CHAPTER 2: KOU-KAMMA MUNICIPALITY HUMAN RESOURCES & ORGANISATIONAL MANAGEMENT

2.1 Organisational Structure

The municipality's organisational structure consists of the following four departments under the umbrella of the Municipal Manager's office:

- Corporate Services
- Financial Services
- Technical and Infrastructure Services
- Community Services

The Municipal Manager's Office holds the accountability and responsibility for the effective, efficient and sound financial administration of the Koukamma Municipality. It also provided executive support to the political structure through administrations and also focuses on HIV & AIDS, Disaster Management, Performance Management and Capacity Building.

The total number of staff employed in each of the four departments on the organisational structure is as follows:

Department	Number of Employees
Office of the Municipal Manager	3
Finance	28
Corporate Services	13
Technical and Infrastructure	82
Community Services	26
TOTAL	152

Employee Related Costs

	2004/2005	2005/2006	2006/2007
	R	R	R
Actual			
Salary Budget			2
Total Budget			

Total Money owed to the Municipality by Staff:

2.2 Skills Development Progress Report

The Workplase Skills Plan for the 2006/07 financial year has been adopted and the implementation report for 2005/06 has been submitted to LGWSETA as required by the Skills Development Act.

For the period July 2006 to June 2007, the following progress has been maded with regards to skills development as projected by the Workplace Skills Plan:

	1
	13
	10 10
	1
	19
	8
	8
e	
ofi	
- LO	2
- 22	
5	
ũ	
X	
2	٩.,
đ	
5	+
ш	1

Municipality as at 30 June 2	at 30 June	at 30 June	at 30 June	at 30 June
Municipality as at 30	the Municipality as at 30	in the Municipality as at 30	of employees in the Municipality as at 30	umber of employees in the Municinality
Municipality as at	the Municipality as at	in the Municipality as at	of employees in the Municipality as at	umber of employees in the Municinality
Municipality :	the Municipality :	in the Municipality a	of employees in the Municipality a	umber of employees in the Municipality
	the	in the	of employees in the	number of employees in the

	3					Rŝ	Race									Age cat	Age categories	5						PWD	
Code	Employment category	African	+	히	-+-	Idiar	N	White	Total	Total	1	- 20	21-30	$\left \right $	31-40	41	41-50	+ 51	H	Total	H	Total	N	ш	Total
		Σ	L	Σ	E N		Σ	L	Z		W	ш.	Z		L W	Z	щ	W	ш	W	с Ц	OLAI		-	I DIGI
1. Legislators																									
	Executive Mayor						-		0	0	0			-	-				\vdash	0	0	0			ſ
	Mayor		-	-					-	0	+			-	+			-		1	0	-			0
1112	Local Government Legislators (Councillors)	0	-	~	2		-	-	5	4	6					0	e.	0	-			0			
1113	Traditional Leaders & Heads of Villages				1				0	0	0			-		-		1	-	2 0		, ,			
	Other (specify below)													$\ $					H	1					
	SUB-TOTALS	m	+	2	2	0	1	-	0 9	0 4	90	0	0	0	2	0 0		0	-	0 9	0	90	c	c	
1. Directors and	. Directors and Corporate Managers																					2		,	Ì
11131	City/Municipal Manager	-	F	-	\vdash	-		L	-	0	-	L		-		1		-	-	-	0	F	F	F	P
11133	General Managers								0	0	0									0	0	0			0
1211	Corporate Services Managers							-	0	+	-					1			$\left \right $	0	1	1			0
1212	Finance Managers			_					0	0	0									0	0	0			0
1213	Human Resource Managers							20	0	0	0									0	0	0			0
1214	Policy and Planning Managers								0	0	0			_						0	0	0			0
1221	Engineering Managers			-			2		2	0	2			-		1		1		2	0	2			0
1222	Construction Managers								0	0	0									0	0	0			0
1231	ICT Managers								0	0	0									0	0	0			0
1251	Health, Welfare and Education Service Managers								c	c				-						c	-	-			c
12922	Commissioned Fire Officer	T			+	+		T	0	0	0	-		+	-				-	0	0	0	+	t	
12923	Commissioned Police Officer			-			an dire		c	c	- c								-	- c	6	-		1	
12991	Laboratory Managers	T	T	-	-				0	0	0			+	-				+	0	0	0		t	0
12992	Environment, Parks and Land			-					c	6				-						-	6			-	C
12993	Sports Administrator or Manager				+	-			0	0	0			+						0	0	0	+	+	0
12994	Arts Administrator or Managers		-	-					0	0	0			-						0	0	0			0
1491	Sport and Recreation Managers								0	0	0									0	0	0	-		0
1492	Customer Services Managers								0	0	0			-					_	0	0	0	_		0
	Other (specify below)				_	_			-		-			_								-		-	
	Community Services Manager			-	-	_			-	0				-		-			-	-	0	-	+	1	•
	SUB-TOTALS	F	0	-	0	0	0 2	Ŧ	4	-	2	0	0	0	0	3	•	Ŧ	0	4	-	5	0	0	٩

