

NQUTHU MUNICIPALITY 2014/15 DRAFT ANNUAL REPORT

2014/2015
NQUTHU LM

FOREWORD BY THE MAYOR

Her Worship the Mayor: E.N Molefe



As we are enfolding the third year of our term of Office as Council elected in 2011, and celebrating 20 years of freedom and democracy our country has a lot to celebrate. I am pleased to be a citizen of this country and also to be part of society who inspires change to the lives of the electorates.

The financial year of 2013/14 has been one of the best where the municipality has improved its performance regarding the implementation of service delivery programmes. Our commitment is to serve the public, working harder and to direct our resources into endeavors to address unemployment, inequality and poverty is yet our precedence. This is perceived by the number of young people assisted by the Council with registration fees to various tertiary institutions, skills and capacity building sessions to the unemployed youth. Community organizations have been funded through our socio-economic development programmes.

I believe this Annual Performance Report portrays the extent to which the municipality has responded to the expectations of the communities, based on the Council approved Integrated Development Plan of the period under review. It is presented in such a manner that community can contemplate the service rendered by the Council versus the budgeted allocated.

It is our desire to achieve clean audit in this financial year 2014, since this is a National operation by all the municipalities, but we have set ourselves a solid footing by obtaining consistent unqualified audit opinion for the past years.

We still need that support from the community though we clearly understand that expectations of the community cannot be fulfilled in a single day.

Once more time the credit must be awarded to the Councilors, Officials and all stakeholders even the community for their significant role in ensuring conveying of services and safeguarding of the resources.

If we maintain this standard I am certain Nquthu would never be the same again

I thank you

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Cllr E.N Molefe: MAYOR OF NQUTHU MUNICIPALITY

Message from the Municipal Manager

Municipal Manager: BP GUMBI



This report is one of the many tools used by the Municipality to communicate with stakeholders about the municipal performance, on financial and non- financial matters for the year under review. The Municipal Annual Performance Report is compiled annually in compliance with Local Government Municipal Legislations.

The report mirrors the performance of the Council to its electorates. At this point, we are pleased to delineate that we have obtained an improved and consistent unqualified audit opinion consecutively and this is impressive. It is a result of productiveness and dedication to serve the public with integrity by both Councilors and Officials. It is therefore our gratitude to achieve Clean Audit Opinion in this financial year as the municipality has set a base of a concrete delivery in the implementation of the municipal targets.

As we are celebrating 20 years of freedom and democracy in 2014, as citizens of Nquthu we are proud to celebrate as we have achieved lot of targets and in this we can mention the water and sanitation that the municipality has access too; electricity which has dropped its backlog; access roads and so on.

In conclusion, I take this opportunity to express my sincere gratitude to all role players who contributed positively towards good governance of the municipality, more especially the political leadership, municipal officials, ward committees and our public at large. I still believe that Nquthu can do more on championing service delivery.



BP GUMBI

Municipal Manager

CHAPTER 1: INTRODUCTION AND OVERVIEW

1. INTRODUCTION

Nquthu Local Municipality Annual Report which encompasses of the Annual Performance Report is compiled in terms of Section 121 (1) of the Municipal Finance Management Act No.56 of 2003 and Section 46 of the Municipal Systems Act No.32 of 2000, a municipality, including its entity, is required to prepare an annual report and an annual performance report for the year-end review.

The purpose of the annual report is to provide a record of the activities of the municipality and its entity, and a report on performance against the budget for that financial year with the aim of promoting accountability to the local community for the decisions made by the municipality and its entity. The annual performance report on the other hand reflects the performance of the municipality and its service providers during the financial year, comparison of performance of the current and previous financial years and measure taken to improve performance. The municipality' 2014/15 annual report provides a true, honest and accurate account of the set performance and financial goals, the extent to which they were met, the resultant successes and the challenges that were experienced in pursuance thereof.

2. OVERVIEW

Nquthu is a Category B municipality established in 2000 as one of the four local municipalities that constitute the UMzinyathi District Municipality. It is located along the north eastern boundary of the district and is boarded by the following municipalities:

- eMadlangeni and Abaqulusi municipalities on the north;
- Ulundi Municipality on the east;
- Nkandla Municipality on the south; and

Msinga and Endumeni Municipalities to the west as shown in Figure 1 below:

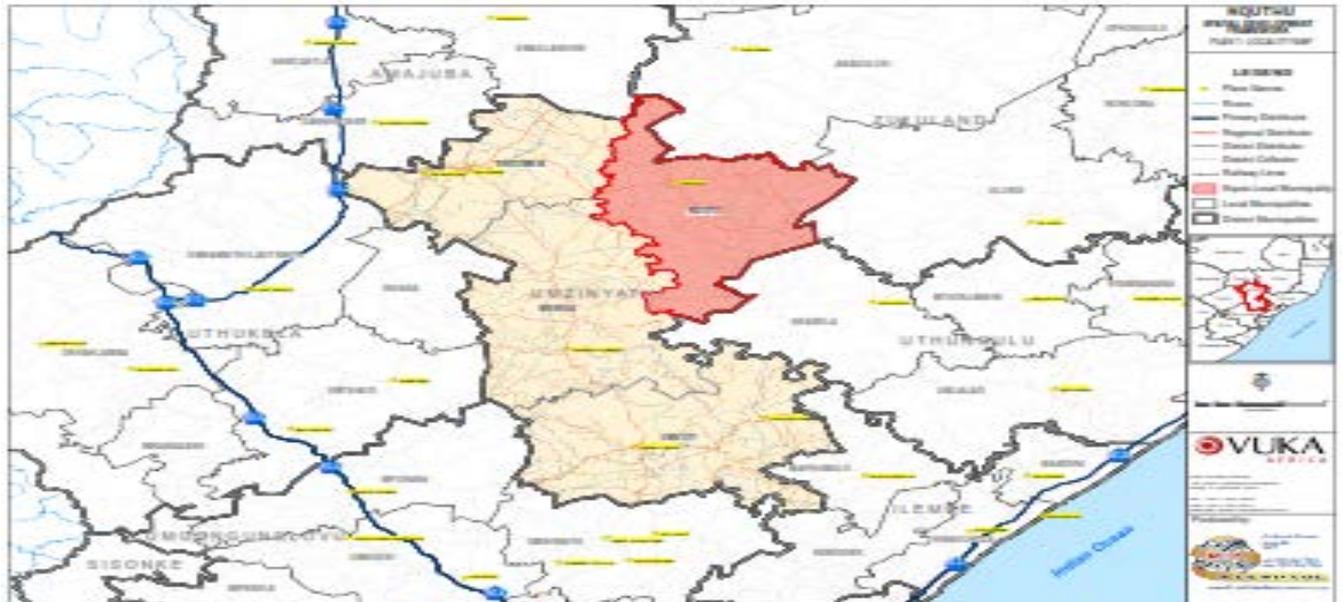


Figure 1: Regional Context

Nquthu Municipality covers an area of approximately 1451km², and is predominantly rural in nature with expansive low-density rural settlements being one of the major features. Nquthu has a total population of 165 307, with the community spread unevenly among the 17 municipal wards with the majority being resident within the 9 traditional authority areas.

Nquthu Town, and Nondweni to a limited extent, are the only notable urban centres within the municipality. Nquthu is composed of nine Traditional Council areas namely, Sizamile, Jama, Khiphinkunzi, Emandleni, Mbokodebomvu, Vulindlela, Mangwe-Buthanani, Molefe and KwaZondi. The area is divided into 17 municipal wards with 34 Councillors.

Primary access to Nquthu Municipality is through R68 linking Ulundi and Newcastle/ Dundee. Another important Provincial road that runs through the municipality is the R33,

passing through the northern areas, passing east of Nondweni before linking Vryheid with the R68.

The town of Nquthu is a small but stable urban area that has established itself as the primary commercial, administrative and service centre for the Municipality as a whole. The town is an old Japie Uys town established in terms of Proclamation 67 of 1983. The majority of the land in Nquthu is under Ingonyama Trust land and the municipality does not have any land registered under its own name. The municipality is about to conclude a process towards the transfer of state land under its name.

Nquthu town is strongly linked to the surrounding towns of Dundee, Melmoth, Vryheid and Newcastle. Nquthu serves as a provincial administrative centre, with offices of the Departments of Education, Agriculture and Environmental Affairs, Works, Health, Justice and Welfare, Department of Transport, Safety and Security (SAPS), Post Office, as well as a variety of social infrastructure. Nquthu is located in at the crossroad of provincial roads, this place the node at a strategic position as an economic powerhouse and has the potential of growing as a Service Support Hub. Additional potential lies in the development and improvement of the commercial and property sector.

Land use in Nquthu is primarily agriculture, mainly dryland subsistence, where people keep livestock and grow crops such as maize and beans.

2.1 DEMOGRAPHIC TRENDS AND CHARACTERISTICS

According to the 2011 Census data, uMzinyathi DM has the population of 510 838 which shows a steady increase compared with the 2001 figures. The population per municipality in the uMzinyathi DM is broken down as follows:

TABLE: Total Population

Local Municipality	Population	% of Total	Households
Endumeni	64,865	12% of the district	16,851
Nquthu	165 307	32.4% of the district	31 612
Msinga	177,576	35% of the district	37,724
Mvoti	103,093	20.2% of the district	27 282
Umzinyathi	510,838	5% of the province	113 469

(Source: Stats SA: 2011 Census)

Figure 2 provides comparative population as per age within Nquthu area.

Approximately 42% of the population are 14 years and younger, while 53% of the population are aged between 15 and 64 years and 5.1% people with 65+. This indicates a youthful population which places pressure on the need for education and social facilities.

These figures follow the general trend for the populations in the uMzinyathi DM municipalities.

