# LEKGOTLA RESOLUTIONS REPORT 2017

Matjhabeng Local Municipality



- The Municipality convened a Lekgotla on he 15-17 March 2017;
- The intention was to identify challenges to service delivery issues;
  - Prioritise solutions to those challenges;
  - Put systems and budget in place to resolve the challenges;

Following commission recommendations, the following plans of actions were identified:

#### **FINANCE**

SOLUTION	ACTION	RESPONSIBILITY	TIME FRAME	PROGRESS ACHIEVED
1. Payment of	1.1 Identify meter readers of	Lead Depart:	End June 17	A payment plan was
Sedibeng/Eskom	bulk meters	Finance; Infrastructure	End June 17	developed and adopted by
	1.2 Pay current account on a	& Human Settlement	30 June 17;	Council during March 2018.
	monthly basis.		Quarterly Review	Monthly payments made to
	1.3 System losses (Distribution		(QR) (2017 – 2020)	bulk service providers,
	losses) – Task Team			Sedibeng R10m and Eskom
	consisting of technical team			R30m
	from Sedibeng & Matjhabeng.			
2. Overstatement of	2.4 Data purification\	Finance	30 June 2017	2.4 Work in progress
Debtor's book	Consistent Credit Control		Monitor quarterly	2.5 Indiagnt write offe ore
	Measures			2.5 Indigent write offs are
	2.5 Indigent write-off (review			done every financial year
	Indigent Support Policy)			after 30 June.
	2.6 Enhance Accurate			2.6 Work in progress
	Collection System			
3.	3.7 Embark on holistic and	Finance	30 June 2017	3.7 Weekly disconnections
Debt Collection	Structured Approach in	Finance	Annually	are been conducted to
(Municipal	Collecting Property Rates and	CS & Finance		collect revenue on Property
Consumer debt)	Service Charges	Corporate services -		rates and other services.
	3.8 Qualified technicians	Training		3.8 Disconnection of
	(plumbers and electricians) to			services are done by
	perform disconnections.	M. San		external contractors.
	3.9 Avail and\or appoint			external contractors.
	monitoring team of			3.9 Monitoring teams still to
	disconnections.			be appointed.
	3.10 Training of Technicians –			
	Accessing SETA grants			

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#### **FINANCE**

SOLUTION	ACTION	RESPONSIBILITY	TIME FRAME	PROGRESS ACHIEVED
4 Matjhabeng Departments working in Silos (Lack of Project Coordination)	4. Establish and Implement Integrated and Supplementary Approach (Integrated Planning and Reporting)	Finance; Infrastructure & all Municipal Departments	30 June 2017 QR of Strategies (2017 – 2020)	
5. Improve Internal Resources & Skills in Simplifying Infrastructure Asset Registers	5. Work Out Strategies for Identifying; Classifying; and Valuing Infrastructure Assets	Finance and Infrastructure Finance\ CS\ Infrastructure	30 June 2017 Annual review: (2017- 2022)	5.14. Achieved – Transfer of skill was Transferred to the Acting Senior Verification Clerk 5.15. Not achieved 5.16. Achieved – unbundling and calculation of depreciated replacement cost can be calculated by the Manager Assets

SOLUTION	TIME FRAME	RESPONSIBILITY	PROGRESS ACHIEVED
Develop/Review Master plans  WSDP  Water  Sewer  PMS  Storm-water	2017/18 to 2020/21	EDSI, CFO, MEP, EDSS	Royal Haskoning DHV has been appointed and currently busy to update the WSDP, thereafter they will compile the Water, Sewer, Roads and Storm-water Master Plans.
Infrastructure Asset register updating  • As build information	Immediate	PMU, Snr Manager Infrastructure, MEP	In progress. Challenges with a vacancy of the Engineering Planning Manager.
Credible Trail balance	2017/18	CFO	
Integrated GIS and information system	2017/18	ICT Manager, MEP, CFO	In progress. Outstanding payment to the SP.