Affreen Coloured Indian White Total $31-30$						Race								Age categories	dories					-		DWD	Γ
Training M F<	Code	Employment category	African	Colourei	-	L	Vhita	Total		00	0 40				-	. 74		+			•	2	T
Training Interstoration Frequencing Interstoration (Construction) Interstoration (Construction) Interstoration (Construction) Interstoration (Construction) Interstoration (Construction) Interstoration (Construction) Interstoration (Construction) Interstoration (Construction) Interstoration (Construction) Interstoration Interstorat			MF	MF	ž	-			Total	2-	-		-40	-14 M	2 "		Z	I otal	Total	M		F Tc	Total
Core Admin Core Admin I	2. Professional	S																					Τ
atte Core Finance I		Core Admin				-							_		-	\vdash			0	0	ŀ	-	C
Legal Legal I	Cornorato	Core Finance													-				0	0	-	-	0
Training Frocuement 0	Configure	Legal																		0	-	-	0
Taning Intraction Procurement I<	כפו גורפס	LI.														-		0	0	0			0
Training Training Internet		Procurement																	0	0	+		0
Rist Property Valuation Image Property Valuation Image <	HR and Training											-			t				0	0	$\left \right $	-	0
ial Biales District District <thdistrict< th=""> <thdistrict< th=""> <thdistr< td=""><td>2</td><td>-</td><td></td><td></td><td></td><td>-</td><td></td><td></td><td></td><td></td><td></td><td>F</td><td></td><td></td><td>\vdash</td><td></td><td>L</td><td></td><td>0</td><td>0</td><td></td><td>$\left \right$</td><td>0</td></thdistr<></thdistrict<></thdistrict<>	2	-				-						F			\vdash		L		0	0		$\left \right $	0
S Billing Solution Description Description <thdescription< td=""><td>Financial</td><td>Rates</td><td></td><td></td><td></td><td>-</td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td>0</td><td>0</td><td>-</td><td></td><td>0</td></thdescription<>	Financial	Rates				-													0	0	-		0
$ \begin{array}{ c c c c c c c c c c c c c c c c c c c$	Services	Billing													t				0	0	-		0
$ \begin{array}{ c c c c c c c c c c c c c c c c c c c$		Client Services																	0	0	-	-	0
$ \begin{array}{ c c c c c c c c c c c c c c c c c c c$		Parks				-						\vdash			-					0	\vdash		6
$ \begin{array}{ c c c c c c c c c c c c c c c c c c c$		Community Facilities										-								0			0
$ \begin{array}{ c c c c c c c c c c c c c c c c c c c$	Community	Libraries																	0	0			0
Primary Health Care Facilities Primary	Services	Recreation Centres										$\left \right $								0			0
Cemetries Cemetries <t< td=""><td></td><td>Primary Health Care Facilities</td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td>0</td><td>0</td><td></td><td></td><td>0</td></t<>		Primary Health Care Facilities																	0	0			0
$ \begin{array}{ c c c c c c c c c c c c c c c c c c c$		Cemetries										-								0			0
$ \begin{array}{ c c c c c c c c c c c c c c c c c c c$	Environmental	Environmental Health														\vdash				0			0
By-laws By-laws <t< td=""><td>Management</td><td>Pollution Control</td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td>-</td><td></td><td></td><td>0</td><td>0</td><td></td><td></td><td>0</td></t<>	Management	Pollution Control														-			0	0			0
Ilcensing Ilcensing <t< td=""><td>l anal</td><td>By-laws</td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td>\vdash</td><td></td><td></td><td>\vdash</td><td></td><td></td><td>0</td><td></td><td>0</td><td>\vdash</td><td>\vdash</td><td>0</td></t<>	l anal	By-laws										\vdash			\vdash			0		0	\vdash	\vdash	0
Incy Fire & rescue Image: Section of the image and the image anditimage and the image and the image and the i	reya.	Licensing										-						0		0			0
inity Disaster Planning and Inity Disaster Planning and Inity Public Safety Inity	Emergency	Fire & rescue													$\left \right $			0 0		0		╞	0
Inity Public Safety 0	Services	Disaster Planning and										-								0			0
Transfit Management Institute	Community	Public Safety										-			\vdash	-				0			0
LED/IDP/Urban Planning Image: Control of the state	Safety																	0 0		0			0
LED/IDP/Urban Planning LED/IDP/Urban Planning LED/IDP/Urban Planning L <thl< th=""> L<td>Public Transport</td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td>\vdash</td><td></td><td></td><td></td><td></td><td></td><td>0</td><td></td><td>0</td><td>_</td><td></td><td>0</td></thl<>	Public Transport											\vdash						0		0	_		0
Land use management Iand use management 0	Municipal	LED/IDP/Urban Planning										-			-	-		0		0			0
Roads and Stormwater Roads and Stormwater 0	Planning	Land use management				-												0 0		0			0
Roads and Stormwater Image: Control of the structure Image: Control of the str	Housing		_													-		0		0			0
Solid Waste and Landfill Solid Waste and Landfill 0		Roads and Stormwater										H			-			0		0	-	_	0
Water supply and waste water D	Technical	Solid Waste and Landfill													-			0 0		0			0
	Services	Water supply and waste water																0	-	0			0
		Electricity	_									-			_	_				0	_	_	0
		SUB-TOTALS	0 0	0	0 0	0	0 0			0		0		0	0	0	0	0	_	0	0	0	0

17.0					Race								Age categories	Dries					DIMO	
Code	Employment category	10	Colour		-	White	Total	Total	- 20	21	21-30	31-40	41-50	+	51	Total		+		
		LL N	X	R F	M	ш	MF	I DIGI	N	F M	ш	M F	W	M	<u>ц</u>	M M	Total	W	Ľ.	Total
3. Technicians	3. Technicians and Trade Workers																			
	Core Admin						L								$\left \right $	L	0	0		
Cornorate	Core Finance		_																	
Services	Legal						0 0	0								0	0	00		
6001000	L				-									-	+		0	- T		
	Procurement							0									0	· c		
HR and Training												$\left \right $			╎					
	Property Valuation														+			-		
Financial	Rates																00	0		
Services	Billing																0	0 0		
	Client Services							0												
2	Parks										t			+	╞					
	Community Facilities																	> <		
Community	Libraries														+	1		0 0		
Services	Recreation Centres								-						+					
	Primary Health Care Facilities													+	+			200		
	Cemetries															1		00		
Environmental	Environmental Health										t	$\left \right $			$\left \right $			0		
Management	Pollution Control																	0 0		
local	By-laws								$\left \right $		t	$\left \right $		ļ				0		
-chai	Licensing																	0		
Emergency	Fire & rescue						0	0	-		t					0		0		
Services	Disaster Planning and																	0		
Community	Public Safety						0 0								$\left \right $			0		
Safety	Traffic Management	_													-		0	0		
Public Transport							0 0		-								0	0		
Municipal	LED/IDP/Urban Planning						0 0	0									0	0		
Planning	Land use management	_		-	-		0 0	0									0	0		
Housing			F				1 0	1				-						-		
	Roads and Stormwater						0 0	0							╞		0	0		
Technical	Solid Waste and Landfill						0 0	0									0	0		
Services	Water supply and waste water						0 0	0								0	0	0		
	Electricity							0									0	0		
	SUB-TOTALS	0 0	+	0 0	0 1	0	2 0	2	0	0 0	0	1	0	0 1	0			2 0	0	