Figure 3: Shows Age Structure for 2001 and 2011 Stats SA

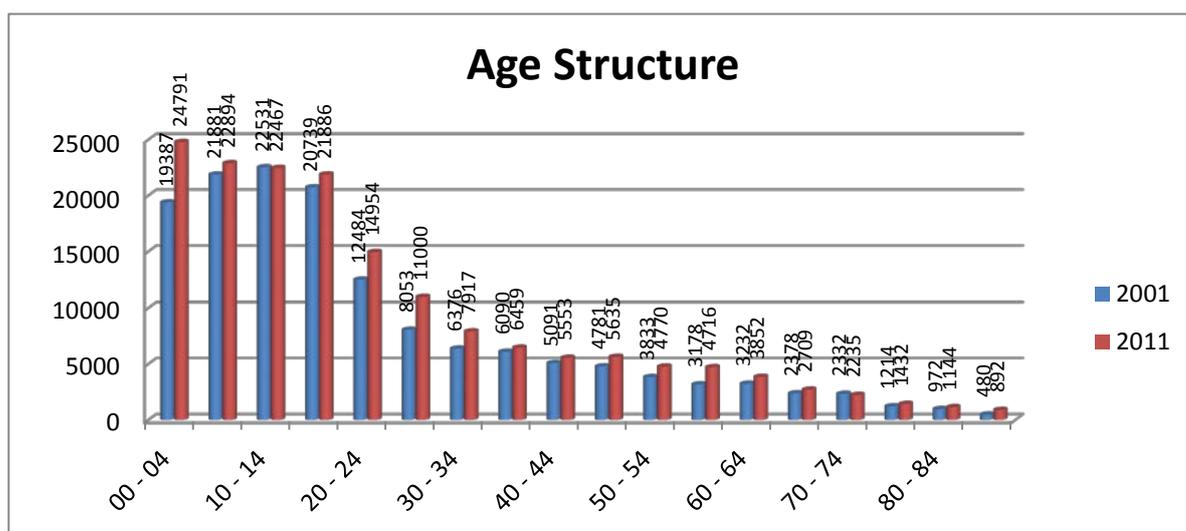


Figure 3: Reflects the population race groups

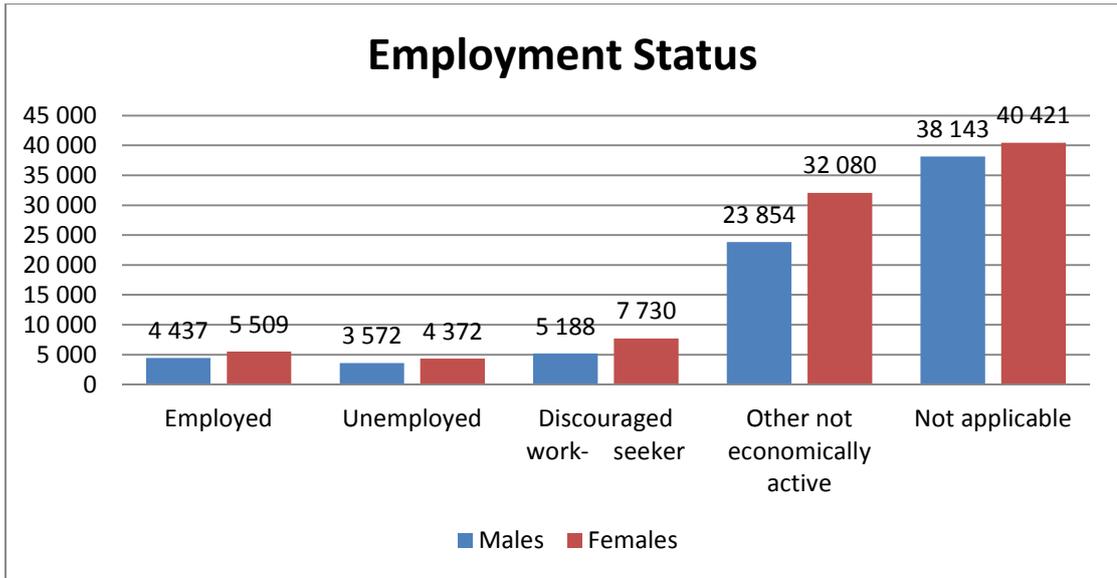
Nquthu consists of a large rural population (over 90%), with less than 10% of its people living in the semi-urban areas of Nquthu Town (3.44% living in Nquthu Town), Nondweni, Isandlwana and Ngolokodo. Roads and storm water in these rural areas are in a poor condition. This places enormous pressure on the delivery of services.

MUNICIPALITY	BLACK	COLOURED	INDIAN / ASIAN	WHITE	OTHER
UMzinyathi	96.6%	0.5%	1.3%	1.4%	0.1%
Endumeni	83.9%	2.6%	5.9%	0.4%	0.4%
Nquthu	99.7%	0.1%	0.1%	0.1%	0.1%
Msinga	99.6%	0.1%	0.1%	0.1%	0.1%
Mvoti	94.6%	0.8%	2.2%	0.2%	0.2%

(Source: Stats SA: 2011 Census)

The population of Nquthu is distributed throughout the Municipality comprising 17 Wards, although the southern areas are less densely populated due to the topography. The highest numbers of residents are settled in wards 1, 3, 10, 11 and 15 however ward 6 has the least population.

Figure 4: Reflects the Economic growth



(Source: Statistics SA Census, 2011)

Employment levels are exceptionally low with only 9 946 of the economically active population being employed. Of the total population, 55 954 are not economic active as this include people with disability, school children and pensioners while 12 918 are discouraged work seekers and the rest of the potential labour force is not economically active (students, housewives etc). With such high unemployment the dependency levels are also very high and it is estimated that for every employed person there are 28 unemployed people who are in need of support.

2.2 VISION, MISSION AND CORE VALUES

2.2.1 Vision

“To be the champions of sustainable Local Economic and Community development, through good governance”

2.2.2 Mission

“We are a united community striving to provide basic services, eradicating poverty and promoting LED through co- operative governance and public participation”

2.2.3 Core Values

Q-Quality

H-Humanity

A-Accountable

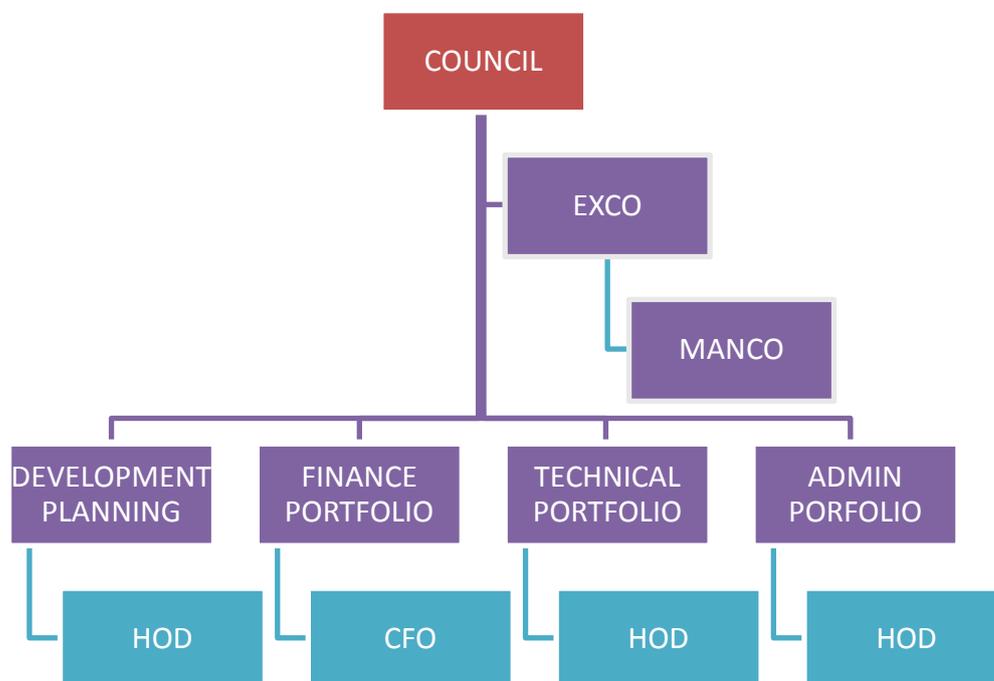
W-Willingness

E-Excellence

CHAPTER 2: GOVERNANCE

COMPONENT A

2.1 POLITICAL GOVERNANCE STRUCTURE



Nquthu Municipality has 34 Councillors which are participating in the municipal area service delivery. Within the municipality; councillors are given the opportunity to learn more as a part of capacitating them. Through this development, all councillors serving on any working committee for the council also need to be afforded opportunities to broaden their skills. Nominations via the Mayor need to be forwarded to the Training section staff. All the logistical arrangements for councillors and political support staff must be done through the training section after the appropriate approval is received. This will be done in conjunction with the Speaker's office.

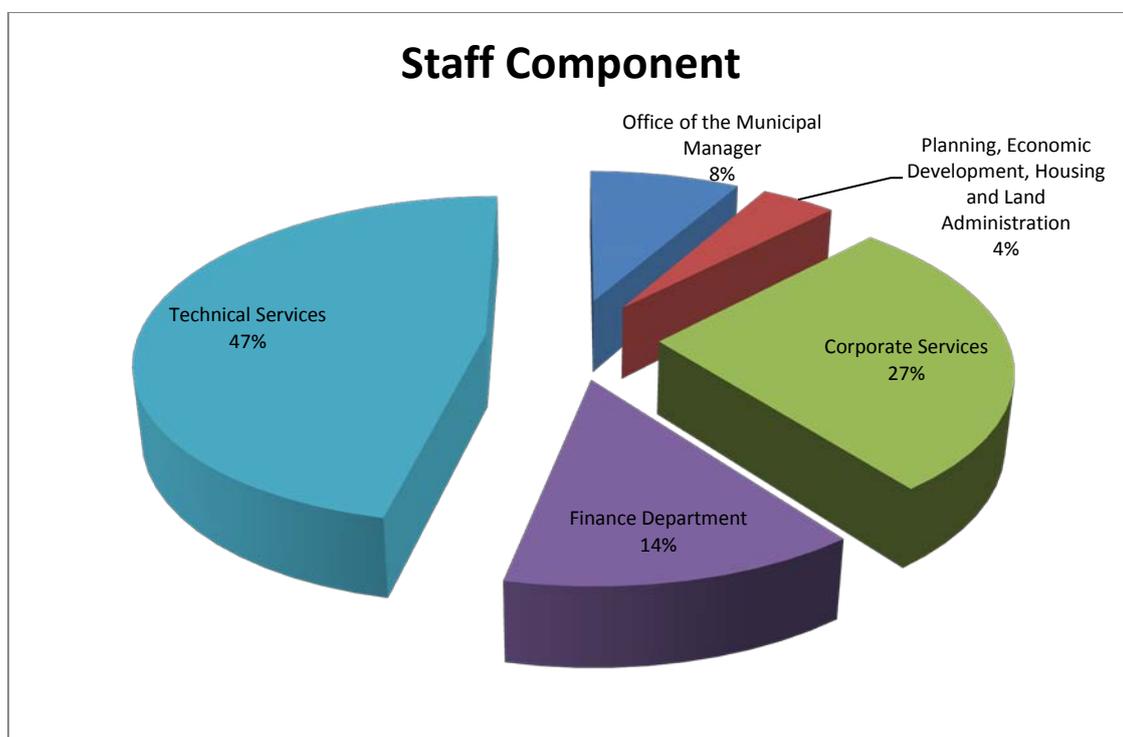
2.2 ADMINISTRATIVE GOVERNANCE STRUCTURE

The municipality approved the 2014/2015 organizational structure which is aligned to the IDP in order to improve its operational capacity. The revised structure contributed positive to the

organization in terms of services delivery. During the year under review ,the municipality had a staff compliment of 158 as opposed to 143 during 2012/2013 financial year, which indicates that the municipality is strengthening its capacity in order fulfil its development mandate. The approve structure of the municipality had 158 posts

Nquthu Municipality comprises of 4 departments that report directly to the Municipal Manager, the Administrative Head. They are as follows:

- Budget and Treasury;
 - Corporate and Community Services;
 - Planning, LED and Housing
 - Technical Services
- The organizational arrangement is as follows:



Nquthu Municipality entails of staff which reports to the Heads of Department who are the Directors of different components. The HODs sit on the portfolio committee meetings and

discuss matters pertaining their respective constituent matters. The portfolio committee advises the HODs with solutions on how the department matters can be tackled and how to go about the departmental programmes for service delivery to the community. When the issues have been analysed, the MANCO assembles and finalizes together the individual portfolio outcomes to form one report which will be tabled in the Executive Committee thereafter taken to Full Council for resolutions.

2.3 Occupation and gender equity analysis

In terms of section 13(1) of the Employment Equity Act 55 of 1998, the Municipality is required to achieve employment equity by ensuring that affirmative action is implemented targeting mainly the designated groups.

In order to achieve equal opportunity in the workplace, the Nquthu Municipality has ensured that all positions are aligned to the Employment Equity Act sec 15 (2) (c), 2(b) and 3(b) according to the targets and timeframes set by the Equity Forum.

The distribution of staff by occupation, group and gender

Occupational Level	Designated							Total
	Male			Female				
	B	C	I	B	C	I	W	
Senior Management	05	0	0	0	0	0	0	5
Middle Management	11	0	0	8	0	0	0	19
Semi-Skilled	18	0	0	25	0	0	0	43
Elementary Occupation	51	0	0	40	0	0	0	91
TOTAL	85	0		72	0	0	0	158

2.4 MUNICIPAL TRANSFORMATION AND INSTITUTIONAL DEVELOPMENT

This key performance area encapsulates the Municipality's commitment to the provision of the highest quality of service to its constituencies and to ensure that all strategies and objectives area adhered to, resulting in a productive and sustainable Municipality.

All Municipalities are obligated to encourage the involvement of communities and community organisations in the affairs of Local Government according to the Constitution, Section 151 (1) (e). This is further emphasised by Section 16(1) of the Municipal Systems Act 32 of 2000, which requires the Municipality to develop a culture of municipal governance that complements formal representative government with a system of participatory governance.

Nquthu Municipality has continued with strengthening the public participation unit in the year under review. During 2014/2015 one public meeting was held in partnership with UMzinyathi District Municipality and transport was provided to all 17 Wards.

