

Staff Profile

Occupational Categories	Male		Female				White Male	Foreign Nationals		TOTAL
	A	C	A	C	I	W		Male	Female	
	<i>Legislators, senior officials and managers</i>	8		5			4			
<i>Professionals</i>	2		1			2			5	
<i>Technicians and associate professionals</i>	64		17	1		1			84	
<i>Clerks</i>	21		37						60	
<i>Service and sales workers</i>	25		1						26	
<i>Skilled agricultural and fishery workers</i>										
<i>Craft and related trades workers</i>	2								2	
<i>Plant and machine operators and assemblers</i>	39								39	
<i>Elementary occupations</i>	83		27						110	
<i>Other</i>	2								2	
<b>TOTAL PERMANENT</b>	<b>246</b>		<b>88</b>	<b>1</b>	<b>3</b>	<b>7</b>			<b>345</b>	
<i>Non – permanent employees</i>	<b>191</b>		<b>7</b>						<b>198</b>	
<b>GRAND TOTAL</b>	<b>437</b>		<b>95</b>	<b>1</b>	<b>3</b>	<b>7</b>			<b>543</b>	

Training & Development

The Training and Development section is charged with the overall development and implementation of Zululand District Municipality's skills development strategy. The Work Place Skills Plans, as well as facilitation of work place education and Training, thus ensures adequate and a well developed internal human resource capacity. A total number of 192 employees received training in the financial year 2007/2008.

The table below provides a breakdown of training per occupational category:

Occupational Categories	Male			Female				White Male	Foreign Nationals		TOTAL
	A	C		A	C	I	W	W	Male	Female	
<i>Legislators, senior officials and managers</i>	13			7				4			24
<i>Professionals</i>	2			2				1			5
<i>Technicians and associate professionals</i>	34			11			1				46
<i>Clerks</i>	8			28							36
<i>Service and sales workers</i>	14			1							15
<i>Skilled agricultural and fishery workers</i>											
<i>Craft and related trades workers</i>											
<i>Plant and machine operators and assemblers</i>	17										17
<i>Elementary occupations</i>	35			6							41
<i>Apprentices</i>	2			1							3
<b>PERMANENT</b>	<b>4</b>			<b>2</b>							<b>6</b>
<i>Non – permanent employees</i>	<b>4</b>			<b>1</b>							<b>5</b>
<b>GRAND TOTAL</b>	<b>129</b>			<b>57</b>			<b>1</b>	<b>5</b>			<b>192</b>

Employee Assistance Programme

The EAP is a work based intervention programme that is aimed at pro-active identification and resolution of work and personal related problems which may have an adverse effect on the employee's ability to optimally perform and execute his or her duties. These problems may include but shall not be limited to health, marital, family, financial, alcohol, drugs, legal, emotional, stress or any other which may negatively affect the performance of an employee.

The vision of Zululand's EAP is to strive for a healthy and productive workforce and a stress free working environment by assisting employees identify and effectively resolve problems that circumvent them from performing optimally.

The Municipal Council approved a comprehensive Employee Assistance Programme Policy Guide to give effect to its implementation in the following financial year i.e. 2008/2009.

Our objective was to review the policy framework of the EAP, appoint the EAP Practitioner, appoint and train EAP Councilors and launch the EAP.

Actual achievements:

The EAP Policy was reviewed accordingly, and a comprehensive policy and programme framework developed and was approved by Council.

The EAP Practitioner (Social Programmes Coordinator) was duly appointed, and EAP Counselors were appointed from various workstations and were trained accordingly.

Variance:

The one thing that was not achieved as envisaged in the period under review is the EAP Programme Launch and the roll – out.

The underlying cause for our inability to launch the EAP was due to financial constraints. However, plans are afoot to launch and roll-out in the following financial year i.e. 2008/09.

Occupational Health & Safety:

Promotion of a healthy working environment is a mandatory requirement of employers, prescribed by the Occupational Health & Safety Regulations. This section is charged with the responsibility of developing and implementing occupational health and safety strategy, programmes and plans, and evaluating the quality and adequacy of internal and external OHS systems and other related interventions with respect to the prevention and management of occupational health and safety.