Employment profile

2007
June
30
3
Se
2
Municipali
S
the
Ξ.
ployees
of em
-
er
9
nur
Total

				Race							Ann	an increased						Clain	ſ
					- 1						22	Age categories					10.00 - 200	LWN	
Code	Employment category	0	no	dia	White	Total	Total	- 20	21-30	_	31-40	41-50	+ 51	Total		Tatal	an	L	Tatal
		⊥ Σ	M	MF	L W	M	10101	MF	M	M	F	MF	MF	W	ш	I OLAI	E	L	10131
4. Community a	Community and Personal Service Workers																		
	Core Admin					0 0					-			0	0	0	╞		0
Cornerate	Core Finance						0							0	0	0			0
Conjiner	Legal					0 0								0	0	0			0
Sabivices	LI -													0	0	0			0
	Procurement					0 0	0							0	0	0			0
HR and Training							0							0	0	0	F		0
	Property Valuation													0	0	0			0
Financial	Rates					0 0	0							0	0	0			0
Services	Billing						0							0	0	0			0
	Client Services						0							0	0	0			0
	Parks						0						-	0	0	0			0
	Community Facilities						0							0	0	0			0
Community	Libraries	+	1		2	1 3	4			1 1	-			1 1	3	4			0
Services	Recreation Centres													0	0	0			0
	Primary Health Care Facilities													0	0	0			0
	Cemetries						0				_			0	0	0			0
Environmental	Environmental Health	-					-			1				0	1	1			0
Management	Pollution Control						1.2							0	0	0			0
11	By-laws													0	0	0			0
Legar	Licensing					0 0	0							0	0	0			0
Emergency	Fire & rescue	F	1						1			1		2	0	2			0
Services	Disaster Planning and							_			_	_	_	0	0	0		-	0
Community	Public Safety	2	1				3		+	-			-	3	0	3			0
Safety	Traffic Management	4	3		1 1				-	4	2	2		7	2	6			0
Public Transport	1.11						0							0	0	0			0
Municipal	LED/IDP/Urban Planning	1											-	-	0	-			0
Planning	Land use management						0							0	0	0			0
Housing						0 0								0	0	0			0
	Roads and Stormwater					0 0					_			0	0	0	-		0
Technical	Solid Waste and Landfill						0				_			0	0	0			0
Services	Water supply and waste water					0 0					_		_	0	0	0	-		0
	Electricity					0 0	0				_		_	0	0	0			•
	SUB-TOTALS	9 1	5 1	0 0	1 3	15 5		0 0	3	2 6	3	3 0	2	1 14	9	20	0	0	0

Code ate and A 1 Training a 1 Training a 1 Training a 1 a 1 a 1 a 1 a 1 a 1 a 1 a 1 a 1 a 1	African M F				Kace															1	
rical and Adminit rical and Adminit ate Core A 1 Training Proper Billings ss Billings ss Billings Proper Proper By-law By	Atrica M	+					-		-		0.5		Age	Age categories	es				_	2	DWD
es es arte a Training a Training es es es es es es es es es es full training es es es es es es es es es es es es es	┥┝┽ <u></u> ╡┽┽╇		j9	Ind	9	White	Total	al Total	- 20		21-30	31-40	40	41-50	+ 51	-	Total	L	-	-	L
rical and A rical		F	L W	Z	ш	LL X	X	F - 101	N	2	M N	N	ш	M	M	u	M	Total	al	LL.	Total
ate es d Training d Training es es es es es ency es ency ency ency ency es es es es es es es es es es es es es											+		-			-	-	-		-	-
ate es ial ial es es es es es es es es es es es es es	-	5		4	F				12	╞	F	5 3	10	+		F		•	42		-
and training as a second training as a second training as a second training as a second transport transport a second transport		-	5	-	F		1 6		6	+	+	3 6	-	- 0	0	-		0 0	7 0		+
raining ity hental fity ity							0	0	0		-				4	+	0 0	20	סת	+	
1 Training ial unity ss nmental ement ement ement fransport gg							0		0					-							
al Training ial es es es es es es es es ency es ency es fransport fransport eg							0		0							+		0 0	2 0	-	-
ial unity as ancy sis unity Transport g				-		$\left \right $	e		, -			Ļ		+	1	+	1	5 1	5	+	\downarrow
ial unity as amental amevy is inty is inty al ag		-			\downarrow		0		-		+		F	+	T	+			-	+	\downarrow
es unity es nmental ement ement en nity nity fransport g	4	3	2	2		-	9		11		4	6		~				- 4	- +	+	
unity as ancy ancy as ancy as ancy as ancy as ancy as ancy as ancy as ancy as ancy as as ancy as an anta as as as as as as an an an an an an an an an an an an an				3			0		4	+	-		- 0	-		-		0	-	+	+
as antity ancy ancy ancy ancy antity Transport ag		\vdash		-			-	Ĩ	. 0	+			1 4	+		-		t c	t c		_
unity as mental mental ment is mity mity aal g		\vdash					0			+	+	T	╋	+	t	+		V 0	4 0	+	+
unity ss nmental ment ss nncy ss nnity nity fransport gg g					-		c		00	+								2	2 0	+	-
es ancy is infy all all all all all all all all all al			-				c					T	+							+	-
amental ement ancy ss ss ss ss ss ss ss ss ss ss ss ss ss					+					-	+		+			+		0	0	+	-
nmental ement sercy is unity Transport g		-			+						-			+				0	-	-	_
nmental ement ency ss ss nity nity nity fransport gg g			-		+	+			> <	+			+	+		+		0	0	_	
ement ancy is unity Transport pal g	+	+	+	T	+	+	-		-		+		+					0	0	_	_
ancy ss unity Transport pal g		-	+		+	+	-				-			-		-		0	0		
ency iss unity pal g		+					0		0	-	_							0	0		
ency is unity Transport pal g		-				_	0		0							-		0	0		
ency is unity Transport pal g		-	-				0		0									0	0	-	
is Inity Pal 19 19							0		0	$\left \right $								0	0		
unity Transport pal g							0		0									0	0		
Transport pal 19							0		0				┝				0	0	-	+	
ansport		1	-						4			-	2					6	4		
							0		0	-			┝					0	0		
							•		0	$\left \right $			┢					0	0	Ļ	L
							0		0							-		0	0		
		-				_	0		-				-					-	-	-	L
		-					0		0							$\left \right $	0	0	0		
_		_					0		0	-								0	0		
Services Water supply and waste water							0		0									0	0		
Electricity	-	_	_		_	_	0		0									0	0		
SUB-TOTALS	9	13 1	10 13	0	0	0 3	16	29 4	45 0	0	2 14	10	10	E P	c	6			45	+	