COMPONENT B: INTERGOVERNMENTAL RELATIONS

The Intergovernmental Relations Framework Act No 13 of 2005 was promulgated to establish a framework for the national government, provincial governments and local governments in order to ensure amongst other things:

- promotion and facilitation of intergovernmental relations;
- Provision for mechanisms and procedures to facilitate the settlement of intergovernmental disputes; and
- Provision for matters connected therewith.

The objective of the Act is based on the principle of co-operative governance as set out in Chapter 3 of the Constitution. The Act also aims to facilitate co-ordination in the implementation of policy and legislation including:

- Coherent government;
- Effective provision of services;
- Monitoring implementation of policy and legislation; and
- Realization of national priorities.

Nquthu Local Municipality has the following Intergovernmental Relations Structures in place:

Intergovernmental Relations Forum	Objective of the Function	Functionality
IDP Representative Forum	The purpose of the forum is to serve as a platform where the Nquthu Municipality meet with the sector departments, private organizations, business, NGO's and CBO to discuss developmental issues that affect the municipality	Yes
Planning and Development Forum	The purpose of the forum is to co-ordinate planning. Nquthu Municipality does not have its own forum but seats at the district as the UMzinyathi District Municipality has established the forum where the district family of municipality engage to ensure communication amongst the various planning and development within the district is undertaken in a holistic way.	Yes
IDP Technical Committee	This Committee is situated at the district level and the local municipalities participate on it. The purpose of this forum is : <ul style="list-style-type: none"> • Streamline planning process; 	Yes

	<ul style="list-style-type: none"> • Combating socio-economic ills in a strategic and coordinated manner • Put forward a plan of action that will enjoy political buy-in at levels • Unifying the channelling of both private and public sector investments 	
SMME Forum	The purpose of the forum is to serve platform to discuss SMME matters and consolidate informal traders	Yes
LED Project Steering	Local Economic Development is one of the key programmes that exist in Nquthu area. Therefore the purpose of the committee is to monitor and assess LED projects and also discuss LED issues	Yes
Disaster Advisory Forum	The purpose of the forum is to implement, monitor and co-ordinate all disaster management related issues within Nquthu area by ensuring improved and continued communication.	

COMPONENT C: PUBLIC ACCOUNTABILITY AND PARTICIPATION

2.6 PUBLIC MEETINGS

Subsequent to the inauguration of the new Council, the Public Participation Unit embarked on a programme to elect new Ward Committees. Currently, all our Ward Committees are fully functional and they have been inducted and trained on the first module as prescribed by CoGTA. These new Ward Committees have submitted their schedule of meetings to the Municipality and have begun their Ward meetings. The Council adopted the Policy on Ward Committee election and operation.

Council held all statutory meetings as expected throughout the financial year and special meetings convened when needed. All Standing Committees held their monthly meetings as expected. The observation made was that the Municipality needed to ensure that Councilors keep time scheduled for meetings. It is also critical that all Committees should submit reports to Council or Executive Committee.

The Executive Committee also was very consistent in meeting its calendar of meetings as scheduled. The municipality had a number of Special meetings and the ordinary meetings were not convened as per legislated due to political conflicts within the municipality.

2.7 IDP PARTICIPATION AND ALIGNMENT

Integrated Development Plan plays a major role in addressing the programmes and projects to be undertaken by the spheres of government and sector departments. The participation of the internal and the external bodies were scheduled and held as follows:

2.7.1 IDP STEERING COMMITTEE MEETING

TABLE 1: IDP STEERING COMMITTEE MEETING

Date	Venue
29 October 2014	Indaba room Nquthu Municipality
04 February 2015	Indaba Room Nquthu Municipality
18 March 2015	Indaba Room Nquthu Municipality
20 May 2015	Indaba Room Nquthu Municipality

TABLE 2: IDP REPRESENTATIVE FORUM MEETING

Date	Venue
02 December 2014	Nquthu Municipality Council Chamber
25 February 2015	Nquthu Municipality Council Chamber
15 April 2015	Nquthu Municipality Council Chamber

The above dates of the IDP were adopted by the council during the adoption of the Process Plan. It must noted that the IDP RF that was schedule for the 26 November 2014 did not seat on that day as the COGTA Representatives who are delegated to UMzinyathi District were committed therefore it was then schedule and convened on the 2nd December 2014. The IDP RF that was schedule for the 11 February was postponed to the 25 February 2015 as the day that was advertised was falling within strategic planning session of the municipality.

The Nquthu Municipality was in partnership with UMzinyathi District Municipality in conducting the community public engagement.

COMPONENT D: CORPORATE GOVERNANCE

2.8 RISK MANAGEMENT

Nquthu Municipality has an in-house Risk Assessment Officer who under the guideline of Section 62(1) of Municipal Finance Management Act (MFMA) assists the Accounting Officer/ Municipal Manager in his responsibility towards Risk Assessment Processes. Accounting Officer of the municipality is responsible for financial administration of the municipality and must for this purpose take all reasonable steps to ensure the municipality maintains effective, efficient & transparent systems of financial and risk management and internal control.

Nquthu Municipality operates under the Enterprise Risk Management Framework (ERM) which specifically addresses the structures, processes and standards implemented to manage risks on an enterprise-wide basis in a consistent manner.

Nquthu Municipality reviewed its Risk Management Policy which was tabled and adopted by Council on the 28th March 2013. MANCO Risk Committee has been established by Nquthu Municipality to assist the Municipal Manager to fulfil his risk management and control responsibilities in accordance with prescribed legal and corporate governance principles. To date the municipality executed Annual RISK Assessment to identify the operational risks, Information Technology Risk Assessment to identify the operational risk within IT unit.

The objectives of this committee are:

- Assist the Municipal Manager in discharging his accountability for risk management by reviewing the effectiveness of the municipality's risk management systems, practices and procedures, and providing recommendations for improvement.
- Review the risk management policy and strategy, and recommend for approval by the Accounting Officer;
- Review and assess the integrity of the risk control systems and ensure that the risk policies and strategies are effectively managed;
- Set out the nature, role, responsibility and authority of the risk management / risk officer function within the institution and outline the scope of risk management work;
- Monitor the management of significant risks to the institution, including emerging and prospective impacts;
- Review any legal matters, together with the legal advisor, that could have a significant impact on the institution;

Review management and internal audit reports detailing the adequacy and overall effectiveness of the institution's risk management function and its implementation by management, and reports on internal control and any recommendations, and confirm that appropriate action has been taken

2.9 ANTI-CORRUPTION AND FRAUD

In terms of the Municipal Systems Act (MSA) Act 32 of 2000 Section 83 (c), if a municipality decides to provide a municipal service through service delivery agreement with a person referred to in section 80 (1) (b), it must select the service provider through selection processes which minimize the possibility of fraud and corruption.

Nquthu Local Municipality has the following strategies in place to prevent corruption, fraud and theft:

- Risk Management Policy.

A Risk Management Committee is also in place to assist the Accounting Officer in addressing oversight requirements of risk management and evaluating and monitoring the municipality's performance with regards to Risk Management, Fraud Prevention and Corruption.

Anti-Fraud Strategy was adopted by the Council on the 11th May 2011.

2.10 SUPPLY CHAIN MANAGEMENT

SCM is fully staff and all the bid committees are in place, SCM policy, delegations are also in place. The functions and responsibilities of SCM in Nquthu Municipality are as follows:

- aligning information system, applications, work processes and role boundaries to support functional outcomes related to the stock control, requisitioning, procurement, utilization, etc
- Controlling administrative sequences & mechanism related to bid documentation, opening, registering, recording & evaluation of bids.
- Providing guidance to personnel on the interpretation of procedures application and communication sequence associated within the supply chain management cycle.
- Arranging & attending specifications and site meeting to communicate or inform prospective bidders on requirements, specific term & condition.

- Attending to the verification & pre – qualification of person/companies participating in the bidding process.
- Controlling stock receipting, storage, counting & issuing applications, investigating deviations & monitoring application of corrective procedures.
- Preparing reports related to a specific analysis or investigations and forwarding to the respective committee on approval by the immediate superior.
- Provide SCM advices to institutional management teams and SCM Practitioners.
- Ensure the compliance in finance and SCM procedures.
- Oversee the implementation of SCM & Finance policies and legislative

Monitor and control all stock/ material to and from stores

- Control the receipting, storage and utilization of stock
- Check supplier documentation, record short delivery and damages on documents
- Order, rotate and monitor stock
- Receive and verify requirements on approved transactional documentation
- Follow up on instructions on disposal of damaged stock
- Implement control procedures/ supervise subordinates and monitor attendance and performance and allocate tasks

2.11 BY-LAWS

The Registry has been inspected in respect of policies and by-laws.

The following is the list of policies and by-laws that are kept under the records of registry.;

- Exit policy and procedure in the work place.
- Supply Chain Policy
- Policy on payment and travel subsistence allowance

- Promotion of access to information.
- Procedure on recruitment, selection, placement, probation, promotion, transfer, and demotion of staff.
- Fixed asset management.
- Fleet management policy.
- Records management policy.
- Remuneration management policy.
- Credit control and debt collection policy.
- Training and development policy (Incorporating ABET and recognition of prior learning process).
- Banking and Investment Policy
- Job evaluation policy
- HIV and AIDS in the workplace policy
- Acceptable use on e-mails, internet and other computer resources in the workplace policy.
- Employee assistance and wellness program
- Policy and procedure on sexual harassment and intimidation
- Communication policy
- Internal staff leave management
- Security and access control
- Tariffs policy
- Smoking in the workplace
- Staff payroll deductions
- Overtime and standby services
- Funeral and burial policy
- Keeping of animals
- Credit control and debt collection – by-laws
- Cemetery and crematoria
- Municipal Public Transport – by-law
- Out-door advertisement- by-law

- Electricity supply- by-law
- Property encroachment- by-law
- Street trading- by-law
- Standing rules of order- by law
- Tariff policy for indigent persons- by-law

There are other policies that are available to the municipality website and updated in the municipality's website;

- Bad debt policy
- Funding and reserve policy
- Virement Policy
- Debt collection and credit control policy
- Banking cash management and investment policy
- Borrowing policy
- Property rates policy
- Supply Chain Management policy
- Tariffs policy
- Financial Planning policy
- Indigent policy
- Budget policy
- Language policy.
- Employment equity and procedure.

2.12 WEBSITE

Nquthu Municipality has established a website which is updated accordingly. All advertisements and municipal documents are published on the website so as to comply with the requirement of the municipality.

2.13 PUBLIC SATISFACTION LEVELS

The purpose of survey is to inform action. Nquthu Local Municipality acknowledges the fact that, there has not been any research done in the past financial year. Municipality, it therefore,

moves from the premise that survey is very vital to decision making. It is therefore incumbent of municipality to conduct at least one major survey a year. Focus areas of survey will be: customer satisfaction, external and internal stakeholders and other related issues.

2.14 OVERSIGHT COMMITTEE

The oversight role of Council is an important component of the financial reforms and it is achieved through the separation of roles and responsibilities between Council, the Executive Committee and Administration. Good governance, effective accountability, and oversight can only be achieved if there is a clear distinction between the functions performed by the different role players.

Non-executive Councillors are required to maintain oversight on the performance of specific responsibilities and delegated powers that they have given to the Executive Committee. In other words, in exchange for the powers in which Council have delegated to the Executive Committee, Council retains a monitoring and oversight role ensuring that there is accountability for the performance or nonperformance of the municipality.

The Municipal Finance Management Act, No.56 of 2003 (MFMA) vests in Council specific powers of approval and oversight:

- Approval of budgets;
- Approval of Budget related policies; and
- Review of the Annual Report and adoption of the Oversight Report.

The functions of the Oversight Committee are

- Undertake a review and analysis of the Annual Report.
- Invite, receive, and consider inputs from Councillors and Portfolio Committees, on the Annual Report.
- Consider written comments received on the Annual Report from the public consultation process.
- Conduct Public Hearing(s) to allow the local community or any organs of state to make representations on the Annual Report.
- Receive and consider Council's Audit Committee views and comments on the annual financial statements and the performance report.

- Preparation of the draft Oversight Report, taking into consideration, the views and inputs of the public, representative(s) of the Auditor-General, organs of state, Council's Audit Committee and Councillors.