**4.1. Corporate Services Department**

The Corporate Service Department is headed by Mr. M.N. Shandu. The Corporate Services Department is the Organizational Support Nerve Center of the Municipality, which is a people centric, strategy focused, and result driven department. In order to ensure that the department is enabled to efficiently and effectively provide the necessary support to its client departments and other internal customers within the Municipality, the department is structured into two broad strategic thrusts, namely: Management and Auxiliary Services.

**Management Services Division**

The responsibility of the Management Division is to ensure provision of the necessary Human Capital, ensuring professional Labour Relations; Employee Assistance Programme; the development of Municipality's Human Capital through relevant Training and Development Strategies, which captures critical training interventions; Efficient Secretariat Support to the Municipal Council and its committees, ensuring a people centric Customer Care, that is efficient, effective and accessible to the community.

**Customer Care Center**

The Council of Zululand District is committed to the creation of a people-centered customer care center that is efficient, effective and truly accessible to all by all communities serviced by the municipality. The Council chose to establish a one stop, state of the art customer care center which is being established in phases to better enable interaction and free flow of communication between the municipality and its audiences.

This process is well underway, with provisions made for the installation of a shared call number in the 2008/2009 financial year, through which community members may log in their queries related to the services that the municipality provides.

**Auxilliary Services Division**

The primary responsibility of this self explanatory division, which is located within the Corporate Services Department, is to provide support and assistance to the department and the municipality as a whole, in areas social related services, to municipal records, and fleet management amongst its functions. This division has an utmost responsibility for municipal sports and recreation across all the five local municipal areas of the Zululand District Municipality. This includes the coordination of the SALGA/ KWANALOGA Games and other sporting festivities within the greater Zululand District area.

**Fleet Management**

The Council approved the fleet management policy which serves as a management guide on the utilisation of Council vehicles. The municipality currently has a fleet of 98 vehicles, of which 6 are water tankers that are used primarily as a drought relief measure, and also used to deliver water to communities during water supply interruptions. These fire engines are located in Pongola, Ulundi and at the Prince Mangosuthu Airport. The fire engines and the one rescue vehicle are used for veld fires, fires in the community and were also instrumental in the devastating fire disaster at eDumbe, where 28 people died.



Despite the current fleet, the ZDM has determined that the demand for these resources exceeds the current capacity of the fleet. To remedy this situation, additional water tankers, honey suckers and TLB's have been included on the 08/09 budget.

**Sports and Recreation**

We regard sport as a universal language, a language that is spoken and understood by all irrespective of colour, race, gender, or creed. Apart from the many benefits that accrue to individuals who participate in a sporting code, sport in South Africa has been hailed as a major catalyst to nation building and the forging of harmonised co-habitation of our social space.

The Mayoral Cup Games, which is hosted annually between September and October, has grown in leaps and bounds, attracting people from across the district and beyond its periphery. The District Ultra Marathon has become a SADEC event which attracts people across South Africa and the neighbouring countries like Zimbabwe.





Our Municipality participated in the following sporting codes at the KZN SALGA games:

Soccer	Netball
Volley Ball	Dance
Rugby	Golf
Cricket	Basket Ball
Boxing	Swimming
Athletics	Table Tennis

To this end we are proud to have been winners in the 2007 (males soccer) and basket ball (females).

**Youth Development**

In June, the ZDM hosted yet another Youth Summit which deals with issues of Economic development and creation of opportunities for the youth to participate in the main stream economy. The Summit also attended to social ailments which have a debilitating effect on the ability of young people to play a meaningful role on matters of economic development, reducing unemployment, and poverty eradication. Youth Day celebrations are amongst our key events in which we focus solely and exclusively on issues affecting the youth of our district and our country.

**Poverty Alleviation**

Her Worship the Mayor, Cllr VZ KaMagwaza – Msibi pioneered and is championing the course for the vulnerable groups within Zululand, wherein the Mayor working with Ondlunkulu has established a forum for widows and orphans within the District. An allocation of R 20 000.00 per ward is made annually from the Municipal budget for development projects aimed at assisting this vulnerable sector of our society.

The Mayor with students who were trained in Visual Arts and Fashion Design



**Sivananda Princess Mandisi Health Care Centre**

This is a support center established to care for people living with HIV and AIDS, wherein a professionally trained Nurse and a Counselor are available to assist the community. This center also works very closely with Love Life on HIV/AIDS awareness campaigns, other outreach programmes, and projects particularly in schools within ZDM.