					Race								A	Age categories	tories						DWD	
Code	Employment category	African	Coloured	I Indian	-	White	Total		'	20	21-30	\vdash	31-40	41-50	0	+ 51		Total				
0000-044690-000-0	-	M	-	Z	~	ш	M	F Total	Z	u	W	-	L	×	L L	M F	×	E	Total	£	u.	Total
6. Machine Ope	6. Machine Operators and Drivers																					
	Core Admin						0	0	0			L			\vdash	L	Ĺ			0	L	
Cornorate	Core Finance						0	0	0			_						0 0		0		
Conjuga	Legal						0		0						-			0 0				
261 41662	1T						0		0						-			0 0				
	Procurement						0	0	0									0 0		0		
HR and Training							0	0	0									0				
	Property Valuation						0		0									0				0
Financial	Rates						0	0	0									0 0		0		0
Services	Billing						0		0		-									-		0
	Client Services						0		0											-		0
	Parks						0		0			_			-							0
	Community Facilities						0		0						-			0	0			0
Community	Libraries						0		0											-		0
Services	Recreation Centres						0		0						-							0
	Primary Health Care Facilities			-			0		0						-	_				-		0
	Cemetries						0		0						H			0 0				
Environmental	Environmental Health						0		0		-				-	-				-		
Management	Pollution Control						0		0						-			0 0				
	By-laws				and a state of the		0		0						-							
Legal	Licensing						0		0						-			0 0				
Emergency	Fire & rescue						0	0	0						H			0 0	0			
Services	Disaster Planning and				_		0		0			_			-	_	5					
Community	Public Safety						0		0		_				-		5		0			
Safety	Traffic Management						0		0						-	_						
Public Transport					_		0		0						-		_	0 0				
Municipal	LED/IDP/Urban Planning						0		0						-							_
Planning	Land use management						0		0							_	_					
Housing							0		0						-		-					
	Roads and Stormwater	1	2			8	3		3			_	2	-								
Technical	Solid Waste and Landfill	7	8				15		15		1		3	9		5	15		15			
Services	Water supply and waste water	1	6				10		10		0		4	2	-	-	10	0				
	Electricity		-		_		0				_											
	SUB-TOTALS	0 6 9	19	0 0	0	0 0	28		28 0	0	4	0	0 6	6	0	9	0 28		28	0	9	

Employment category African Coloured India rs Core Admin 2 2 rs Core Finance 2 2 Legal Trocutement 1 2 2 Procurement Trocutement 1 2 2 Procurement 1 2 2 2 Ing Procurement 1 2 2 Procurement 1 2 2 2 Right Billing 1 2 2 Community Facilities 1 2 1 Community Facilities 1 2 1 Community Facilities Libraties 1 2 India Community Facilities 1 2 Community Facilities Libraties 1 2 India Community Facilities 1 2 Community Facilities Libraties 1 1 Endertities Looned 1 2 1 India Endertities Looned 1 2 Community Facilities Looned 1 2 1 Protocores Looned Looned 1 1 Elon							Race									And ra	annriae					-	and a	
International conditional condi	Code	Employment category	Afric	-	oloured	-	lian		-	Total		- 20	10	30	24 AD	PP SRL	En la			-		_	A A	
Interview Correction 2 <th2< th=""> 2 2</th2<>			W		M	Σ	L.	Z	-	-	Total	4	×	-		4	R 4		+	Iotal	- Total	ž	ш	Total
Reference 2 2 1 1 1 2 0	7. Labourers													-	-	+	-	+	-	-				
Constitution Constitution<		Core Admin		2		2		-	-				L	F	$\left \right $	L	-	$\left \right $	L			T.		
Headily Interview	Cornorate	Core Finance		-				-									-	+		ĵ.		2 0		
Tranishood Tranish	Services	Legal														+-								
Processment Processment Increased		11																1						
Tranting Internation (Name (Second) Internation (Second)				-					-															
Recently function 1 2 2 <th2< th=""> 2 <th2< th=""></th2<></th2<>	HR and Training	- 1		-				\vdash	-					t				ł						
Billing Description 1 2 0		Property Valuation		-										t				t	╀					
Differences 1 2 1 2 1 2 1 2 1 2 1 2 1 2 1 2 1 2 1 2 1 2 1 2 1 2 1 2 1 2 1 2 1 2 <th2< th=""> 2 <th2< th=""> 2 <th2< th=""> <th2< <="" td=""><td>Financial</td><td>Rates</td><td></td><td>-</td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td>+</td><td></td><td>-</td><td></td><td>t</td><td>+</td><td></td><td></td><td></td><td></td><td></td></th2<></th2<></th2<></th2<>	Financial	Rates		-										+		-		t	+					
Claim Services Claim Services Claim Services Claim Services Claim Services Community Facilities Community Facilities <thcommunity facilities<="" th=""> Co</thcommunity>	Services	Billing	-		2										e	-		+				0.00		
Internative features Internati		Client Services						-							>			+				2 6		
Ukramics Community Fraduities Image of the fraction o		Parks												t	\vdash		T	┢	-					
Ityl Itamines Itamines <thitamines< th=""> <thitamines< th=""> <thit< td=""><td></td><td>Community Facilities</td><td></td><td></td><td></td><td></td><td></td><td>-</td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td></thit<></thitamines<></thitamines<>		Community Facilities						-																
Timusy Hain Gentres Image	Community	Libraries						-						T					-					
Timary Health Care Facilities Imary Facilities <thimary facilities<="" th=""> Imary Facilities<td>Services</td><td>Recreation Centres</td><td></td><td>-</td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td></thimary>	Services	Recreation Centres		-																				
Controls Controls Controls Control Contro Control Control		Primary Health Care Facilities																	-					
Interfal Environmental Health Image: Control Image: Contro Image: C		Cemetries						-											-					
Inert Pollution Control Pollu	Environmental	Environmental Health	t	$\left \right $										t				+						
By-Jaws.	Management	Pollution Control								ŧ.				+	+		T		+					
$ \begin{array}{ c c c c c c c c c c c c c c c c c c c$	1000	By-laws	F					$\left \right $						t	+		t	+	\downarrow		ł			
CV Title & rescue CV Dissister Planning and C <thc< th=""> <thc< th=""> C</thc<></thc<>	Legar	Licensing						+						+				+	+					
Newster Planning and Diseater Planning and	Emergency	Fire & rescue	t					+	F	1		$\left \right $	T	+	+		t	+	+					
Indific Management 1 0	Services	Disaster Planning and							-					+		-	T	+	+					
Traffic Management 1 1 0 0	Community	Public Safety						+	F				T	t	+		t	+	+				1	
ansport ansport <t< td=""><td>Safety</td><td></td><td></td><td></td><td>+-</td><td></td><td></td><td>-</td><td></td><td></td><td></td><td></td><td></td><td></td><td>+</td><td></td><td>t</td><td>+</td><td>-</td><td></td><td></td><td></td><td></td><td></td></t<>	Safety				+-			-							+		t	+	-					
I LED/IDP/Urban Planning I D 0	Public Transport				\vdash		t	$\left \right $	Ĺ					+			T	$\left \right $	$\left \right $					
Land use management Land use management Land use management Land use management 0	Municipal	_												$\left \right $	$\left \right $		t	+						
Road's and Stormwater 1 2 0	Planning	Land use management							Ĺ															
Roads and Stormwater 1 2 1 2 3 0 3 3 1	Housing								Ĺ								t	$\left \right $						
Interstand Landfill 15 2 16 11 2 33 2 33 12 33 12 33 12 33 12 33 12 33 12 33 12 33 12 33 12 33 12 33 12 33 12 0 12 0 12 0 12 0 12 0 12 0 12 0 12 0 12 0 12 0 12 0 12 0 12 0 12 0 12 0 12 0 <td></td> <td>Roads and Stormwater</td> <td>-</td> <td></td> <td>2</td> <td></td> <td>-</td> <td>ŀ</td> <td>2</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td>		Roads and Stormwater	-		2											-	ŀ	2						
Water supply and waste water 2 10 12 0 12 0 12 0 12 0 12 0 12 0 12 0 12 0 12 0 12 0 12 0 12 0 12 0 12 0 12 0 12 0 12 0<	Technical	Solid Waste and Landfill	15		16			_	3				1		11	1 15	-	4	-					
Electricity SUB-TOTALS 19 4 31 2 0 0 0 5 1 18 1 18 2 9 2 50 6 56 0 Cestion of the section	Services	Water supply and waste water	2		10				-				4		3	2		3						
SUB-TOTALS 19 4 31 2 0 0 5 1 18 1 18 2 50 6 56 0 Reads and Stormwater 0 <td< td=""><td></td><td></td><td></td><td>-</td><td></td><td></td><td></td><td>_</td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td></td<>				-				_																
Reads and Stormwater 0		SUB-TOTALS				2 0	0	0						-			2	6						
Roads and Stormwater Roads and Stormwater 0	Apprentices																							2
In Solid Waste and Landfill Image: solid Waste and Landfill <thimage: and="" landfill<="" solid="" th="" waste=""> Im</thimage:>		Roads and Stormwater						_			0			-	-			ŀ						
Watef supply and waste water 2 2 0 2 0 2 0 2 0 2 0 2 0 2 0 2 0 2 0 2 0 2 0 2 0 2 0 2 0 2 0 2 0 2 0	Technical	Solid Waste and Landfill									0													
SUB-TOTALS 0	Services	Water supply and waste water			2			_			2		-		-									C
0 0 2 0 0 2 0 2 0 1 0 0 0 0 2 1 <th1< th=""> <th1< th=""> <th1< th=""> <th1< th=""></th1<></th1<></th1<></th1<>											0													
47 19 71 18 0 0 5 8 123 45 168 0 0 15 17 47 15 39 8 21 6 122 46 168 1		SUB-TOTALS	0	0			0	0			2		1	0	1		0	0	0					°
		TOTALS	47				0	5			168			17			80	21	Ľ			-		-