NQUTHU LM 2014/15 Annual Performance Report

1. Foreward by the Mayor

Her Worship the Mayor: E.N Molefe



The financial year of 2014/15 has been good and bad year to our municipality. Nquthu Municipality has managed to achieve 70% of the programmes that were planned for the financial year and we are proud to announce that the municipality is stable in terms of municipal finances. This shows that our administration is under good hands, as the politicians were are grateful for such performance. The municipality experienced the horrific tragedy of losing the Municipal Speaker who was shot and killed. This was a shock to everyone including the community.

Our commitment is to serve the public, working harder and to direct our resources into endeavors to address unemployment, inequality and poverty is yet our precedence. This is perceived by the number of young people assisted by the Council with registration fees to various tertiary institutions, skills and capacity building sessions to the unemployed youth.

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If we maintain this standard I am certain Nquthu would never be the same again

I thank you

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Cllr E.N Molefe: MAYOR OF NQUTHU MUNICIPALITY

2. Foreward by the MM

Message from the Municipal Manager

Municipal Manager: BP GUMBI



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Nquthu municipality is proud say that the backlog of basic services has declined due to number of projects that have been delivered to the local communities. This includes delivery in water, sanitation, electrification, access roads and Local Economic Development programmes.

In conclusion, I take this opportunity to express my sincere gratitude to all role players who contributed positively towards good governance of the municipality, more especially the political leadership, municipal officials, ward committees and our public at large. I still believe that Nquthu can do more on championing service delivery.

BP GUMBI

Municipal Manager

3. Summary

The overall performance for 2014/15 has been improved a bit compared to 2013/14 financial year. The dashboard reports have been used to compile this section of the report. The municipality has only one challenge referring to the dashboard reports. Compliance is the major issue that the municipality is facing. In terms of effective leadership; the municipality has maintained the green face where it reflects that the municipal leadership is good and stable. In terms of proper record keeping, compliance with applicable laws and regulations, risk management including Information Technology risks and fraud prevention, implementation of controls over daily and monthly processing the municipality has still maintained a green traffic light whereas the oversight responsibilities; implementation of effective Human Resource management to ensure adequate and sufficiently skilled resources are in place and ensuring the activeness of audit committee and the functioning of internal audit unit identifies internal control deficiencies and recommends corrective action effectively are in progress.

4. Performance Management Processes

The municipality has a Performance Management Framework in place which sets out the process that must be followed by the organization in the formulation of performance criteria that the municipality should use in the establishment of performance management. To date the municipality has appointed the Service Provider to review the Framework. To date the draft document has been forwarded to the municipality and it has been forwarded to UMzinyathi District Municipality as the mother-body for verification of information and also sent to COGTA

Performance Unit for further comments. The timeframe is to adopt the framework by 30 September 2015. For the meanwhile the standard COGTA guidelines has been used to execute the Performance matters within the municipality.

For the reporting system; the municipality held 12 MANCO meetings as scheduled which are divided per month where the Senior Management discuss the way forward on the targets that are not met and come up with new strategies that will enforce better delivery according to the performance plans that are signed at the beginning of the financial year.

The municipality reports as follows:

- Monthly operational reports are submitted to MANCO (x12), within 1 week after the end of a calendar month
- Quarterly Departmental PMS reports are submitted to the Municipal Manager 10 days after the end of each quarter
- When the departmental reports are submitted to the Municipal Manager they are then submitted to Internal Audit as a requirement
- Audited report goes to the Audit Committee; please note that Nquthu Municipality appointed the fully functional Audit Committee which oversees all the municipal performance.
- The municipality then compile the Annual Performance Report based on the quarterly reports that were submitted throughout the financial year. The Annual Performance Report is then submitted to the Internal Audit and Audit Committee before it is submitted to the relevant stakeholders.

5. Performance and Supporting Information

The municipal scorecard Appendix 1 approach unpacks the 6 Key Performance Area's and the municipal targets as well as achievements of the municipality. As per the dashboard reports that were received by the municipality during 2014/15 financial year; the municipality is continuously improving as it has upgraded from 2013/14 financial year performance. This is witnessed by the progress made in the implementation of programmes that we planned and executed. The comparison has been done so as to identify the loopholes between the two years and this will assist in rectifying the issue in the present financial year. The municipal

scorecard imitates the budget that was allocated for each programme as part of service delivery.

Nquthu IDP contains priorities and these priorities are cascaded to performance management and are measured by the progress made with the timeframes allocated. The priorities are agreed upon by the Municipal Council during the Strategic Planning Session and are measured by the quarterly reports of which are reviewed quarterly in the Council meetings.

5.1. Municipal Institutional Development and Transformation

The overall performance of this KPA has improved comparing with 2013/14 financial year. Through the Work Skills Plan the municipality has managed to conduct ten (10) trainings and workshops whereas in 2013/14 the municipality only trained two (2) employees through SAMTRAC. The municipality is still continuing with training the employees and the councillors in the MFMP course. In 2014/15 financial year the municipality has trained 15 through MFMP

5.1.1. Performance Highlights for 2014/2015

- Two employees have completed the SAMTRAC training
- 15 employees have completed their programme of MFMP and they will be graduating in this financial year (2014/15).
- Reviewed municipal organogram

5.1.2. Challenges

- Lack of communication within internal departments
- Recognition and lack of support
- No staff meetings to raise concerns

5.1.3. Measures Taken to improve Performance

- Corporate Services Section Head interact directly with the responsible employees in their functions so as to support the work on the ground

5.2. Basic Service Delivery

Basic Service Delivery is the vital KPA as it deals directly with the delivery of services to the community. 2014/15 has been stagnant compared to 2013/14 this was due to a number of the objections in the appointment of the Consultants. The objections that were received by the municipality delayed the process of appointing the contractors to start working on the targets of the financial year. This was resolved in a late stage and impacted the service delivery percentage. The department of technical services ensured that other municipal programmes are executed such as Expanded Public Works Programme, Community Works Programme, Food for waste and environmental protection programme. The municipality has developed the Integrated Waste Management Plan and Infrastructure Investment Plan which will address the waste management and the strategy on how to attract and attain the investors within Nquthu area. The municipality has a pipeline programme of recycling the waste through environmental protection infrastructure programme

5.2.1. Performance Highlights for 2014/2015

Under basic services KPA; the municipality implemented a number of projects through MIG funding and in-house budget. The following are the projects that were implemented in 2014/15:

- 30km gravel road was a target and 11.5km was completed and 18.5km is underway
- 4 low bridges were the target for 2014/15 financial year and 2 were completed where the other are in progress
- 1.2KM Polymer Road was a target and 95% was achieved 5% lies with the finishing's as the contractor is still on site.
- 10 halls were the target for 2014/15 financial year; 4 halls were completed and 6 halls are still in progress due to the late appointment of the contractors as there were objections received.
- 3 sport facilities were the target for 2014/15 financial year of which one (1) is the indoor sport centre. The indoor sport centre was completed and 2 sport fields (Nkande & Mafihleng) were delayed due to objections.
- 2 crèches were the target for 2014/15 and both crèches were constructed and completed
- In terms of electrification the municipality had a target of 700 households' connection and 4 High Masts Lights (300 Mfongomfongo & 400 Nomathinta). Mfongomfongo was

achieved and Nomathinta was not achieved due to delays with the approval of design from Eskom. The High Masts Lights were not installed due to late appointment of the consultant for design

- The municipality developed the Integrated Waste Management Plan and Infrastructure Investment Plan. Both plans were completed and tabled to EXCO and awaiting to be tabled to Council for adoption.
- Nquthu Municipality is expanding its offices there is a challenge in appointing the other staff members due to office space. To date the new offices are at the first floor level with 65% complete.
- There are powers and functions as per the Municipal Systems Act 2000. UMzinyathi District is responsible for water and sanitation within Nquthu jurisdiction. To date UMzinyathi District Municipality has reduced the water demand up to 80% and the 205 lies with the area that still receive water from water tanks that are supplied by the District. In terms of sanitation backlog, the District has reduced up to 95% only few areas that are still to be provided by sanitation. The UMzinyathi District has a plan in place of fulfilling the community basic need. This is work in progress.

5.2.2. Challenges

- The objections that are received by the in the process of appointing the Consultants and the Contractors.
- Measure breakdown in municipal equipment which hinders the programme to execute or maintain municipal projects
- Climate change causes implications as Nquthu area experiences drastic environmental challenges
- Political Interference
- Ageing staff and infrastructure
- Lack of funding which leads to community unrest (strikes)

5.2.3. Measures Taken to improve Performance

Adjust the financial budget to accommodate the targets and avoid community unrest

Maintain the municipal infrastructure and engage Zibambele programme (DoT initiative)

5.3. Social and Local Economic Development

In terms of youth section, in 2013/14 the municipality executed all the targeted programmes and managed to utilize all the budgeted funding. In 2014/15 financial year the unit managed to execute all the planned programmes with a shortage of staff as the section manager post is vacant. This matter did not affect the youth office to function its duties as all 2014/15 planned programmes were undertaken as per municipal Service Delivery Budget and Implementation Plan and Scorecard.

In terms of LED/Tourism unit, 2013/14 achieved 95% in its planned as programmes such as heritage, cultural events, gospel event to mention. Below are the highlights of what the municipality did in 2014/15 financial year.

5.3.1. Performance Highlights for 2014/2015

Through tourism programmes, UMKhosi WoMhlanga was accomplished. 5 buses, 800 t-shirts, catering, 200 golf shirts for matrons and officials, print traditional attire and logistics for operation.

There were several cultural events that were hosted in 2014/15 namely: Heritage Day; Ingoma yomama nezintombi, Oswenka, Sotho dance and Isicathamiya.

SMME programmes were part of the LED/Tourism that were achieved by the municipality and R28 000 was budgeted for trainings and workshops of the SMMEs.

The municipality also executed the Food for Waste programme under Local Economic Development. R800 000 was budgeted for this programme and 96 beneficiaries benefited from this programme.

The LED programmes were not limited as the support was continuous to the incubator centre where R50 000 was budget, SMME Mayoral Awards were budgeted R28 000 and Local Economic Strategy was budgeted R350 000

Through poverty alleviation programme the municipality purchased the tractor and its implements to support the emerging farmers and R435 000 was spent in this.

The municipality also conducted the Mayoral poverty alleviation programme where the community projects that has element of economic viability are supported.

The municipality has improved its performance compared to 2013/14. In 2013/14 the municipality assisted 102 pupil and in 2014/15 the municipality assisted 132 pupil. In support of schools, the municipality assisted 132 pupils (17 schools) with sanitary pads and school uniforms. Under school uniform the municipality spent R63 802.54 and R14 028.00 for sanitary towels. The criteria used are as follows:

- 01 school per ward (17 wards)
- 8 Learners per school (5 girls for affirmative action purpose and 3 boys)
- Uniform- tunics, skirts, shirts, jersey and shoes
- Total= 132 learners for 2015

The municipality also undertaken the celebration of youth day, in this celebration the events were divided into two (2) occasions. There was peaceful walk which started from the local Police Station to VA Makhoba with the Youth carrying banners/pledges committing themselves towards contributing to a non-racial; non-sexism; democratic and prosperous South Africa.

Some of the pledges were:

- I pledge to educate myself
- I pledge to take responsibility for my actions

The second session was then held at VA Makhoba where different activities were executed such as presentations, guest speaker, speeches, poet, drama, music and ingoma. All participating youth were encouraged to wear sneakers (amateki) and school uniform. The rationale behind the creativity of sneakers was that they represent youthfulness as every young person can be identified with them.

The expenditure incurred for the day; was transport in all 17 wards and catering.

The municipality is in partnership with Bornem Municipality (Belgium) where a number of activities are done in joint. The Bornem has funded the municipality in youth programmes; learn and play is one of the activities that are benefiting from this funding. Each year; the learn and play programme purchases the material kids however in 2015 learn and play materials were purchased by Belgium delegate during their mission in March 2015. There are 34 volunteers

who were benefiting in this programme as they are getting a monthly stipend. During the year (2015) some of the volunteers acquired other growth opportunities, therefore they were then replaced with new volunteers.