**Indonsa Arts and Crafts Centre**

Indonsa Arts and Crafts Centre was established by Zululand District Municipality with an aim of helping develop the Arts and Craft by providing training in these areas to the people of Zululand. Our Strategic Plan for 2008/09 was presented and approved by the MEC for Arts, Culture and Tourism in the KZN Provincial Treasury.

Two six month training courses in **Visual Arts and Fashion Design** were held during the year. The first period began in July 2007 and ended in December 2007. The second group enrolled in January 2008 and finished the course in June 2008. It is good to know that most of the trainees leave Indonsa to start their own businesses in Screen Printing, Painting and Fashion Design.

Training in **Music and Instruments** started in January 2008. This is also a six months course, with 15 students being enrolled per training period. The students receive training on the following musical instruments: keyboards, drums and base guitar. Thirty students received training on this course during this financial year.

**Umbele Wethu Cultural Competition** is the major attraction of the District. It is held during the winter school holidays, and is aimed at searching talent amongst the youth. Local eliminations took place during the month of June 2007 from the 26th until the 30th, one day for each of the five local municipalities. The District finals were held on the 22nd July 2007 at Emandleni Hall, with a total of 380 groups participating in the whole competition, and 160 competing in the District finals.

The **National Isicathamiya Festival** took place on the 22nd September 2007 at The Playhouse in Durban. Seven of the groups that participated in this festival were those identified during the Umbele wethu Festival.

**One of a Kind Exhibition Crafts selection** was held at AbaQulusi on the 12th of March 2008, whereby best crafts from the District were selected for display and sale at Gallagher Estate in Gauteng. This is an opportunity offered to crafters to showcase their talents and sell. Indonsa Arts and Crafts Centre coordinated the selection in partnership with Department of Economic Development.

Indonsa was part of the Delegation which attended **International Society for Performing Artist conference (IPSA)** which took place at the Playhouse in Durban from the 19th to the 24th June 2007, and was attended by delegates from all over the world. The purpose of this event was to share information about issues pertaining to the performing arts and artists.

The Zululand District Municipality participated in all Local, District, Provincial and National **Indigenous games 2007**. This is done in partnership with the Department of Sport and Recreation. District selections for Zululand District Municipality occurred in June 23rd 2007 at Ulundi where the District Indigenous Games Committee was formed. The Provincial games for 2007 took place at Enseleni Sports grounds on the 29th and 30th June.



**4.2. Planning and Community development**

The Planning & Community Development Department is headed by Mr C Nel and comprises the following sections:

- Development Planning;
- Water Service Authority;
- Local Economic Development;
- Tourism; and
- Environmental Health Services.

The following functions of Council are performed within the Department.

- Integrated Development Planning;
- Local Economic Development;
- Water Service Authority;
- Environmental Health Services;
- Solid Waste Services;
- Municipal Airports (District);
- District Cemeteries; and Public Works

**Development Planning**

The Development Planning Section comprises of four staff members, and has absorbed some of the PIMS staff, after the PIMS section was incorporated into the Municipal structure. The section is responsible for the following functions:

- Integrated Development Planning
- GIS
- Performance Management
- Land Reform



**Integrated development Planning**

The Zululand District Municipality has progressed significantly with refining strategies, objectives and projects for implementation in the current IDP. A new spatial approach towards services integration is followed, which will ensure adequate participation by all service providers. The IDP is increasingly becoming the tool for sustainable development within Zululand District Municipality.

**Geographic information systems**

The ZDM GIS is a powerful tool for spatial planning, and is increasingly used in complex decisions by all municipalities within Zululand. The GIS is continuously expanding, and data verified on a regular basis to ensure that datasets are current. The ZDM has acquired new aerial photography that will enable the Municipality to make much better population projections, and pick up on various migration trends within the District.

A population study was completed in 2007, making use of aerial photography to determine the precise number of households within the Zululand District municipal area. The results of the study gave the municipality a powerful tool for future planning.

**Performance Management**

The Municipality is legally obliged to have a system in place to measure the performance of the Municipality, and report to communities on regular intervals. The Zululand District Municipality has gone to great lengths to ensure that all legislative requirements are met. The Zululand District Municipality's performance management system is currently earmarked by the Department of Provincial and Local Government as a best practice model, to be rolled out to other Municipalities.

The Municipality is currently reporting on performance as prescribed in applicable legislation, with reporting done on a quarterly basis, for the municipality as well as for the Municipal Manager and the managers reporting directly to him.

