coordinate continuous registration of new born babies and all citizens from 16 years upwards	Convene 2 outreach programmes in each local municipality by the end of June 2015.	Outreach programmes	Provide birth certificates and id's for residents	10	10	0	5	0	5	No funding required	Speaker's Office
5.15. Men's Forum	Encourage the promotion of a non-violent society through men outreach programme	Convene 4 local municipal sessions per year	Men's forum	Number of men's forum sessions held per year.	20	20	1	1	1	1	0	Speaker's Office
5.16. IGR	Ensure implementation of a single window of coordination in the district.	Convene 4 monitoring and evaluation meetings per year	IGR	Number of monitoring and evaluation meetings held.	4	4	1	1	1	1	No funding required	Municipal Manager's Office
		Convene 4 technical district coordinating committee meetings per		Number of technical district coordinating forum	4	4	1	1	1	1	No funding required	Municipal Manager's Office



		year		meetings held.									
		Convene 4 political coordinating forum meetings per year		Number of political district coordinating forum meetings held.	4	4	1	1	1	1		No funding required	Office of the Executive Mayor
5.17.LED Forum	Coordinate all local economic development initiatives throughout the district	Convene 4 LED forum meetings per year	LED Forum	Number of LED forum meetings convened	4	4	1	1	1	1		No funding required	LED & Planning
5.18. Policy Development	Create an improved policy environment in the municipality.	Revise three identified policies by June 2015	Policy development	Number of policies revised.	3	2	0	1	0	1		No funding required	Municipal Manager's Office
5.19. Branding	Ensure effective branding of LDM and communication with all its stakeholders	Reflect quarterly communication of achievements of the municipality through newsletters, print or electronic media	Branding	Number of adverts from varying sources	3	3	1	0	1	1	60		Municipal Manager's Office
5.20. Internal audit	Facilitate achievement of a clean audit of the municipality and its entity	Conduct quarterly internal audits to ensure improvement of service delivery.	Internal audit	Number of quarterly internal audits conducted per annum	New project	4	1	1	1	1		No funding required	Municipal Manager's office
5.21. Risk Management	Conduct quarterly risk assessments on identified municipal programmes as per the risk audit plan.	Conduct monthly monitoring of identified risks and provide feedback	Risk management	Number of quarterly risk assessments conducted	New project	4	1	1	1	1		No funding required	Municipal Manager's office
5.22. Security Management	Create an environment to improve safety of people staff and property	Monitor weekly in and out register book in all municipal entrances.	Security Management	Number of consolidated monthly access reports developed	new	12	3	3	3	3		No funding required	Municipal Manager



	within the municipal surrounding.	Re-activate an internal surveillance system and report monthly		Number of monthly security reports developed	new	12	3	3	3	3	No funding required	Municipal Manager
		Reactivate the use of access points by all staff members		Monthly reports on functional use of access points.	Finger access points have been installed in all municipal buildings	12	3	3	3	3	No funding required	Municipal Manager
5.23. Integrated Planning, Monitoring and Evaluation	To ensure a district wide coordination of integrated planning, implementation, monitoring and evaluation on a continuous basis	Coordinate development and alignment of IDP, SDBIP and budget.	Integrated Planning	Council Resolution on approved revised IDP	1	1	0	0	0	1	No funding required	Municipal Manager
				Council resolutions on budget and adjustment budget	1	1	0	0	- In part (budget adjustment resolution from council)	1 Council resolution on approved budget	No funding required	Municipal Manager
				Attendance register of all 5 sector meetings convened	5	5	1	0	2	2	No funding required	Municipal Manager
		Coordinate performance reporting, monitoring and evaluation	Performance Management	Number of six monthly performance assessment reports developed	2	2	0	1	0	1	100 000	Municipal Manager