5.3.2. Challenges

- Office space
- Staff capacity in terms of LED unit
- Incorporation with sector departments in executing the duties those are relevant to their functionality (i.e. Agriculture, Arts & Culture)

- Youth programmes are cross cutting with other departments and these becomes a challenge as other internal departments are not well informed.

5.3.3. Measures Taken to improve Performance

- Plan in place to advertise and appoint the additional staff once the offices are completed as they are underway
- Ongoing meetings with sector departments in regards to their roles and responsibilities within the jurisdiction

- In regarding to cross cutting issue; the municipal management should hold plenary meeting for the alignment of programmes to avoid duplications.

5.4. Municipal Financial Viability and Management

The Municipal Financial Viability and Management KPA have kept its performance in matters of finance. The interns that were appointed are still in force, the systems that are annually maintained are still up to date as per the financial target.

5.4.1. Performance Highlights for 2013/2014

The municipality still have five (5) financial interns in force who assist with financial programmes on the daily basis

The financial committees that were established are still fully functional (Bid Committee)

Audit Committee is fully functional and oversee all the municipal administration

5.4.2. Challenges

- Municipal electrical losses which leads to municipal to subsidize with its portion
- Lack of office space prevents us from appointing staff which affects proper segregation of duties.
- High debtors due to high indigent
- Lack of transfer of ownership of land limits revenue base
- Non-payment for services by customers who have the ability to pay

5.4.3. Measures Taken to improve Performance

- Fast-track the land disposal
- Enforcement of debt collection policies

5.5. Good Governance and Public Participation

The performance in this Key Performance Area has improved as all departments which are responsible for this KPA are fully fledged and has a capacity to execute all programmes as per Service Delivery Budget and Implementation Plan. The municipality in joint with UMzinyathi District Municipality has conducted the public participation where all wards were provided with transport to attend and have an input in decision making.

5.5.1. Performance Highlights for 2014/2015

Through the coordination of programmes; the IDP was drafted and adopted by Council and subsequently submitted to COGTA as a requirement. The document was well implemented according to the programmes that were adopted by Council.

There were four (4) Mayoral talk-shows that were undertaken with Ukhozi FM where the Municipal Mayor delivered speeches related to municipal service delivery. Event Promos and communication awareness campaigns for the purpose of uniting the Nquthu Area and bring people closer to the social activities as part of public participation. This includes: Mandela Day; Men's dialogue; Women's Conference; Reed dance; Local sport selections; campaigns against substance and drug abuse. The sod turning event is one of the regular events that the municipality undertake as it concerns the implementation of projects.

The municipality accomplished the Christmas events where the Senior Citizens were given food parcels in all 17 ward; 30 people per ward benefited in this.

In sport coordination the municipality participated in the indigenous game; Horse riding event; Mayoral Cup, Golden games as well as SALGA games.

5.5.2. Challenges

- Poor planning in terms of budgeting

- Lack of communication between Councillors and Traditional Council

- Lack of communication within the municipal departments

5.5.3. Measures Taken to improve Performance

- Develop the action plans that will talk to budget

5.6. Cross-Cutting Interventions

In comparison with the performance of 2013/14; the municipality has improved its performance on issues that are cross cutting such as disaster, spatial planning and environmental. In terms of disaster management the municipality has an effective response team when the disaster strikes. This had a good impact in assisting people who are in need during the hard times. The municipality also undertook the community and schools awareness campaigns that informed the community about the disaster. In terms of spatial planning the municipality appointed the Service Provider to undertake the process of formalizing Nondweni Township and to date the Service Provider has submitted the inception report to inform the progress made.

5.6.1. Performance Highlights for 2014/2015

Nquthu municipality executed 21 school and community awareness campaigns which assisted in educating about disaster.

The disaster unit implemented the project of disaster prevention and mitigation through the installation of 100 lightning conductors where in 2013/14 only 62 were installed.

The disaster response has been taken to consideration by the municipality. Nquthu area is a rural area which is usually affected by natural disasters (heavy storms and veld fire) thus the municipality established the disaster response. In this programme 50 sponges; 150 blankets; 40 food parcels and 16 temporal shelter (wendy houses).

5.6.2. Challenges

- Limited resources to address extensive issues of disaster

- Geographical isolation

- Lack of cooperation among stakeholders

- Socio-economic and political conflict

5.6.3. Measures Taken to improve Performance

- Encourage cooperation among stakeholders to host meetings consecutively

- Make budget provision for resources

6. Key Areas to Note

Improving Performance

Performance is a major role that the municipality must champion to achieve the Clean Audit. It is envisaged that the municipality must avoid working in silos so as to avoid the duplication of information and programmes and to avoid the Audit opinion that is not satisfactory. Nquthu Municipality has received unqualified audit opinion with findings for 3year consecutively. This can improve only if all departments take responsibility in providing all needed information on time in compilation of all important documents. The loopholes need to be addressed so as to convene a professional mandate of achieving one goal and one vision of the municipality which is looking at championing of sustainable Local Economy and Community Development through good governance.

- The municipality must ensure that all planned targets are achieved within the timeframe set out on the municipal scorecard so as to improve the municipal performance.
- The municipality must continuously review its sector plans as it has improved as recommended in 2013/14 financial year and been implemented in 2014/15.

Deteriorating Performance

The performance is likely deteriorating within the Municipal Institutional Development and Transformation and Basic Service and Infrastructure KPAs where the Human Resource unit is a backbone of the municipal development and there are no major upgrades that are done to elevate the performance of this component and under Basic Services there are challenges with projects that are not completed within the time frame due to objections from the consultants. Thus this leads to poor performance of the municipality.

In 2014/15; Nquthu Municipality again experienced number of community unrest which leads to political; conflicts between different stakeholders and this is not beneficiary for the municipality. It was the municipal intention to address such matters but with political and budget constraints it has been a challenge to the municipality.

7. Lessons Learnt and Way Forward

The municipal internal departments must keep the good work of working together for better alignment which will avoid the duplication of programmes as this is the most occurring challenge. All internal departments should interact with one another for the better delivery to the community. The way forward is to set out the schedule where the municipal staff will engage each other consecutively and discuss the progress made regarding with the municipal vision, targets and objectives. By doing this the municipality will enrich its standard in service delivery to the community.

8. Assessment of the performance of External Service Provider

The Service Providers has been assessed as per the Service Level Agreement; the following are the companies that were appointed by the municipality to undertake municipal programmes as per the needs and desirability of the organization. It must be noted that the assessment has been done comparing 2013/14 and 2014/15.

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

Bid Number	Name of external Service Provider	Date Contract Awarded	Service provided in terms of the SLA	Value of project	Comparison with previous year 2013/14		Current Financial Year 2014/15		Assessment of Service Providers Performance		
					Target	Actual	Target	Actual	G	S	P
NQU0080/146/2013	NDLOVU NGWENYA MA (PTY) LTD	24/07/2014	DESIGN AND PROJECT MANAGEMENT OF THELEZINI ROAD	R 280 000,00	N/A	N/A	Complete the Design	Design was completed & contractor appointed			
NQU0080/150/2013	AFRI INFRA GROUP	24/07/2014	DESIGN AND PROJECT MANAGEMENT OF LUVISI ROAD	R 239 400,00	N/A	N/A	Complete the Design	Design was completed & contractor appointed	X		
SCM/096/2014	NEO	05/08/2014	SUPPLY, DELIVERY	R 2 054 033,00	N/A	N/A	Buying	Delivered and	X		

Bid Number	Name of external Service Provider	Date Contract Awarded	Service provided in terms of the SLA	Value of project	Comparison with previous year 2013/14		Current Financial Year 2014/15		Assessment of Service Providers Performance		
					Target	Actual	Target	Actual	G	S	P
	SOLUTION S (PTY) LTD	4	,INSTALLATION & MAINTAINANCE OF COMPUTERISED LEARNERS LICENCE TESTING SYSTEM FOR NQUTHU TRAFFIC DEPARTMENT				computerized learners system	installed			
NQU0080/100/2013	RURAL PUMPS CC	07/08/2014	EXTENSION OF NQUTHU MUNICIPAL BUILDING	R14 515 750,14	N/A	N/A	Complete the construction of Municipal Offices	First floor wall level to roof 65%	X		
SCM/0018/2014	WILD GINGER CREATIVE CONSULTING	11/08/2014	DESIGN AND PRINTING OF NEWSLETTER	R 28 386,00							
SCM/018/2014	NQUTHU TEA ROOM	21/08/2014	SUPPLY OF NEWSPAPERS TO NQUTHU MUNICIPALITY FOR 36 MONTHS								
SCM/120/2014	DUNDEE OFFICE	26/08/2014	SUPPLY,DELIVERY & FULL	R2944.62 PER MONTH	Sign a 3year	3year rolling	Signing contract	Contract		X	

Bid Number	Name of external Service Provider	Date Contract Awarded	Service provided in terms of the SLA	Value of project	Comparison with previous year 2013/14		Current Financial Year 2014/15		Assessment of Service Providers Performance		
					Target	Actual	Target	Actual	G	S	P
	MACHINE		MAINTAINANCE OF PHOTOCOPIER MACHINE FOR 36 MONTHS		rolling plan	plan	for 36 months	signed for 36 months			
SCM/056/14-15	BOXER SUPERSTO RES	16/09/2014	SUPPLY OF FOOD PARCELS FOR DISASTER MANAGEMENT SERVICES FOR 36 MONTHS	R377.73 PER PACK	N/A	N/A	Anytime when disaster strike	40 food parcels, 150 blankets and 50 sponges	X		
NQU0080/167/2013	PHILANABA NTU TRADING CC	17/09/2014	CONSTRUCTION OF VULAMEHLO CAUSEWAY	R 1 672 279,68	N/A	N/A	Low level bridge completed	Box culverts placed and the project is 70% complete		X	
NQU0080/173/2013	ZIZAMELE CONSTRUCTION CC	17/09/2014	CONSTRUCTION OF MHOBO CRECHE	R 432 021,95	N/A	N/A	Construct and complete the creche	Project completed		X	
NQU0080/172/2013	NQE TRADING	17/09/2014	CONSTRUCTION OF NTEKELENI CRECHE	R 409 863,63	N/A	N/A	Construct and complete the creche	Project complete		X	
NQU0080/168/2013	VOLT CONSULTI	17/09/2014	DESIGN AND PROJECT	R 630 000,00	N/A	N/A	Appoint the Service Provider	Design complete and	X		

Bid Number	Name of external Service Provider	Date Contract Awarded	Service provided in terms of the SLA	Value of project	Comparison with previous year 2013/14		Current Financial Year 2014/15		Assessment of Service Providers Performance		
					Target	Actual	Target	Actual	G	S	P
	NG ENGINEERS		MANAGEMENT OF NOMATHINTA ELECTRIFICATION PROJECT				for the implementation of the project	process of appointing the contractor			
NQU0080/160/2013	S ZOKO CONSULTING	12/11/2014	DESIGN AND PROJECT MANAGEMENT OF NOMALANGA ROAD	R 280 000,00	N/A	N/A	Complete the design	Design completed	X		
NQU0080/175/2013	VUMESA (PTY) LTD	12/11/2014	DESIGN AND PROJECT MANAGEMENT OF INGOBOTI ROAD	R 275 000,00	N/A	N/A	Complete the design	Design complete	X		
NQU0080/180/2013	MGAMULE CONSULTING ENGINEERS	12/11/2014	DESIGN AND PROJECT MANAGEMENT OF NQUTHU INDOOR FACILITY IN WARD 14	R 85 964,90	N/A	N/A	Complete the design	Design complete	X		
NQU0080/126/2013	NTANDANEY CONSTRUCTION	12/11/2014	FENCING OF NQUTHU SUBSTATION, LIBRARY AND NEW CEMETERY	R 497 274,00	N/A	N/A	Fencing of Nquthu substation, library and new cemetery	Fencing complete		x	