can Coloured Indian White Total -20 21-30 F M F	Race						Age	Age categories	gori	es						DWD	
M F M	Indian White				1-30	31	-40	41-	50	+ 51	-	Total		Total		ц	Total
3 1 2 2 1 1 6 4 10	M F M F M	μ				X	ш	¥	ш	Σ	ш	N	ш		Ξ		
Corporate Managers Image Corporate Manag	1 1 6	\vdash	\vdash			2		2	m	2	-	9	4	10	┢	t	0
Ind Trade Workers In		0 0										0	0	0	-	-	0
Workers 1 0 0 0 0 1 1 sWorkers 1 2 4 6 1 4 ers 1 2 4 6 1 4 r 1 2 4 6 1 4 ers 1 2 4 6 1 4 r 1 2 1 3 1 4 ers 1 2 1 3 1 4 ers 1 2 1 3 1 1	_	0										0	0	0			0
De Workers 1 1 0 1 1 1 cers 1 2 4 6 1 4 (ers 1 2 4 6 1 4 1 2 1 2 1 4 4 1 2 1 3 1 4 1 2 1 3 1 4	0	0										0	0	0	-		0
Actrs 1 2 1 2 4 6 1 4 1 2 1 2 1 2 1 2 1 4 1 2 1 2 1 2 1 2 1 4 1 1 2 1 2 1 3 1 1 1 1 2 1 3 1 1 1 1 1 1 2 1 3 1		1 1			-							0	+	-			0
1 2 1 3 1 2 1 3 1 2 1 3	1 2 2			-	4	-						2	4	9			0
												0	0	0			0
		1 3				-	1			+	_	2	1	3	-		0
		0 0								-		0	0	0			0
0 4 0 0 1 1 1 1 1 0 1 20 0 4 0 0 1 2	5 5 4 0 0 1 1 10 10	0 20	0	1	5	4	1	4 1 2 3 3	3	3		10	1 10 10 20	20 0	0	0	0

Employment profile Number of new recruits employed during the year ending 30 June 2007.