National KPA 6	Municipal Strategic Focus Area	Objective	Strategy	Project Name	Key Performance Indicator	Baseline-Year 2	2014/2015	Q1	Q2	Q3	Q4	Budget (In R'000)	Department
Safe and healthy environment	6.1 Municipal health services	To do water quality monitoring to ensure safe and healthy potable and waste water	Implement effective water quality monitoring program.	Water quality monitoring	Number of water quality samples taken in terms of SANS 241.	55	60	15	15	15	15	80	EH
	6.2 Municipal health services	Enhance consumer protection with sufficient food control	Monitor all food selling outlets for compliance to legislation	Food quality monitoring	Number of food selling outlets monitored and complied	500	500	100	100	150	150	80	EH
			Implement effective food sampling program	Food sampling	Number of food samples taken	50	50	10	10	15	15	100	EH
	6.3 Municipal health services	To create public environmental health awareness	Implement environmental health awareness campaigns by the end of June 2015	Environmental health awareness campaign	Number of environmental health awareness campaigns conducted.	4	4	1	1	1	1	0	EH
	6.4 Municipal health services	Ensure safe air quality	Finalize air quality emissions inventory	Air quality emission inventory	Number of air emissions inventory finalized	New project	4	1	1	1	1	150	EH
			Ensure licensing of air quality emitters.	Licensing of air quality emitters	Number of companies licensed	New project	10	-	-	-	10	No funding required	EH
	6.5 Municipal health services	To ensure responsible waste management practices	Monitor all 17 waste management sites throughout the district.	Waste management monitoring	Number of waste management sites monitored	New project	4	1	1	1	1	No funding required	EH
	6.7 Municipal health services		Monitor all waste collection services in the district.	Waste collection monitoring	Number of waste collection services monitored	New project	4	1	1	1	1	No funding required	EH
	6.8 Municipal health services		Conduct waste management awareness campaigns.	Waste management campaigns	Number of waste management campaigns held	New project	4	1	1	1	1	No funding required	EH
	6.9 Municipal health services	To ensure the safe disposal of the dead	Ensure funeral parlours comply with legislation	Funeral parlours	Number of funeral parlours complying with regulations	New project	30	0	10	10	10	No funding required	EH
		Monitor all applications for exhumations and re-interments	Exhumations and re-interments	Number of exhumations and re-interments monitored	New project	As per request	As per request	As per request	As per request	As per request	No funding required	EH	



6.10 Municipal health services	Surveillance and prevention of communicable diseases	Investigate and monitor all notifications and incidents of communicable diseases	Communicable diseases	Number of communicable diseases notifications investigated	New project	As per request	As per request	As per request	As per request	As per request	No funding required	EH
6.11 Municipal health services	To ensure chemical safety	Investigate and monitor all organophosphate and pesticide poisoning cases	Chemical safety	Number of organophosphate and pesticide poisoning cases monitored and investigated	New project	As per request	As per request	As per request	As per request	As per request	No funding required	EH
6.12 Municipal health services	Surveillance and investigation of environmental pollution	Investigate all EH related complaints received	EH Complaints	Number of environmental health complaints investigated	New project	No funding required	No funding required	No funding required	No funding required	No funding required		EH
6.13 Municipal health services	Environmental health management system	Update EH Information System	EH Information System	Number of EH Information System updated	New project	1	1	1	1	1	0	EH
	Sustainable development and reduced climate change impact on biodiversity	Develop District Climate Change response strategy	Climate change strategy	Number of Climate change Strategy developed	New project	1	1	0	0	0	0	EH
6.14 Environmental Management		Revised District Environmental Management Plan	Environmental Management Plan	Number of Environmental Management Plan developed	New project	1	-	-	1	0	0	EH
6.15 Disaster Management Awareness	Increase disaster management awareness throughout the district.	Conduct monthly disaster awareness campaigns in conjunction with respective local municipalities in the district.	Disaster awareness campaign	Number of monthly disaster awareness campaigns held.	12	12	3	3	3	3	0	DM



6.16 Establish mechanisms for the development, and adoption of integrated disaster risk management policy in the entire district.	Ensure an integrated, and multi-sectoral approach to Disaster Management in the District	Convene four quarterly disaster management advisory forum meetings ,monthly meetings with the Local Municipalities"" disaster management coordinators	Disaster management forum meetings held, monthly meetings with local coordinators, and Disaster Management workshops held.	Number of disaster Management Advisory Forum meetings held	4	4	1	1	1	1	0	DM
6.17 Disaster Management	Formalize and promote integrated Disaster Management, and disaster incidents responses throughout the district.	Develop Disaster response plans, Evacuation Plans, and Mitigation strategies.	Simulation Exercise, Disaster preparedness Plans developed, and JOC's held.	Number of simulation exercises conducted	0	5	0	1	2	2	0	DM
6.18 Disaster Relief fund	To respond quickly to disaster occurrences	By ensuring that Disaster Centre is properly equipped	Disaster relief fund	Number of disaster reliefs responded to		10+	As per request	As per request	As per request	As per request	120 000	DM
6.19 Fire services	Ensure coordination of fire services throughout the District.	Conduct 12 fire safety awareness campaigns.	Fire Safety awareness Campaigns.	Number of fire safety awareness campaigns conducted	1	12	3	3	3	3	0	DM
		Training 20 fire-fighters in the local municipalities	Fire fighters training	Number of fire-fighters trained	0	20	-	-	-	20	170 000	DM