Bid Number	Name of external Service Provider	Date Contract Awarded	Service provided in terms of the SLA	Value of project	Comparison with previous year 2013/14		Current Financial Year 2014/15		Assessment of Service Providers Performance			
					Target	Actual	Target	Actual	G	S	P	
SCM/123/14-15	MTN MOBILE TELEPHONE NETWORKS	01/12/2014	BULK SMS SYSTEM TO NQUTHU MUNICIPALITY FOR 36 MONTHS									
NQU0040/185/2014	OCEAN DAWN TRADING AND PROJECTS CC	24/12/2014	PROVISION FOR SECURITY SERVICES FOR THE PERIOD OF THREE YEARS	R 8 071 302,60	Provide security within the sites of municipality	Security is provided fully	Provide security within the sites of municipality	Security is provided fully	X			
NQU0080/176/2013	RUPEE CONSULTING	14/11/2014	DESIGN AND PROJECT MANAGEMENT OF MPOLWENI CAUSEWAY	R 290 472,00	N/A	N/A	Complete the design	Design completed and tender stage for the appointed of contractor	X			
NQU0080/179/2013	ECA CONSULTING	14/11/2014	DESIGN AND PROJECT MANAGEMENT FOR THE EXTENSION OF	R 140 700,00	N/A	N/A	Complete the design	Design completed and contractor appointed	X			

Bid Number	Name of external Service Provider	Date Contract Awarded	Service provided in terms of the SLA	Value of project	Comparison with previous year 2013/14		Current Financial Year 2014/15		Assessment of Service Providers Performance			
					Target	Actual	Target	Actual	G	S	P	
			NKANDE COMMUNITY HALL									
NQU5050/186/2014	AKWANDE CIVILS CC	12/01/2015	CONSTRUCTION OF LUVISI COMMUNITY HALL	R 1 709 268,12	Complete the construction of hall	Contractor terminated	Appoint contractor and complete the project	Contractor on site 90% complete	X			
NQU5000/187/2014	VIP CONSTRUCTION CC	19/01/2015	CONSTRUCTION OF LUVISI GRAVEL ACCESS ROAD	R 1 952 839,16	N/A	N/A	Complete construction of 3km road	Contractor on site 80% complete	X			
NQU5000/193/2014	SURPRISE CONTRACTING AND TRADING	02/03/2015	CONSTRUCTION OF NQUTHU INDOOR SPORT FACILITY	R 599 980,00	N/A	N/A	Complete construction of indoor sport facility	Contractor on site 90% complete	X			
NQU0080/151/2013	ECA CONSULTING	03/03/2015	DESIGN AND PROJECT MANAGEMENT OF NDINDINDI COMMUNITY HALL	R 187 600,00	N/A	N/A	Complete the design	Design Completed & contractor appointed	X			
NQU0080/154/2013	DLV ENGINEERS AND PROJECT	03/03/2015	DESIGN AND PROJECT MANAGEMENT OF MAFIHLENG	R 327 600,00	N/A	N/A	Complete the design	Design completed and tender stage	X			

Bid Number	Name of external Service Provider	Date Contract Awarded	Service provided in terms of the SLA	Value of project	Comparison with previous year 2013/14		Current Financial Year 2014/15		Assessment of Service Providers Performance		
					Target	Actual	Target	Actual	G	S	P
	MANAGERS		SPORTFIELD					for appointment of contractor			
NQU0080/153/2013	AWA CONSULTING	03/03/2015	DESIGN AND PROJECT MANAGEMENT OF VULAMEHLO HALL	R 266 000,00	N/A	N/A	Complete the design	Design completed & contractor appointed	X		
NQU0080/152/2013	ECA CONSULTING	10/03/2015	DESIGN AND PROJECT MANAGEMENT OF LENEHA HALL	R 187 600,00	N/A	N/A	Complete the design	Design completed & contractor appointed	X		
NQU0080/155/2013	NATHOO MBENYANE ENGINEERS	10/03/2015	DESIGN & PROJECT MANAGEMENT OF NGOLOKODO ROAD	R 297 500,00	N/A	N/A	Complete the design	Design completed and tender stage	X		
NQU0080/178/2013	HAMSA CONSULTING ENGINEERS	10/03/2015	DESIGN & PROJECT MANAGEMENT OFFOR THE INSTALLATION OF 4 FLOOD LIGHTS	R 233 016,00	N/A	N/A	Complete the design	Design completed and tender stage	X		

Bid Number	Name of external Service Provider	Date Contract Awarded	Service provided in terms of the SLA	Value of project	Comparison with previous year 2013/14		Current Financial Year 2014/15		Assessment of Service Providers Performance			
					Target	Actual	Target	Actual	G	S	P	
			IN WARD 5 & 14									
NQU0080/184/2013	AWA CONSULTING	10/03/2015	DESIGN & PROJECT MANAGEMENT OF THELEZINI HALL IN WARD 15	R 266 000,00	N/A	N/A	Complete the design	Design complete and awaiting for MIG approval	X			
NQU5000/192/2014	VIP CONSTRUCTION	10/03/2015	CONSTRUCTION OF PITSO GRAVEL ACCESS ROAD	R2 260504.29	N/A	N/A	Complete construction of 3km road	Underway with 70% completion	X			
NQU5000/192/2014	SELE AND MUSA TRADING AND TOURS	10/03/2015	CONSTRUCTION OF THELEZINI ACCESS ROAD	R2 887943.19	N/A	N/A	Complete construction of 3km road	Underway with 70% completion	X			
NQU5000/191/2014	VALOTECH TECHNOLOGIES	10/03/2015	SUPPLY & CONSTRUCT A 1.2 KM ROAD USING NON - CONVENTIONAL STABILISATION PRODUCTS AS AN ALTERNATIVE.	R2 31665,38	N/A	N/A	Construction of 1.2km polymer	Underway with 95% completion	X			
NQU5050/188/2014	LAKHIMU INVESTMENT	03/04/2015	CONSTRUCTION OF MANXILI	R2 266497,16	Complete the	Contractor	Appoint the	Underway		X		

Bid Number	Name of external Service Provider	Date Contract Awarded	Service provided in terms of the SLA	Value of project	Comparison with previous year 2013/14		Current Financial Year 2014/15		Assessment of Service Providers Performance		
					Target	Actual	Target	Actual	G	S	P
	NTS CC		COMMUNITY HALL		construction of Hall	terminated	contractor & complete the project	60% at a wall stage			
NQU0080/156/2013	MOLEMO CONSULTING ENGINEERS	03/04/2015	DESIGN & PROJECT MANAGEMENT OF PHOQUKHALO ROAD	R 315 500,00	N/A	N/A	Complete the design	Design completed			X
NQU0080/158/2013	INGEROP SOUTH AFRICA	03/04/2015	DESIGN & PROJECT MANAGEMENT OF THOKOZA BRIDGE IN WARD 09	R200 200,00	N/A	N/A	Complete the design	Design stage (action to be taken on delay)			X
NQU0080/157/2013	BMK ENGINEERS	03/04/2015	DESIGN & PROJECT MANAGEMENT OF MASAKHANE ROAD IN WARD 05	R 315 000,00	N/A	N/A	Complete the design	Design stage (approved by MIG)		X	
NQU0080/165/2013	BLACK BALANCE	03/04/2015	DESIGN & PROJECT MANAGEMENT OF HALADU COMMUNITY HALL	R 348 612,00	N/A	N/A	Complete the design	Design stage		X	

Bid Number	Name of external Service Provider	Date Contract Awarded	Service provided in terms of the SLA	Value of project	Comparison with previous year 2013/14		Current Financial Year 2014/15		Assessment of Service Providers Performance		
					Target	Actual	Target	Actual	G	S	P
			IN WARD 16								
NQU5000/194/2014	SIYAJULUK A TRADING	31/03/2015	CONSTRUCTION OF NSEKWINI GRAVEL ACCESS ROAD	R2 00376,60	N/A	N/A	Complete construction of 3km road	3km road construction completed	X		
NQU5000/195/2014	RIVER QUEEN TRADING	31/03/2015	CONSTRUCTION OF MQUNYENI GRAVEL ACCESS ROAD	R2 898727,59	N/A	N/A	Complete construction of 3km road	Underway with 70% completion	X		
NQU5000/206/2014	PROZ CONSULTANTS	31/03/2015	CONSTRUCTION OF NOMALANGA GRAVEL ACCESS ROAD	R 3 157090,21	N/A	N/A	Complete construction of 3km road	Underway with 60% completion	X		
NQU5000/203/2014	UMBELE 4 TRADING & CONSTRUCTION	31/03/2015	CONSTRUCTION OF NDINDINDI COMMUNITY HALL	R2 024457,94	N/A	N/A	Completion of community Hall	Underway with 60% completion		X	
SCM0021/14-15	DR TP NTULI	21/04/2015	MEDICAL GENERAL PRACTITIONER TO MEDICAL SERVICE & CONSULTATION	R500 / check up	N/A	N/A	Undertake medical check-ups for employees	33 of 67 employees has completed the medical check ups		X	
NQU0080/198/2014	THULE - DU	24/04/2015	FENCING OF NQUTHU OLD	R 767 867,40	N/A	N/A	Fencing of	Complete	X		

Bid Number	Name of external Service Provider	Date Contract Awarded	Service provided in terms of the SLA	Value of project	Comparison with previous year 2013/14		Current Financial Year 2014/15		Assessment of Service Providers Performance			
					Target	Actual	Target	Actual	G	S	P	
			CEMETERY AND NEW TAXI RANK				cemetery and new taxi rank					
NQU5050/196/2014	ETHALA CONSTRUCTION AND SERVICES	15/05/2015	CONSTRUCTION OF INGOBOTI ACCESS ROAD IN WARD 10	R4 292286,50	N/A	N/A	Complete construction of 3km road	Underway with 70% completion	X			
NQU0080/174/2013	DLV ENGINEERS	17/06/2015	NQUTHU STORM WATER MANAGEMENT – WARD 14	R 650 000,00	N/A	N/A	Complete the design	Design stage (Delays due to objections & internal policy)	X			
NQU0080/177/2013	DLV ENGINEERS	17/06/2015	EZINKONDLWANE NI STORM WATER DIVERSION – WARD 14	R 224 000,00	N/A	N/A	Complete the design	Design stage		X		
NQU5050/207/2014	MPANDLA TRADING CC	17/06/2015	EXTENSION OF NKANDE COMMUNITY HALL	R1 49688,83	N/A	N/A	Complete the extension of hall	Foundation stage	X			
NQU5050/204/2014	TPL	02/06/2015	CONSTRUCTION	R2 274624,00	N/A	N/A	Complete the	Foundation	X			

Bid Number	Name of external Service Provider	Date Contract Awarded	Service provided in terms of the SLA	Value of project	Comparison with previous year 2013/14		Current Financial Year 2014/15		Assessment of Service Providers Performance		
					Target	Actual	Target	Actual	G	S	P
	MKHIZE CIVILS	5	OF LENEHA COMMUNITY HALL				construction of community hall	stage			
NQU5050/201/2014	GOLDEN EMPIRE TRADING 58 CC	17/06/2015	CONSTRUCTION OF VULAMEHLO COMMUNITY HALL	R2 250 000,00	N/A	N/A	Complete the construction of community hall	Foundation stage	X		
NQU0022/209/2014	MOBILE TELEPHONE NETWORKS PTY LTD T/A MTN	15/06/2015	SUPPLY AND INSTALL UNCAPPED INTERNET ACCESS LINE	R 466 736,84	N/A	N/A	Installation of internet access	Contract has been signed awaiting for installation		X	

ANNUAL PERFORMANCE PLAN															
							COMPARISON WITH PREVIOUS YEAR 2013/14		CURRENT YEAR 2014/15						
IDP / SDPIB NO.	OUTCOME 9	NATIONAL KEY PERFORMANCE AREAS	OBJECTIVE (AS PER IDP)	STRATEGIES	NO.	INDICATORS	2013/14 (TARGET)	2013/14 (ACTUAL)	DEMAND	BACKLOG	2014/15 (TARGET)	2014/15 (ACTUAL)	Status (Achieved / Not achieved)	Reason for not completion	Portfolio of Evidence
	IMPROVED ACCESS TO BASIC SERVICES	BASIC SERVICE DELIVERY	To assist on a continuous basis with the identification and facilitate implementation of electricity projects	To facilitate the delivery of basic services in line with government norms and standards	1.2.1	Number of households connected through Mfongomfongo housing	250	162			300	300	Achieved		Technical department Report
					1.2.2	Number of households connected through Nomathinta housing	N/A	N/A			400	Still on site working on project	Not Achieved		Technical department Report