Kou-Kamma Municipality Annual Report 2006/2007

Employment profile New labour market entrants employed during the year ending 30 June 2007

Kou-Kamma Municipality Annual Report 2006/2007

بدير يوده م معن

		-	and the second		and a second second										
	Work area	Afr	African	Col	Coloured	Ind	ar	5	White	-	Total	Total	P	PWD	Total
		R	-	M	Π	M	т	M	П	M	π		M	т	
	Core Admin									0	0	0			0
Corporate	Core Finance			-						2	0	2			0
Services	Legal	Γ								0	0	0			0
	П									0	0	0			0
	Procurement									0	0	0			0
HR and Training										0	0	0			0
	Property Valuation									0	0	0			0
Financial	Rates									0	0	0			0
Services	Billing									0	0	0			0
	Client Services									0	0	0			0
	Parks									0	0	0			0
Community	Community Facilities									0	0	0			0
Services	Libraries									0	0	0			0
CCL AICCS	Recreation Centres									0	0	0			0
	Primary Health Care Facilities									0	0	0			0
	Cemetries									0	0	0			0
Environmental	Environmental Health									0	0	0			0
Management	Pollution Control									0	0	0			0
l enal	By-laws									0	0	0			0
- Column	Licensing									0	0	0	~		0
Emergency	Fire & rescue									0	0	0			0
Services	Disaster Planning and Management									0	0	0			0
Community	Public Safety									0	0	0			0
Safety	Traffic Management									0	0	0			0
Public Transport										0	0	0			0
Municipal	LED/IDP/Urban Planning									0	0	0			0
Planning	Land use management									0	0	0			0
Housing										0	0	0			0
	Roads and Stormwater									0	0	0			0
Technical	Solid Waste and Landfill									0	0	0			0
Services	Water supply and waste water									0	0	0			0
	Electricity									0	0	0			0
Other (specify below)	low)														
										0	0	0			0
Kou-Kamma Municipality	nicipality TOTALS		0		0	0	0	0	0	2	0	N	0	0	035
Annual Report 2006/2007	006/2007									ľ					

Employment profile Number of interns given structured work experience during the year ending 30 June 2007

Kou-Kamma Municipality Annual Report 2006/2007 Employment profile Number of employees who left the enterprise in the year ending 30 June 2007

Employment category (7	Afric		alauras		Kace	What	-		1	3	-			Age	Age categories	-				T	PWD								Reason	Reason	Reason	Reason
Employment category r	1	Afric	African (Coloured	Indian	lian	White	0	Total	Total	- 20		21-30	31	31-40	41-50		+ 51	Total	Tot	×	71	otal	Total Resigned	Retired	đ	Re	Retrenche	Retrenched Mec	Medical	Medical	Medical Dismissed	Medical
		M	-	× T	×	-11	×	-	N TI		M	F M	-	×	η	5	N	7	-	"			Т		-		-						
Legislators			_	-					-	-	-	1	1	1	-	3	-	-			t		1	M	M		7	T M	r M F M	T M T	T M T M F	T M T M F M	
Directors and Corporate Managers			+	-	1			+				+	+		I	+	t	ľ	•	0			0				-	-					
Profaceionale			+	ł	1		+	+		-		-				-	-		-	0 1			0	1	10		-						
The second sect The Letter Let			-		ľ				0	0							1000		0	0 0			•			1	+						
LOUINICALS AND LAUG WORADS				-	t				0	-			1				-		-	0 1			•	-			+						
Community and Personal Service Workers		-	-						-	N		_	80 J 10		-	_			-	4 3	+			-		1	ł	+					
Clerical and Administrative Workers	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		1						2	2	-	+	+	1	J .	+	+		-	» -	T	T		-			t						
Machine Operators and Drivers				-			-		>	,	+	+			*	ł			-	2 2			e	ĸ		Ł	-	-					
			+	1	T		-		-	-							-		•	0 0			0	10000									
Labourars			-	G					0	3	_	-	-	-			1		3	0 3		_	•	-			-		2	2	2	2	2
Apprenuces									•	0						-		1	0	0	-						+						
	TOTALS	-	N	5	0	0	0	0	ω	9	0	2	0	-	3	-	2	-	ית	0	-	-		3	-		+	>	2				

L.