SOLUTION	ACTION	RESPONSIBILITY	TIMEFRAME	PROGRESS ACHIEVED
Designing of services	Appointment of technical staff to do designs of roads and storm-water in-house.	2017/18	ED:CSS	Positions were advertised and interviews only for some of the positions completed internally, but the process has since stopped. There is currently no progress.
	Repair GPS equipment and upgrade controller to use Trignet system		SCM	Done
Stabilise IT infrastructure and equipment with storage space	Decentralised Network Servers in each main centre to reduce communication bottle necks	2017/18	ICT CFO	No progress
	Replacement policy on computers and hard ware	2017/18	ICT	No progress

SOLUTION	ACTION	TIMEFRAME	RESPONSIBILITY	PROGRESS ACHIEVED
Maintain Software contracts in arrear	Annual payment of licences maintenance contracts to get updated software and support when required.	Annually	ICT	No progress
Conduct training on software and specialist support	SLA with appropriate service providers	Bi annually training and support when required.	ICT	No progress

SOLUTION	ACTION	RESPONSIBILITY	TIMEFRAME	PROGRESS ACHIEVED
Ensure access to maintenance material	Open and resource stores	Annually	CFO, SCM,	No progress
	3 year Material contracts			Contracts currently in place and Tender to be advertised in April 2018 before expiry of current contracts.
	SLA with specialist service providers			Tender to be advertised in April 2018 before expiry of current contracts

SOLUTION	ACTION	TIMEFRAME	RESPONSIBILTY	PROGRESS ACHIEVED
Access leak detection equipment	SLA with service provider when needed	2017/18	EDI, CFO	Current contract with Bosch Munitech. However, there are challenges of non-payment thus affecting the service.
Avail operational Fleet (TLB, LDV)	Procure new fleet and major repair of existing equipment.  Operational internal workshop to service and repair minor challenges.  SLA with brand service providers	2017/18	SCM, CFO, EDI	Only continuous repair of old fleet and equipment by Mechanical Workshop, which resides in MM's office.  In progress by Mechanical Workshop, which resides in MM's office.



SOLUTION	ACTION	TIMEFRAME	RESPONSIBILTY	PROGRESS ACHIEVED
Fill vacancies with Suitably qualified personnel  Plumbers  Technicians  Supervisors  Boilermaker	Fill organisation structure and resource with tools of the trade	2017/18	ED:CSS	Positions of Plumbers were advertised internally and only some have been filled with those that have been acting. The positions have now been advertised externally.
				There is no progress on the other positions.

SOLUTION	ACTION	TIMEFRAME	RESPONSIBILITY	PROGRESS ACHIEVED
Develop meter replacement policy	Compile policy	2017/18	ED:CSS & EDI	In progress
	Fund and implement	Annually		In progress
Replace worn-out water lines (AC and steel pipes)	CAPEX to implement	Annually	CFO	Application for a loan with DBSA is underway.
Monitor water demand through zonal metering system	Extend current project to all units	2018/19 - 2020/21	CFO	The Bid Specifications for the Project to zone in Thabong and Welkom have been approved.

SOLUTION	ACTION	TIMEFRAME	RESPONSIBILITY	PROGRESS ACHIEVED
Access to maintenance material	Open and resource stores	Annually	CFO, SCM, EDI	No progress
material	3 year contracts			Contracts currently in place and Tender to be advertised in April 2018 before expiry of current contracts.
	SLA with specialist service providers			Tender is currently on Bid Evaluation Stage.
	SLA with service provider to execute camera inspections to compile and prioritise sewer replacement list	Annually	EDI, CFO	No progress due to lack of budget. However, collapsing lines already identified will be inspected and designed by Engineers to be appointed, thereafter tenders advertised for refurbishment/ replacement.