				To improve road access and management throughout Nquthu area	1.3.1	Kilometres of gravel road constructed by 30 June 2014	35.5km	24.9km				30km	11.5km	Not Achieved	18.5km is underway due to objections	Technical department Report
					1.3.2	Number of low bridges constructed	4 bridge	2 bridges				4 bridges	2 bridges complete & 2 are in progress	Not Achieved	The Service Providers are on site finishing up the work	Technical department Report
IDP / SDPIB NO.				STRATEGIES	NO.	INDICATORS	2013/14 (TARGET)	2013/14 (ACTUAL)	DEMAND	BACKLOG	2014/15 (TARGET)	2014/15 (ACTUAL)	Status (Achieved / Not achieved)	Reason for not completion	Portfolio of Evidence	
				To facilitate an equitable access to public facilities by constructing community	1.4.1	8 halls completed	7 halls	1 completed	10 halls		10 halls	4 halls completed	Not Achieved	Late appointment of the Service Provider	Technical Department Report	

							r				excavation for foundation				
				To facilitate an equitable access to public facilities by constructing and maintaining sport facilities	1.4.6	1 sport facilities to be maintained	1	1		3 sport facilities	3 Sport Facilities	1 indoor sport centre has been completed and 2 sport fields are underway	Partially Achieved	Delays were due to objections from the consultant	Technical Department Report
	Programme implemented	Local Economic Development		To host cultural events to promote tourism	5.1.2	2 events hosted	2	2	None	2	4	4	Achieved		Departmental Report (Planning)
			To execute gospel festival	5.1.3	1 event hosted	1	1	None	None	1	1	1	Achieved		Departmental Report (Planning)
			To participate	5.1.4	1 stand at tourism	None	None	1	None	1	1	1	Achieved		Departmental Report

				in the Tourism Indaba		Indaba								(Planning)
				To conduct training sessions to SMMEs	5.4.1	2 training sessions held	None	None	2	None	2	2	Achieved	Departmental Report (Planning)
				To host SMME Mayoral awards	5.4.2	1 Mayoral event hosted	1 event	1 event	1	None	1	1	Achieved	Report Planning File
				To facilitate the social development activities	6.2.1	5 social activities facilitated	5	5	5	None	10	1	Achieved	Report Corporate Services File
				To facilitate activities aimed at promoting sports in Nquthu area	6.2.2	9 activities facilitated	9	9	None	None	15	15	Achieved	Report in Corporate File
	COMMITTEE	PUBLIC PARTICIPATION	To improve the quality and	To review the Workplace Skills Plan	7.1.1	Completion of the WSP	To draft the WSP	The plan was drafted	Appoint Skills Facilitator	None	Review the Plan and submit to relevant	WSP was submitted	Achieved	Human Resource File

			efficiency of administration component of the Municipality					and adopted by Council		stakeholders				
			To train employees and councilors in line with the WSP	7.1.2	Number of employees trained based on the WSP	2 employees to be trained on SAMTRAC and 7 employees to be trained on the MFMP	2 employees were trained on SAMTRAC and 7 were trained on MFMP	None	None	15 employees to be trained through MFMP & 2 Employees on SAMTRAC	Courses were done and completed	Achieved		Human Resource File
			To promote public participation in municipal affairs											
			To organise mayoral talkshows in radio	8.2.1	4 Radio talk shows	4	2	4	None	4	4	Not Achieved		Communication Report
			To print 4 quarterly newsletter	8.2.2	4 quarterly newsletter printed	4	4	4	None	4	4	Achieved		Communication Report

IDP / SDPIB NO.	OUTCOME 9	NATIONAL KEY PERFORMANCE AREAS	OBJECTIVE (AS PER IDP)	STRATEGIES	NO.	INDICATORS	2013/14 (TARGET)	2013/14 (ACTUAL)	DEMAND	BACKLOG	2014/15 (TARGET)	2014/15 (ACTUAL)	Status (Achieved / Not achieved)	Measures taken to improve performance	Portfolio of Evidence
				To coordinate promotions and awareness campaigns	8.2.3	4 events hosted	4	4	4	None	4	4	Achieved		Communication Report
			To promote good governance	To establish an effective and functional Internal Audit Unit that will submit 4 IA Reports	9.2.1	4 Internal Audit Report	4		4	None	4	4	Achieved		Office of the Municipal Manager's File
				To conduct proper risk assessment	9.2.2	Risk assessment Report	1	1				4	2	Partially Achieved	Fraud Risk Assessment was postpone

				To develop and implement effective financial management systems and policies by implementing a new accounting system	11.1.3	Acquisition of an upgrade	Upgrade and maintenance	The upgrade was completed			Upgrade and maintenance	The upgrade was completed	Achieved		Finance Report
				To prepare Annual Financial Statements in GRAP framework and submit	11.4	Date of submission of AFS	31-Aug-14	29-Aug-14	31-Aug-15	31 August 2015	31-Aug-15	31-Aug-15	Achieved		Finance Report
				To implement the Audit recovery plan	11.5	Percentage reduction in audit queries	50%	50%	100%	100%	100%	100%	Achieved		Finance Report

IDP / SDPIB NO.				STRATEGIES	NO.	INDICATORS	2013/14 (TARGET)	2013/14 (ACTUAL)	DEMAND	BACKLOG	2014/15 (TARGET)	2014/15 (ACTUAL)	Status (Achieved / Not achieved)	Measures taken to improve performance	Portfolio of Evidence
	OUTCOME 9	NATIONAL KEY PERFORMANCE AREAS	OBJECTIVE (AS PER IDP)	To contribute in the preparation of sector plans as components of the IDP by developing Infrastructure Investment Plan and Waste Management Plan	10.2.1	Level of completion of the Infrastructure Investment Plan	100% complete	Tender stage	1	1	Complete the Infrastructure Investment	The document is complete only waiting for Council approval	Partially achieved	The municipality will appoint the Service Provider to compile the plan in 2014/15 financial year	Progress report (Technical File)

				To develop sufficient capacity to respond to and disaster situations in Nquthu by creating awareness, installing lightning conductors and acquiring relief stock	4.1.1	Number of awareness campaigns undertaken	4	33 campaigns were conducted	None	None	1005	21 campaigns were conducted	Achieved	Disaster reports
			To reduce disaster in Nquthu		4.1.2	16 lightning conductors to be installed	16	62 lightning conductors were installed			100	100	Achieved	Disaster Report
					4.1.3	Level of expenditure on relief stock budget	100%	100% of the budget was spent in stock relief	100%	None	Respond whenever disaster strikes	50 sponges, 150 blankets, 40 food parcels & 16 temporal shelters	Achieved	Disaster Report

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CHAPTER 4: Organizational Development Performance (Performance Report Part II)

COMPONENT A

The Nquthu Municipality consists of 153 staff members whom are within five departments namely; Executive office; Technical Services; Development Planning; Corporate Services as well as Budget and Treasury. Due to unattractive salary scale; the municipality experience the high rate of staff turnover and this has given a negative impact to the institution. Therefore it can be stated that the municipality is unstable as it employs different people for one position as people move to greener pastures for better life condition.

COMPONENT B: MANAGING THE MUNICIPAL WORKFORCE LEVELS

The Nquthu Municipality has a head section unit where all departments reports too. The Executive Office is the office of the Municipal Manager and it consists of Integrated Development Plan, Risk Management, Internal Audit, Youth Development and the administrative office of the Mayor. The above mentioned units are situated in the office of the Municipal Manager and reports directly.

Contained by the municipality; there are other four department which are managed by the Senior Managers who reports directly to the Municipal Manager and they have their own middle management who reports direct to them in order to deliver and address Batho Pele Principles to the public. The middle managers are the ones who take initiative in practical scope of work of the municipality and the Senior Managers plays a role of supervision.

The municipality also has general workers who reports to their respective supervisors and the supervisors report to the responsible middle managers; this gives rise to service delivery as co-operation is applied within the municipality.

COMPONENT C: CAPACITATING THE MUNICIPAL WORKFORCE

The Municipal Service Act 2000, S68 (1) required municipalities to develop their human resource capacity to a level that enables them to perform their functions and exercise their power in an economical, effective, efficient and accountable way.

The Municipality through Corporate Services Department is the custodian or champion for skills development on behalf of the Municipality. Various training interventions are conducted through different levels in the organization. There are training programmes that are attended to equip the employee in order to improve the quality and standard of service delivery. The Workplace Skills Plan is developed along the LGSETA guideline. Almost what is due to the municipality in terms of the training rebates is collected on an annual basis in full. Whilst the Human Resources Development Unit is tasked to improve the competency of our employees the unit is also responsible to work in partnership with various departments and training providers and communities to improve the level of skills, knowledge and behaviour of our employees and citizens to be active participants in the Municipal and the economic development and growth of the municipality.

COMPONENT D: MANAGING THE WORKFORCE EXPENDITURE

Managing workplace expenditure is governed by Section 66 of the MFMA Act 56 of 2003. The economic challenges faced by the Municipality include, optimizing productivity and rand value, balancing compensation for performance results, the growing dilemma of providing care and wellness programmes for all employees, hiring professional staff and raising and addressing the skills levels of all employees.

The strategic and economic challenges are managed through the following programmes:

1. Affirmative Action and Employment Equity
2. Code of Conduct of employees
3. Grievances and disciplinary Procedures
4. Occupational Health and safety
5. Working Hours and Overtime
6. Remuneration scales and allowances

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CHAPTER 6: AUDITOR GENERAL REPORT

APPENDICES

APPENDIX A: Councillors; Committee Allocation

Council member	Committees allocated	Ward and party represented
Cllr E.N. Molefe (MAYOR)	EXCO, Finance portfolio	ANC
Cllr S.M. Kunene (DEPUTY)	EXCO, Technical service portfolio	NFP
Cllr Z. Sthole	Planning and Housing portfolio	IFP
Cllr R.S. Langa	Corporate service portfolio	IFP
Cllr E.M. Mkhwanazi	Finance portfolio	IFP
Cllr M.E. Mnguni	Planning and Housing portfolio	IFP
Cllr G.A.N Buthelezi	Technical service portfolio	IFP
Cllr L.S. Sangweni	Corporate service portfolio	IFP
Cllr S.M. Shabangu	Planning and Housing portfolio	ANC
Cllr S.M. Buthelezi	Technical service portfolio	IFP
Cllr M.L. Dlamini	EXCO, Planning and Housing portfolio	NFP
Cllr T.W. Madondo	Technical service portfolio	ANC
Cllr T.M. Ndlovu	Finance portfolio	IFP
Cllr K.S. Selepe	Corporate service portfolio	ANC
Cllr AES Buthelezi	Technical service portfolio	ANC
Cllr R.A. Ndlovu	Finance portfolio	ANC
Cllr H.M. Moloji	Planning and Housing portfolio	ANC
Cllr S.M.C. Zikode	Planning and Housing portfolio	ANC
Cllr C.T. Buthelezi	Planning and Housing portfolio	ANC
Cllr G.H. Buthelezi	Corporate service portfolio	IFP
Cllr F.A. Hlatshwayo	Planning and Housing portfolio	IFP
Cllr L.S. Hoffman	Finance portfolio	ANC
Cllr P.P. Khoza	Technical service portfolio	IFP
Cllr S.P. Mazibuko	Corporate service portfolio	ANC
Cllr N.S. Mkhize	Corporate service portfolio EXCO	ANC
Cllr S.J. Mkhwanazi	Corporate service portfolio	NFP

Cllr J.C. Ndlovu	Technical service portfolio	IFP
Cllr Z.G. Ngcobo	Corporate service portfolio	NFP
Cllr V. Ngobese	Planning and Housing portfolio	NFP
Cllr S.R. Nyamane	EXCO, Planning and Housing portfolio, Finance portfolio	IFP
Cllr E.T. Zulu	Planning and Housing portfolio	ANC
Cllr NM Zungu	Planning and Housing portfolio, EXCO	IFP
Cllr B.I. Zwane	Planning and Housing portfolio	DA
Cllr F Khumalo		ANC