4

Executive Mayor Executive Mayor I <thi< th=""> I <thi< th=""> <thi< <="" th=""><th>1 Legislators</th><th>Employment calegory</th><th>Below NQF 1 M F</th><th></th><th>NQF 1</th><th>× z</th><th>NOF 2</th><th>M F</th><th></th><th></th><th>NQF 4</th><th>M F A</th><th>M F M F</th><th>M F M F M</th><th>MOF4 NOF5 NOF6 MF M F M F M F</th><th>OF 4 NOF 5 NOF 6 N F M F M F M</th><th>M F M</th><th>OF7</th><th>OF 7</th><th>IQF7 NQF8</th><th>IQF7 NQF8</th><th>IQF7 NQF8</th></thi<></thi<></thi<>	1 Legislators	Employment calegory	Below NQF 1 M F		NQF 1	× z	NOF 2	M F			NQF 4	M F A	M F M F	M F M F M	MOF4 NOF5 NOF6 MF M F M F M F	OF 4 NOF 5 NOF 6 N F M F M F M	M F M	OF7	OF 7	IQF7 NQF8	IQF7 NQF8	IQF7 NQF8
vive Mayor.III <thi< th="">IIIII</thi<>	1. Legislators																					
Sovernment Legislators (Councillors)III <td></td> <td>Executive Mayor</td> <td></td> <td>-</td> <td></td> <td></td> <td></td> <td>-</td> <td>-</td> <td>ŧ</td> <td></td> <td>0 0</td>		Executive Mayor		-				-	-	ŧ												0 0
bovernment Legislators (Councillors) I <thi< th=""> I I</thi<>		Mayor						_			-1	1	1	1			5					
mail Leaders & Heads of Villages I <thi< th=""> I I <t< td=""><td>1112</td><td>Local Government Legislators (Councillors)</td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td>4 3</td><td>4 3</td><td></td><td>ω</td><td>ω</td><td>ω</td><td>ω</td><td>ω</td><td>ω</td><td>ω</td><td>ω</td><td>3 1 5</td></t<></thi<>	1112	Local Government Legislators (Councillors)									4 3	4 3		ω	ω	ω	ω	ω	ω	ω	ω	3 1 5
specify below) SUB-TOTALS Q I Q I Q Q I Q	1113	Traditional Leaders & Heads of Villages																				0 0
SUB-TOTALS 0 1 0 0 1 0 <th0< td=""><td></td><td>Other (specify below)</td><td></td><td>-</td><td></td><td></td><td></td><td>-</td><td></td><td>-</td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td></th0<>		Other (specify below)		-				-		-												
Managers Imicipal Manager Imicipal Managers Imicipal Man		SUB-TOTALS	-		-	•	•	•	-	•	UT .	υ ω	UT .	5 3 0	5 3 0 1	5 3 0 1 0	5 3 0 1 0 0	5 3 0 1 0 0 0	3 0 1 0 0 0 0 0	5 3 0 1 0 0 0 0	5 3 0 1 0 0 0 0 0	5 3 0 1 0 0 0 0 0 0
11131 City/Municipal Manager I <thi< th=""> I <thi< th=""> I<!--</td--><td>1. Directors an</td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td></thi<></thi<>	1. Directors an																					
11133 General Managers I I I I 1211 Corporate Services Managers I <tdii< td=""> I I</tdii<>	11131	City/Municipal Manager			_																	0 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1
1211 Corporate Services Managers I <thi< th=""> I <thi< th=""> I I I</thi<></thi<>	11133	General Managers			-					_				- 100								0 0
1212 Finance Managers I <tdi< td=""> <tdi< td=""> I</tdi<></tdi<>	1211	Corporate Services Managers	_	_	_			_		_							1		-	-		1
1/1/3 Human Resource Managers I<	1212	Finance Managers		-				_		_												0 0
1214 Policy and Planning Managers I <thi< th=""> I <thi< th=""> I <thi< td=""><td>1213</td><td>Human Resource Managers</td><td></td><td>-</td><td></td><td></td><td></td><td>_</td><td></td><td>-</td><td>_</td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td>0</td></thi<></thi<></thi<>	1213	Human Resource Managers		-				_		-	_											0
11221 Engineering Managers I <thi< th=""> I <thi< th=""> I</thi<></thi<>	1214	Policy and Planning Managers		-				-	- 1	1	_											-
1222 Construction Managers I <thi< th=""> I I I</thi<>	1221	Engineering Managers		-	_			_	1				1 1									1 2
1231 ICT Managers I <thi< th=""> <thi< th=""> I <</thi<></thi<>	1222	Construction Managers		_			_	_														0 0
Health, Weilare and Education Service Managers Image: Commissioned Fire Officer Image: Co	1231	ICT Managers		_	_			_														0
1/2922 Commissioned Fire Officer (Metro/Traffic Police) I <thi< th=""> <thi< th=""> <thi< th=""> <t< td=""><td>1251</td><td>Health, Welfare and Education Service Managers</td><td></td><td>-</td><td></td><td></td><td></td><td></td><td></td><td>N.</td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td>0 0</td></t<></thi<></thi<></thi<>	1251	Health, Welfare and Education Service Managers		-						N.												0 0
1/2923 Commissioned Police Officer (MetrofTraffic Police) I 1/2991 Laboratory Managers I I 1/2992 Environment, Parks and Land Care Managers I I 1/2993 Sports Administrator or Manager I I 1/2994 Arts Administrator or Managers I I 1/2994 Customer Services Managers I I 1/491 Sport and Recreation Managers I I 1/492 Customer Services Managers I I 1/492 Other (specify below) I I I	12922	Commissioned Fire Officer																				0 0
12991 Laboratory Managers 12992 Environment, Parks and Land Care Managers 12993 Sports Administrator or Manager 12994 Arts Administrator or Managers 12994 Arts Administrator or Managers 12994 Sport and Recreation Managers 1491 Sport and Recreation Managers 1491 Customer Services Managers 1492 Customer Services Managers 1492 Other (specify below) Community ServicesManager Imagers	12923	Commissioned Police Officer (Metro/Traffic Police)		-																		0 0
12992 Environment, Parks and Land Care Managers 12993 Sports Administrator or Manager 12994 Arts Administrator or Managers 12994 Arts Administrator or Managers 12994 Customer Services Managers 1491 Sport and Recreation Managers 1492 Customer Services Managers 1492 Other (specify below) Community ServicesManager	12991	Laboratory Managers		_			_															0 0
12993 Sports Administrator or Manager 12394 Arts Administrator or Managers 12394 Arts Administrator or Managers 1491 Sport and Recreation Managers 1492 Customer Services Managers 1492 Other (specify below) Community ServicesManager Image: Customer Services Managers	12992	Environment, Parks and Land Care Managers		-																		0 0
I2994 Arts Administrator or Managers I491 Sport and Recreation Managers I492 Customer Services Managers I492 Other (specify below) Community ServicesManager	12993	Sports Administrator or Manager								-												0 0
I491 Sport and Recreation Managers I492 Customer Services Managers Unter (specify below) Image: Customer Services Manager	12994	Arts Administrator or Managers																				0 0
1492 Customer Services Managers Other (specify below) Community Services Manager	1491	Sport and Recreation Managers		-																		0 0
Other (specify below) Community ServicesManager	1492	Customer Services Managers																				0 0
Community ServicesManager		Other (specify below)		-			-	-		+												
	Community Sen	cesManager		-	-					ŀ	-1											1