**Monthly budget and revenue and
expenditure projections for
2014/2015 financial year**

Chapter 3



DC18 Lejweleputswa - Supporting Table SA25 Budgeted monthly revenue and expenditure

Description	Ref	Budget Year 2014/15												Medium Term Revenue and Expenditure Framework		
		July	August	Sept.	October	November	December	January	February	March	April	May	June	Budget Year 2014/15	Budget Year +1 2015/16	Budget Year +2 2016/17
Revenue By Source	-															
Property rates													-	-	-	-
Property rates - penalties & collection charges													-	-	-	-
Service charges - electricity revenue													-	-	-	-
Service charges - water revenue													-	-	-	-
Service charges - sanitation revenue													-	-	-	-
Service charges - refuse revenue													-	-	-	-
Service charges - other													-	-	-	-
Rental of facilities and equipment													-	-	-	-
Interest earned - external investments		14	83	250	374	183	246	157	66	385	117	123	147	2 145	1 870	1 860
Interest earned - outstanding debtors													305	305	-	-
Dividends received													-	-	-	-
Fines													-	-	-	-
Licenses and permits													-	-	-	-
Agency services													-	-	-	-
Transfers recognized - operational		46 025		934		38 524				23 223			-	108 706	114 834	116 739
Other revenue		5	8	6	9	14	6	7	8	9	10	6	9	95	90	90
Gains on disposal of PPE													-	-	-	-
Total Revenue (excluding capital transfers and contributions)		46 044	91	1 190	383	38 721	252	164	74	23 617	127	129	460	111 251	116 794	118 689
Expenditure By Type	-															
Employee related costs		3 685	4 171	4 382	4 426	4 514	4 670	5 230	5 807	5 860	5 413	5 320	4 172	57 651	60 792	64 669
Remuneration of councillors		705	710	723	731	738	741	771	760	770	773	780	759	8 962	9 535	10 145
Debt impairment													-	-	-	-
Depreciation & asset impairment		407	428	536	460	457	551	574	566	578	631	750	658	6 596	7 199	7 137
Finance charges							1 160						1 160	2 321	2 022	1 666
Bulk purchases													-	-	-	-
Other materials													-	-	-	-
Contracted services													-	-	-	-
Transfers and grants		2 500	168	290	372	405	460	300	275	190	200	150	140	5 450	7 050	7 450
Other expenditure		2 165	2 290	2 346	2 387	2 409	2 610	2 707	2 819	2 958	2 806	2 403	2 144	30 044	29 290	26 913
Loss on disposal of PPE													-	-	-	-



Total Expenditure		9 462	7 767	8 277	8 376	8 523	10 192	9 582	10 227	10 356	9 823	9 403	9 034	111 023	115 889	117 980
Surplus/(Deficit)		36 582	(7 676)	(7 088)	(7 994)	30 198	(9 941)	(9 418)	(10 153)	13 261	(9 696)	(9 275)	(8 574)	228	905	709
Transfers recognized - capital													-	-	-	-
Contributions recognized - capital													-	-	-	-
Contributed assets													-	-	-	-
Surplus/(Deficit) after capital transfers & contributions		36 582	(7 676)	(7 088)	(7 994)	30 198	(9 941)	(9 418)	(10 153)	13 261	(9 696)	(9 275)	(8 574)	228	905	709
Taxation													-	-	-	-
Attributable to minorities													-	-	-	-
Share of surplus/ (deficit) of associate													-	-	-	-
Surplus/(Deficit)	1	36 582	(7 676)	(7 088)	(7 994)	30 198	(9 941)	(9 418)	(10 153)	13 261	(9 696)	(9 275)	(8 574)	228	905	709



DC18 Lejweleputswa - Supporting Table SA26 Budgeted monthly revenue and expenditure (municipal vote)