APPENDIX B: Committee and Committee Purpose

NQUTHU MUNICIPALITY PORTFOLIO COMMITTEES

<i>BUDGET AND TREASURY PORTFOLIO COMMITTEE</i>		
COUNCILLORS NAME	DESIGNATION	PURPOSE OF THE COMMITTEE
1. Cllr. EN Molefe	Chairperson	Administering the capital and operational budgets of the Municipal Council; Encouraging the involvement of the community of the municipality and its community organisations and institutions in the matters of the municipality; Ensuring that the governmental discretions exercised by the municipality are democratic, consistent and accountable; and Administering Council's assets
2. Cllr. RA Ndlovu	Member	
3. Cllr. LS Hoffman	Member	
4. Cllr. SR Nyamane	Member	
5. Cllr. EM Mkhwanazi	Member	
6. Cllr. TM Ndlovu	Member	

<i>CORPORATE, SPORTS AND COMMUNITY PORTFOLIO COMMITTEE</i>		
1.	DESIGNATION	PURPOSE OF THE COMMITTEE
Cllr. NS Mkhize	Chairperson	<ul style="list-style-type: none"> The leasing, letting, hiring and alienation of the
2. Cllr. SP Mazibuko	Member	
3. Cllr. KS Selepe	Member	

4. Cllr. ZG Ngcobo	Member	<p>goods and intellectual property of the municipality in accordance with a system which is fair, equitable, transparent, competitive and cost-effective.</p> <ul style="list-style-type: none"> • Implementing and maintaining an effective and efficient information technology system, catering for all the needs of the municipality. • Obtaining proper legal services for the municipality. • Providing adequate, effective and efficient secretarial, agenda and minuting services to the municipal council and its committees. • Implementation and maintenance of an approved records system. • Carrying out sport and recreation programmes with the municipality. • Providing adequate, effective and efficient Human Resources and Management service and; • That the values and principles set out in Section 195 of the Constitution are promoted throughout the municipal administration • Administration of ward committee with the municipality; • Overseeing certain municipal library services
5. Cllr. LS Sangweni	Member	
6. Cllr. GH Buthelezi	Member	
7. Cllr. SJ Mkhwanazi	Member	
8. Cllr. RS Langa	Member	

		<ul style="list-style-type: none"> To pay attention to Operation Sukuma Sakhe to the entire municipality
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<i>TECHNICAL PORTFOLIO COMMITTEE</i>		
1. Cllr. SM Kunene	Chairperson	PURPOSE OF THE COMMITTEE
2. Cllr. TW Madondo	Member	<p>Advising on legislation and service delivery mechanisms, which are within the financial</p> <p>Overseeing the delivery of certain municipal services and facilities; and projects</p> <p>Ensuring, subject to any policy that the Municipal Council may determine in terms of any National and Provincial Legislation made in terms of section 217 (3) of the Constitution prior to the date referred to in Item 21 (4) of Schedule 6 to the Constitution, that when the municipality contracts for goods and services, it does so in accordance with a system which is fair, equitable, transparent, competitive and cost-effective.</p>
3. Cllr. PP Ntombela	Member	
4. Cllr. CJ Ndlovu	Member	
5. Cllr. AES Buthelezi	Member	
6. Cllr. FA Hlatshwayo	Member	
7. Cllr. RA Ndlovu	Member	
<i>PLANNING AND LED PORTFOLIO COMMITTEE</i>		
1. Cllr. ML Dlamini	Chairperson	PURPOSE OF THE COMMITTEE
2. Cllr. SMC Zikode	Member	
3. Cllr. HM Moloji	Member	The goal of the of Development Planning and Local

4. Cllr. ME Mnguni	Member	<p>Economic Development is to provide strategic direction to the municipality with regards to development issues and to ensure that the municipality's vision and strategies are achieved in the fields of development planning and operations.</p> <p>Provide spatial and development plans, and the management thereof within the context of the <u>Integrated Development Plan</u>.</p> <p>Facilitate and manage the development and ongoing enhancement of strategy, policies and processes pertaining to city planning, land administration, housing.</p> <p>Facilitate and manage a number of interrelated spatial, housing, land and programmes.</p> <p>Formulate and implement appropriate policies and strategies to sustain rural development.</p> <p>Allocate, manage and optimise resources, and drive performance within the key focus areas of development planning and operations</p>
5. Cllr. ET Zulu	Member	
6. Cllr. Z Sithole	Member	

<i>HOUSING PORTFOLIO COMMITTEE</i>		
1. Cllr. NM Zungu	Chairperson	PURPOSE OF THE COMMITTEE The provision of Human Settlement and Infrastructure to the community of the municipality in a sustainable manner by overseeing Human Settlements and Infrastructure development and Human settlements and Infrastructure
2. Cllr. TC Buthelezi	Member	
3. Cllr. SM Shabangu	Member	
4. Cllr. SM Buthelezi	Member	
5. Cllr. GAN Buthelezi	Member	
6. Cllr. V Ngobese	Member	

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<i>STANDING COMMITTEE ON MUNICIPAL ACCOUNTS (SCOMA)</i>			
1. Cllr. SJ Mkhwanazi	Chairperson	0781956452	PURPOSE OF THE COMMITTEE To monitor good governance where there is optimal utilisation of municipal resources to enhance and sustain service delivery and financial management
2. Cllr. SP Mazibuko	Member	0820495395	
3. Cllr. ZG Ngcobo	Member	0762337900	
4. Cllr. FA Hlatshwayo	Member	0825115590	
5. Cllr. SMC Zikode	Member	0822211035	
6. Cllr. PP Ntombela	Member	0738700023	
7. Cllr. BI Zwane	Member	0722445802	

<i>LOCAL LABOUR FORUM</i>		
		PURPOSE OF THE COMMITTEE
1. Cllr. SM Shabangu	Member	<ul style="list-style-type: none"> • promote the interests of all workers • enhance workplace efficiency; • consult with the employer; and • take part in decision-making
2. Cllr. SP Mazibuko	Member	
3. Cllr. SJ Mkhwanazi	Member	
4. Cllr. ME Mnguni	Member	
5. Mr XM Mbatha	Member	
6. Mr WS Mpanza	Member	
7. Ms Nozipho Motaung	Member	
8. Mr Bongani Khumalo	Member	
9. Ms Doctor Mosea	Member	
10. Ms Khuli Ngobese	Member	

APPENDIX C: Third Tier Administrative Structure

NAME	DESIGNATION
Mr. BP Gumbi	Municipal Manager

Mr. SW Mpanza	Chief Finance Officer
Mr. XM Mbatha	Director of Corporate Services
Mr. MW Gcabashe	Director Technical Service
Mr. MB Jiyane	Director Planning, LED/ Tourism

APPENDIX D: Functions of the Municipality

FUNCTION	NQUTHU LM	UMZINYATHI DM
Water and Sanitation		X
Access roads and Storm Water	X	
Billboards	X	
Street Cleaning	X	
Local Amenities	X	
local sport facilities and public places	X	
local tourism	X	
building regulations and municipal planning	X	

APPENDIX E: Ward Reporting

APPENDIX F: Ward Information

Consolidate SWOTS against Outcomes: Ward 1 Consolidate SWOTS against Outcomes: Ward 2

Verification and Prioritization

1. Electricity

2. ECD

3. Access Roads

Verification and prioritization

1.Social Facilities

2.Electricity

3.Roads

Consolidate SWOTS against Outcomes: Ward 3 Consolidate SWOTS against Outcomes: Ward 4

Verification and Prioritization

1. Social Facilities

2. Roads

3. Electricity

Verification and Prioritization

1. Access Roads & causeways

2.Social Facilities

3.Electricity

Consolidate SWOTS against Outcomes: Ward 5 Consolidate SWOTS against Outcomes: Ward 6

Verification and Prioritization

1. Social Facilities

2. Access Roads

3. Electricity

Verification and Prioritization

1. Social Facilities

2. Access Roads

3. Water

Consolidate SWOTS against Outcomes: Ward 7 Consolidate SWOTS against Outcomes: Ward 8

Verification and Prioritization

1. Access Roads

2. Electricity

3. Social Facilities

Verification and Prioritization

1.Access Roads

2. Electricity

3. Social Facilities

Consolidate SWOTS against Outcomes: Ward 9 Consolidate SWOTS against Outcomes: Ward 10

Verification and Prioritization

1. Electricity
2. Social Facilities
3. Access Road

Verification and Prioritization

1. Electricity
2. Road
3. Social Facilities

Consolidate SWOTS against Outcomes: Ward 11 Consolidate SWOTS against Outcomes: Ward 12

Verification and Prioritization

1. Social Facilities
2. Access Roads
3. Electricity

Verification and Prioritization

1. Access Roads
2. Social Facilities
3. Electricity

Consolidate SWOTS against Outcomes: Ward 13 Consolidate SWOTS against outcomes: Ward 14

Verification and Prioritization

1. Social Facilities
2. Electricity
3. Roads

Verification and Prioritization

1. Electricity (Infills)
2. Access Roads
3. Economic & Social Facilities

Consolidate SWOTS against Outcomes: Ward 15 Consolidate SWOTS against Outcomes: Ward 16

Verification and Prioritization

1. Access Roads
2. Electricity
3. Social Facilities

Verification and Prioritization

1. Access Roads
2. Social Facilities
3. Housing

Consolidate SWOTS against Outcome: Ward 17

Verification and Prioritization

1. Access Roads

2. Social Facilitie

3. Electricity

Challenges	Priority/ Core Challenge	Challenges	Priority/Core Challenge
<ul style="list-style-type: none"> • Electricity • Water • RDP Houses 	<ul style="list-style-type: none"> ✚ Electricity Supply: <ul style="list-style-type: none"> ✓ All areas must be electrified ✓ Power failure ✓ Shortage of street lights ✚ Water supply <ul style="list-style-type: none"> ✓ To have clean water and supplied in all areas ✓ Lack of water provision ✓ UMzinyathi to provide water taps ✓ Draught ✓ Shortage of water reservoirs ✚ Housing Projects: <ul style="list-style-type: none"> ✓ To have quality RDP Houses ✓ Lack of Infrastructure ✓ Slow delivery of 	<ul style="list-style-type: none"> ✚ Crèche ✚ Schools ✚ Sanitation 	<ul style="list-style-type: none"> ✓ To build sustainable crèches ✓ Shortage of crèches ✓ Shortage of scholar transport ✓ Awareness campaigns in terms of teenage pregnancy ✓ To have support groups ✓ To speed up the sanitation

	housing projects		projects
<ul style="list-style-type: none"> • Community Halls/ Sports 	<ul style="list-style-type: none"> • Community Halls/ facilities ✓ No service from the MPCCs 	<ul style="list-style-type: none"> • Clinics 	<ul style="list-style-type: none"> ✓ Awareness campaigns regarding family planning and unprotected sex
<ul style="list-style-type: none"> • Roads 	<ul style="list-style-type: none"> • Lack of Infrastructure: ✓ Poor maintenance of roads and access roads ✓ Roads & Storm Water maintenance Plan ✓ Sustainable cause ways/Bridges ✓ Proper bridges ✓ Shortage of speed humps ✓ No drainage systems 		<ul style="list-style-type: none"> ✓ Shortage of community care givers ✓ Shortage of clinics ✓ Shortage of health services
<ul style="list-style-type: none"> • Veld Fencing 	<ul style="list-style-type: none"> • To speed up fencing of the velds 	<ul style="list-style-type: none"> • Disaster 	<ul style="list-style-type: none"> ✓ Shortage of lightning conductors
		<ul style="list-style-type: none"> • Libraries 	<ul style="list-style-type: none"> ✓ Shortage of libraries
		<ul style="list-style-type: none"> • Police Station 	<ul style="list-style-type: none"> ✓ Stock theft ✓ Crime rate is too high

CONCLUSION

In 2014/15 financial year; the municipality managed to deliver on its development mandate of improving sustainable of life and quality services to its community; in spite of operating in an environment with challenges with political constraints which hinders the service delivery to run in a conducive manner. The municipality managed to reduce the basic services backlog and the municipality also managed to achieve the goals sets out for 2014/15 financial year.

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