		Employment category	M F	<u> </u>	NQF 1	x v			OF 2 NOF 3	OF 2 NQF 3 Highest level qualifications held by employed with the second secon	OF 2 NQF 3 Highest level qualifications held by F MQF 3 NQF 4 NQF 5 NQF F M F M F M	QF2 NQF3 Highest level qualifications held by employees F MQF3 NQF4 NQF5 NQF6 NQF7 F M F M F M F M	OF 2 NQF 3 Highest level qualifications held by employees VICF 2 NQF 3 NQF 4 NQF 5 NQF 6 NQF 7 F M F M F M F M F	OF 2 NOF 3 Highest level qualifications held by employees F MOF 3 NOF 4 NOF 5 NOF 6 NOF 7 NOF F M F M F M F M F M	CF2 NQF3 Highest level qualifications held by employees F M F M F M F M				
Core Admin Care Finance IT IT Procurement Rales Billing Client Services Parks Community Facilities Community Facilities Community Facilities Community Facilities Community Facilities Community Facilities Receasion Centres Recreation Centres Pollution Control By/aws Icensing Ucensing Pollution Safety Fire & secue By/aws Ucensing Ucensing Public Safety Build Safety Park Gads and Stormwater Roads and Stormwater Solid Waste and Landfill Waster supply and waste water	2. Professionals	S																	
Core Finance IT IT Procurement Rales Billing Client Services Parks Community Facilities Libraries Primary Health Care Facilities Environmental Health Polution Centres Polution C		Core Admin																	0
Legal IT Procurement Rales Billing Client Services Parks Community Facilities Community Facilities Cemetries Priventy Health Care Facilities Cemetries Polution Centres Priventy Health Care Facilities Cemetries Polution Centrel Byrians Polution Centrel Polution Centrel Byrians Prives & rescue Byrians Polution Centrel Byrians Licensing Internet Polution Control Byrians Licensing Internet Polutic Safely Polutic Safely Internet mangement Internet		Core Finance					t												0
Image: Frequency Valuation Image: Frequency Valuation Rates Billing Billing Client Services Parks Community Facilities Recreation Centres Recreation Centres Primary Health Care Facilities Image: Free Accessing By/aws Genetries By/aws Free Accessing Uccensing Image: Free Accessing Public Safety Traffic Management Public Safety Imagement Management Imagement Roads and Stormwater Imagement Solid Waste and Landfili Vaste supply and waste water	Services			-			T												
aining Property Valuation Cience Community Facilities Community Faciliti		Procurement		_															0
Property Valuation Rales Rales Billing Client Services Community Facilities Parks Community Facilities Community Facilities Community Facilities Community Facilities Southard Services Primary Health Care Facilities Southard Services Primary Health Care Facilities Southard Services Primary Health Care Facilities Southard Services Pollution Control Southard Services System Planning Licensing V Fire & rescue Southard Services Public Safety Traffic Management Southard Services Nosotor Traffic Management Southard Services Roads and Stormwater Southard Services Southard Services Solid Waste and Landfill Solid Waste and Landfill Southard Services	HR and Training																		0
Rales Elling Elling Client Services Community Facilities Community Facilities Community Facilities Recreation Centres Facilities Primary Health Care Facilities Libraries Pollution Control Jibraries By-Jaws Libraries Ucensing Jibraries Price & rescue Jibraries Public Safety Jibraries Public Safety Jibraries Nagement Jibraries Nanagement Jibraries Roads and Stormwater Jibraries Solid Waste and Landfili Jibraries Water supply and waste water Jibraries		Property Valuation																	0
Billing Client Services Community Facilities Community Facilities Libraries Recreation Centres Primary Health Care Facilities Cemetries Printiary Health Care Facilities Intaria Environmental Health Pollution Control By-Jaws Licensing Ucensing Primary Health Care Facilities By-Jaws Ucensing Public Safety Public Safety Public Safety Traffic Management V Public Safety Traffic Management LED/IDP/Urban Planning LeD/IDP/Urban Planning Land use management Value and Stormwater Solid Waste and Landfill Waster supply and waste water	Financial Services	Rales					+												
Parks Community Facilities Community Facilities Libraries Recreation Centres Primary Health Care Facilities Cemetries Environmental Health Byrlaws Licensing V Disaster Planning and Management Interfic Management LED/IDP/Urban Planning LED/IDP/Urban Planning Roads and Stormwater Solid Waste and Landfill Waste and Landfill Vaste and Landfill		Client Services		-			1												
Community Facilities Libraries Recreation Centres Primery Health Care Facilities Intra Cemetries Byrlaws Ucensing Prine Steare Byrlaws Ucensing Prine Steare Disaster Planning and Management Disaster Planning LED/IDP/Urban Planning LED/IDP/Urban Planning LED/IDP/Urban Planning Lend use management Roads and Stormwater Solid Waste and Landfili Waster supply and waste water		Parks																	0
nsport	Community	Community Facilities																	0
antal ant	Services	Libraries																	0
nntal ant yy yy		Recreation Centres																	0
nsport		Primary Health Care Facilities																	0
nsport		Cemetries																	0
nsport	Environmental	Environmental Health																	0
	Management	Pollution Control																	0
nsport	Legal	By-laws																	0
nsport		Licensing																	0
nsport	Emergency	Fire & rescue																	0
nsport	Services	Disaster Planning and Management																	0
nsport	Community	Public Safety		-		8 8													0
nsport	Safety	Traffic Management																	0
	Public Transpor	P		-															0
	Municipal	LED/IDP/Urban Planning																	0
	Planning	Land use management																	0
	Housing																		9
о Ц		Roads and Stormwater						8											0
	Technical	Solid Waste and Landfill				L 63													0
Electricity	Services	Water supply and waste water																	0
		Electricity																	0

		Services	Technical		Housing	Planning	Municipal	Public Transport	Safety	Community	Services	Emergency	Lefter	1 0 2 2	Management	Environmental				Services				Services	Financial		HR and Training			Services			3. Technicians a			
	Electricity	Water supply and waste water	Solid Waste and Landfill	Roads and Stormwater		Land use management	LED/IDP/Urban Planning	7	Traffic Management	Public Safety	Disaster Planning and Management	Fire & rescue	Licensing	By-laws	Pollution Control	Environmental Health	Cemetries	Primary Health Care Facilities	Recreation Centres	Libraries	Community Facilities	Parks	Client Services	Billing	Rates	Property Valuation		Procurement	П	Legal	Core Finance	Core Admin	Technicians and Trade Workers		Employment category	
		_				-		-									_		_				-	-	-					_						-
-																		_							-		-		-			$\left \right $		MF	Below NOF 1	
2																																		M	N	
2																																		T	NQF 1	
>														_																				M	NQF 2	
2	-																	_																7	_	
		-				-						_	_					_																MF	NOF 3	
2					-																-						-	-						M		Hinh
																																		T	NQF 4 NQF 5 NQF 6	ost love
>																																		м	NO	mult
					1																													7	NQF 5	nations
>		_																_																×	NQF 6	hold h
>											-									_							-							n		
2		_								-	-							-				_				-		_		-		-		M	NQF 7	SUGAN
	-					-						-	_				-	-								-					-	-		F M		
>																																		T	NOF 8	
>																																		x	Uni	
2																																		T	Unknown	
•	0	•	0	0	-	•	•	0	•	•	•	•	•	0	0	0	0	0	0	0	0	•	•	•	0	0	0	0	-	0	0	0		M	Total	
>	٥	•	•	0	•	•	•	0	•	0	•	•	•	0	0	0	0	0	0	0	0	•	•	•	•	•	•	•	0	•	0	0		F		
3	•	•	0	•	-	0	•	•	•	0	•	•	0	0	0	•	0	•	0	٥	0	0	•	0	0	0	0	0	-	0	0	0			Total	