**Land Reform**

The Zululand District Municipality, and more specifically the Abaqulusi Municipality has the highest concentration of redistribution projects within Kwa-Zulu Natal, with more than 2500 unsettled claims. The Zululand District Municipality is working closely with the Department of Land Affairs to ensure the sustainability of these projects. For this purpose a District coordinating forum was established, and meets on a monthly basis to discuss projects and the implementation thereof.

**WATER SERVICES AUTHORITY**

**Water Services Development Plan (WSDP)**

The ZDM WSDP revision for 2008/09 has been completed and approved by Council on 28 May 2008. The ZDM WSDP revision for 2009/10 is underway and is earmarked for completion by December 2009. The following issues will be addressed in this revision:

- Water supply to schools and clinics;
- Refurbishment requirements of water and sanitation infrastructure;
- Updated 5-year implementation roll-out plan; and
- Updated statistics on eradication of backlogs.

**Water Services:**

The statistics at the end of June 2008 indicated that 52% (74 387hh) of households in the ZDM have been served with at least a basic RDP level of service. ZDM has allocated a further R176m (R106m from MIG funds and R70m from DWAF funds) towards the eradication of water backlogs for the current financial year.

**Sanitation Services:**

The statistics at the end of June 2008 indicated that 42% (59 785hh) of households in the ZDM have been served with at least a basic RDP level of service. ZDM has allocated a further R20m (MIG funds) towards the eradication of sanitation backlogs for the current financial year.

A principle decision has been taken to move towards pre-cast concrete VIP toilets. The main reasons are cost efficiency, durability and a shorter turn-around time for implementation. ZDM is currently in the process of tendering for suitable contractors to manufacture and supply units to various locations in the district. Local contractors will also be procured for the assembling of the toilets on site and to oversee the digging of the pits.

The sanitation programme is also seen as an opportunity for local job creation and the intention is to enter into a long-term contract with the preferred supplier of the VIP toilets to also set up at least two pre-cast concrete plants in the district. The purpose will then be for local contractors to be trained to eventually take over the operations of the plant to produce all the toilets and possibly also other pre-cast concrete products themselves. Local labourers will of course also be used extensively.

**Capital Projects**

The planning of capital projects to be implemented during the 2008/09 financial year is progressing well. The majority of projects are either in final design or tender stage, with a number of projects already under construction.

**Water Services Provision**

Monthly sessions are being held with the Water Services Providers (WSP's) in our district to monitor the status of water provision. The focus currently is to ensure that the water quality is acceptable at all schemes where a service is being rendered. The monthly water quality test results are being discussed and interventions agreed where necessary. The results are also being reported to DWAF on a national web-based system (eWQMS system).

Currently 16 water plants are being monitored in the district and the results indicate that the water quality at all 16 plants is acceptable, although one of the plants require further attention. This indicates to refurbishment requirements that need to be addressed as soon as possible to ensure that in future water quality can be sustained at the plant.

**Policies and Bylaws**

The Water Services Policy and Bylaws have been revised and approved by Council on 28 May 2008. The documents have been advertised publicly for comments but no comments have been received. The bylaws are now in the process of being promulgated.

**LOCAL ECONOMIC DEVELOPMENT**

*Local Economic Development Unit is a section within the Planning and Community Development Department. The fundamental focus of this directorate is promoting the social and economic development of the municipality by implementing the Siyaphambili programme which is a strategic document for economic development in the municipality.*

**Institutional (link with the municipal and IDP processes)**

The Local Economic Development Forum forms part of the overarching Institutional structure of the IDP Process. Apart from sharing information on future economic activities, the purpose of the forum is to jointly agree on a direction and guidance with all stakeholders and experts in the field of economic development in the district.

Sub-forums under the Local Economic Development Forum include Tourism and the recently established General Business and Agricultural forums.

**Achievements of the LED Directorate**

The following key projects that were approved in the previous financial year are all completed.

The next step is to attract potential investors to partner with ZDM for implementation:-

1. P700 Local Area Plan (Master Plan)
2. Cengeni Gate Community Tourism Project
3. Development of Mona Market and Nguni Cattle
4. Nongoma Poultry Project
5. Louwsburg Agro-processing initiative
6. District Nursery Expansion
7. Aloe Processing Facility
8. Ulundi LED Framework Plan