SOLUTION	ACTION	TIMEFRAME	RESPONSIBILITY	PROGRESS ACHIEVED
Avail	Procure new fleet, equipment	2017/18	SCM, CFO, EDI	Only continuous repair of old fleet
operational	and major repair of existing			and equipment by Mechanical
Fleet (TLB,	equipment.			Workshop, which resides in MM's
LDV,				office.
Excavator) and	Operational internal workshop			In progress by Mechanical
equipment	to service and repair minor			Workshop, which resides in MM's
(pumps, fetters,	challenges.			office.
jet-blasters, eco	SLA with brand service	St. Fig. 112		
recycling unit)	providers			
	Implement vehicle replacement			
	policy			

SOLUTION	ACTION	TIMEFRAME	RESPONSIBILITY	PROGRESS ACHIEVED
Appoint suitably qualified personnel  Plumbers  Sewerage maintenance operators  Technicians Supervisors	Fill organisation structure and resource with tools of the trade	2017/18	ED:CSS	Positions of Plumbers were advertised internally and only some have been filled with those that have been acting. The positions have now been advertised externally.  There is no progress on the other positions.
Reduce high occurrences of blockages	Implement preventative sewer cleaning teams and resource	2017/18	EDI, CFO, ED:CSS	Sewer blockages are continuously attended but not effectively due to a shortage of resources. There is also a huge challenge of communities misusing the sewers by throwing in foreign objects, thus causing blockages. However, high pressure vacuum cleaners are continuously hired to assist with the blockages. Currently there is also a tender that is on bid evaluation stage for the service of the external Contractors.

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SOLUTION	ACTION	TIMEFRAME	RESPONSIBILITY	PROGRESS ACHIEVED
Increase specialised safety equipment to reduce IoD's	Procure equipment e.g gas monitors	2017/18	EDI, CFO, SCM	Equipment has been procured in all units, but not effectively used. There is a lack of enforcement on side of Supervisor.

SOLUTION	ACTION	TIME FRAME	RESPONSIBLE PERSON	PROGRESS ACHIEVED
Improve access to maintenance material	Open and resource stores	2017/18	EDI, CFO, SCM	No progress
(tar, cement, SS60, gravel, ect)	3 year contracts			One Contract currently in place but the SP does not meet their contractual obligations. Another Tender to be advertised in April 2018.
	SLA with specialist service providers			
Improve old deteriorated road networks	Compile and implement PMS system	Annually	EDI, CFO, SCM	No progress, pending the finalisation of the RRAMS by district.
	3 year Resealing contract			Done.

SOLUTION	ACTION	TIMEFRAME	RESPONSIBILITY	PROGRESS ACHIEVED
Avail operational	Procure new fleet,	2017/18	EDI, CFO, SCM	Only continuous repair of
Fleet (TLB, LDV,	equipment and major repair			old fleet and equipment by
Grader, Tipper	of existing equipment.			Mechanical Workshop,
trucks, Frontend		A STATE OF SAN		which resides in MM's
loaders, tankers)				office.
and equipment	Operationalise internal			In progress by Mechanical
(compactors, tar	workshop to service and			Workshop, which resides
cutter, ect.)	repair minor challenges.			in MM's office.
	SLA with brand service			
	providers			
We will be a second	Implement vehicle	WE WE ST AN	Silver March	Control of the Market of the Market
	replacement policy			

SOLUTION	ACTION	TIMEFRAME	RESPONSIBILITY	PROGRESS ACHIEVED
Approve the organisational structure to address shortage of Suitably qualified personnel  Technicians Artisans Supervisors General workers Yellow fleet operators	Fill organisation structure and resource with tools of the trade	2017/18	EDI, CFO, ED:CSS	No progress
Reduce occurrences of potholes  Praft Lekgotla resolution	Procure tar sheets and SS60 to fill minor potholes.  SLA for hot tar with service provider  n register-2018	Annually	EDI, CFO, SCM	One Contract currently in place to procure materials but the SP does not meet their contractual obligations. Another Tender to be advertised in April 2018.  One Contract currently in place but the SP does not meet their contractual obligations. Another Tender to be advertised in April 2018.