Description	Ref	Budget Year 2014/15											Medium Term Revenue and Expenditure Framework			
		July	August	Sept.	October	November	December	January	February	March	April	May	June	Budget Year 2014/15	Budget Year +1 2015/16	Budget Year +2 2016/17
Revenue by Vote	-															
Vote 1 - Executive Mayor													-	-	-	-
Vote 2 - Speaker													-	-	-	-
Vote 3 - Mayoral Committee													-	-	-	-
Vote 4 - Council General		42 609				38 524				25 389			-	106 522	112 617	114 421
Vote 5 - Municipal Manager			934										-	934	967	1 018
Vote 6 - Budget & Treasury		1 500	129	272	138	116	302	225	173	266	371	180	123	3 795	3 210	3 250
Vote 7 - Corporate Services													-	-	-	-
Vote 8 - Human Resources													-	-	-	-
Vote 9 - Information Technology													-	-	-	-
Vote 10 - Property													-	-	-	-
Vote 11 - Municipal Support													-	-	-	-
Vote 12 - Planning & Development													-	-	-	-
Vote 13 - Community & Social Services													-	-	-	-
Vote 14 - Environmental Health Services													-	-	-	-
Vote 15 - Tourism													-	-	-	-
Total Revenue by Vote		44 109	1 063	272	138	38 640	302	225	173	25 655	371	180	123	111 251	116 794	118 689
Expenditure by Vote to be appropriated	-															
Vote 1 - Executive Mayor		617	672	608	701	680	692	681	803	742	809	720	689	8 414	8 979	9 575
Vote 2 - Speaker		195	204	217	219	231	250	238	217	227	230	243	221	2 692	2 858	3 037
Vote 3 - Mayoral Committee		450	475	486	508	515	527	482	490	465	429	410	426	5 664	6 026	6 398
Vote 4 - Council General		940	953	994	1 200	1 400	1 634	1 704	1 853	2 050	1 982	1 739	1 697	18 147	19 964	20 566
Vote 5 - Municipal Manager		860	932	1 140	1 202	1 348	1 490	1 344	1 375	1 409	1 440	1 560	892	14 992	13 662	13 759
Vote 6 - Budget & Treasury		1 056	1 248	1 356	1 479	1 570	1 600	1 380	1 521	1 470	1 396	1 304	1 297	16 677	17 480	17 714
Vote 7 - Corporate Services		901	935	959	1 082	803	950	1 063	1 094	1 182	1 063	987	882	11 901	12 566	12 577
Vote 8 - Human Resources													-	-	-	-
Vote 9 - Information Technology													-	-	-	-
Vote 10 - Property		416	433	450	470	456	461	467	390	396	410	400	362	5 111	5 513	5 379



Vote 11 - Municipal Support													-	-	-	-
Vote 12 - Planning & Development		639	650	714	656	661	718	622	603	741	679	692	678	8 052	8 466	8 485
Vote 13 - Community & Social Services		608	611	620	630	642	630	624	641	633	621	635	605	7 499	7 795	7 829
Vote 14 - Environmental Health Services		713	763	785	801	823	855	942	865	889	1 226	1 312	883	10 856	11 508	11 537
Vote 15 - Tourism				400			370			250			-	1 020	1 071	1 125
Total Expenditure by Vote		7 395	7 875	8 727	8 948	9 129	10 177	9 547	9 852	10 454	10 285	10 002	8 631	111 023	115 889	117 980
Surplus/(Deficit) before assoc.		36 714	(6 812)	(8 456)	(8 810)	29 512	(9 875)	(9 322)	(9 679)	15 201	(9 914)	(9 822)	(8 508)	228	905	709
Taxation Attributable to minorities													-	-	-	-
Share of surplus/(deficit) of associate													-	-	-	-
Surplus/(Deficit)	1	36 714	(6 812)	(8 456)	(8 810)	29 512	(9 875)	(9 322)	(9 679)	15 201	(9 914)	(9 822)	(8 508)	228	905	709



DC18 Lejweleputswa - Supporting Table SA27 Budgeted monthly revenue and expenditure (standard classification)

Description	Ref	Budget Year 2014/15												Medium Term Revenue and Expenditure Framework		
		July	August	Sept.	October	November	December	January	February	March	April	May	June	Budget Year 2014/15	Budget Year +1 2015/16	Budget Year +2 2016/17
Revenue - Standard	-															
Governance and administration		42 609	-	-	-	-	-	-	-	-	-	-	68 642	111 251	116 794	118 689
Executive and council		42 609											64 847	107 456	113 584	115 439
Budget and treasury office													3 795	3 795	3 210	3 250
Corporate services													-	-	-	-
Community and public safety																
Community and social services													-	-	-	-
Sport and recreation													-	-	-	-
Public safety													-	-	-	-
Housing													-	-	-	-
Health													-	-	-	-
Economic and environmental services																
Planning and development													-	-	-	-
Road transport													-	-	-	-
Environmental protection													-	-	-	-
Trading services																
Electricity													-	-	-	-
Water													-	-	-	-
Waste water management													-	-	-	-
Waste management													-	-	-	-
Other													-	-	-	-
Total Revenue - Standard		42 609	-	-	-	-	-	-	-	-	-	-	68 642	111 251	116 794	118 689
Expenditure - Standard	-															
Governance and administration		5 435	5 852	6 209	6 861	7 003	7 604	7 359	7 743	7 941	7 759	7 363	6 466	83 596	87 049	89 004
Executive and council		3 062	3 236	3 445	3 830	4 174	4 593	4 449	4 738	4 893	4 890	4 672	3 926	49 908	51 489	53 335
Budget and treasury office		1 056	1 248	1 356	1 479	1 570	1 600	1 380	1 521	1 470	1 396	1 304	1 297	16 677	17 480	17 714
Corporate services		1 317	1 368	1 409	1 552	1 259	1 411	1 530	1 484	1 578	1 473	1 387	1 244	17 011	18 080	17 956
Community and public safety		608	611	620	630	642	630	624	641	633	621	635	605	7 499	7 795	7 829
Community and social services		608	611	620	630	642	630	624	641	633	621	635	605	7 499	7 795	7 829
Sport and recreation													-	-	-	-
Public safety													-	-	-	-



Housing													-	-	-	-
Health													-	-	-	-
Economic and environmental services																
		1 352	1 413	1 498	1 457	1 484	1 573	1 564	1 468	1 630	1 905	2 004	1 561	18 907	19 974	20 022
Planning and development		639	650	714	656	661	718	622	603	741	679	692	678	8 052	8 466	8 485
Road transport																
Environmental protection		713	763	785	801	823	855	942	865	889	1 226	1 312	883	10 856	11 508	11 537
Trading services																
Electricity																
Water																
Waste water management																
Waste management																
Other				500			370			150				1 020	1 071	1 125
Total Expenditure - Standard		7 395	7 875	8 827	8 948	9 129	10 177	9 547	9 852	10 354	10 285	10 002	8 631	111 023	115 889	117 980
Surplus/(Deficit) before assoc.		35 214	(7 875)	(8 827)	(8 948)	(9 129)	(10 177)	(9 547)	(9 852)	(10 354)	(10 285)	(10 002)	60 010	228	905	709
Share of surplus/ (deficit) of associate																
Surplus/(Deficit)	1	35 214	(7 875)	(8 827)	(8 948)	(9 129)	(10 177)	(9 547)	(9 852)	(10 354)	(10 285)	(10 002)	60 010	228	905	709



DC18 Lejweleputswa - Supporting Table SA28 Budgeted monthly capital expenditure (municipal vote)

Description	Ref	Budget Year 2014/15												Medium Term Revenue and Expenditure Framework			
		July	August	Sept.	October	Nov.	Dec.	January	Feb.	March	April	May	June	Budget Year 2014/15	Budget Year +1 2015/16	Budget Year +2 2016/17	
Multi-year expenditure to be appropriated	1																
Vote 1 - Executive Mayor														-	-	-	-
Vote 2 - Speaker														-	-	-	-
Vote 3 - Mayoral Committee														-	-	-	-
Vote 4 - Council General														-	-	-	-
Vote 5 - Municipal Manager														-	-	-	-
Vote 6 - Budget & Treasury														-	-	-	-
Vote 7 - Corporate Services														-	-	-	-
Vote 8 - Human Resources														-	-	-	-
Vote 9 - Information Technology														-	-	-	-
Vote 10 - Property														-	-	-	-
Vote 11 - Municipal Support														-	-	-	-
Vote 12 - Planning & Development														-	-	-	-
Vote 13 - Community & Social Services														-	-	-	-
Vote 14 - Environmental Health Services														-	-	-	-
Vote 15 - Tourism														-	-	-	-
Capital multi-year expenditure sub-total	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Single-year expenditure to be appropriated																	
Vote 1 - Executive Mayor				30										-	30	65	50
Vote 2 - Speaker					30									-	30	32	33
Vote 3 - Mayoral Committee						30								-	30	45	40
Vote 4 - Council General														-	-	300	500
Vote 5 - Municipal Manager			50			90		50						-	190	60	70
Vote 6 - Budget & Treasury					60		100		65		70			-	295	210	230
Vote 7 - Corporate Services			30											-	30	45	60
Vote 8 - Human Resources														-	-	-	-
Vote 9 - Information Technology														-	-	-	-
Vote 10 - Property				50										-	50	905	-
Vote 11 - Municipal Support														-	-	-	-



Vote 12 - Planning & Development			45										-	45	60	30
Vote 13 - Community & Social Services				30									-	30	40	50
Vote 14 - Environmental Health Services				30	30				40		50	40	-	190	350	500
Vote 15 - Tourism													-	-	-	-
Capital single-year expenditure sub-total	2	-	125	140	120	120	100	90	65	50	70	40	-	920	2 112	1 563
Total Capital Expenditure	2	-	125	140	120	120	100	90	65	50	70	40	-	920	2 112	1 563