SOLUTION	ACTION	TIMEFRAME	RESPONSIBILITY	PROGRESS ACHIEVED
Eradicate vegetation growth in roads that damage roads and reduce expected life span	Procure weed killers and equipment for implementation of weed eradication programme	Annually	EDI, CFO, SCM	In progress

SOLUTION	ACTION	TIME FRAME	RESPONSIBILI TY	PROGRESS ACHIEVED
Clean and maintain lined and unlined canals	Compile and implement maintenance program Appoint personnel	2017/18	EDI, CFO, SCM	Maintenance programme in progress, challenges with shortage of resources
Refurbish and clean stormwater catch pits and manholes	Compile and implement maintenance program Appoint personnel	Annually	EDI, CFO, SCM	Maintenance programme in progress, challenges with shortage of resources
Avail operational Fleet (TLB, excavator, LDV, Tipper trucks, Frontend loaders), and equipment (echo recycling unit.)	Procure new fleet, equipment and major repair of existing equipment. Operational internal workshop to service and repair minor challenges. SLA with brand service providers Implement vehicle replacement policy	2017/18	EDI, CFO, SCM	Only continuous repair of old fleet and equipment by Mechanical Workshop, which resides in MM's office.

SOLUTION	ACTION	TIME FRAME	RESPONSIBILITY	PROGRESS ACHIEVED
Recruit suitably qualified personnel  Technicians Artisans Supervisors General workers Yellow fleet operators	Fill organisation structure and resource with tools of the trade	2017/18	EDI, CFO, ED:CSS	No progress
Eliminate vegetation growth in canals, catch pits and close systems that damage infrastructure and reduce efficiency	Procure weed killers and equipment for implementation of weed eradication program	Annually	EDI, CFO, SCM	In progress

SOLUTION	ACTION	TIME FRAME	RESPONSIBLE PERSON	PROGRESS ACHIEVED
Improve access to maintenance material	Open and resource stores 3 year contracts SLA with specialist service providers	Annually	EDI, CFO, SCM	No Progress  Tender for cleaning of sumps currently on Bid Evaluation Stage, but one for mechanical and electrical work will be advertised in April 2018.
Reduce ageing works and pump stations. Capacity challenges	Investigate and update works and pump stations maintenance plan	2017/18	EDI, CFO, SCM	In progress
due to new development.	Refurbishment and upgrading of civil, mechanical and electrical equipment with internal CAPEX where applicable	Annually		In progress

SOLUTION	ACTION	TIME FRAME	RESPONSIBLE PERSON	PROGRESS ACHIEVED
Avail operational Fleet (LDV, tractor, mini bus) and equipment (pumps, trailer units, eco recycling unit)	Procure new fleet, equipment and major repair of existing equipment.	2017/18	EDI, CFO, SCM	Only continuous repair of old fleet and equipment by Mechanical Workshop, which resides in MM's office.
	Operational internal workshop to service and repair minor challenges.			In progress by Mechanical Workshop, which resides in MM's office.
	SLA with brand service providers			
	Implement vehicle replacement policy			
Recruit suitably qualified personnel	Fill organisation structure and resource with tools of	2017/18	EDI, CFO, ED:CSS	No Progress. MISA intervention on
<ul> <li>Process controllers</li> </ul>	the trade			appointment of Class 1
<ul> <li>General workers</li> </ul>	Implement shift system to			process Controllers.
• Drivers	reduce overtime			
<ul> <li>Millwrights</li> </ul>	Training of personnel.			
<ul> <li>Artisan aids</li> </ul>	Promotion policy.			

SOLUTION	ACTION	TIME FRAME	RESPONSIBLE PERSON	PROGRESS ACHIEVED
Fill sumps with sand due to aging networks	Implement preventative sump cleaning teams and resource	2017/18	EDI, CFO, SCM	Tender for cleaning of sumps currently on Bid Evaluation Stage
Procure specialised safety equipment to reduce IoD's	Procure equipment e.g gas monitors, harnesses	2017/18	EDI, CFO, SCM	
Improve security at works and pump stations	Alarm systems with movement sensors connected to armed response unit	2017/18	EDI, CFO, SCM	Personnel available only at some WWTW and PS. No alarm systems in place.
Improve access to works and stations	Upgrade access roads with quality gravel	2017/18	EDI, CFO, SCM	In progress
Promulgate bylaws to regulate hazardous waste from factories and abattoirs.	Compile and implement bylaw	2017/18	EDI, CFO, ED:CSS	In progress

SOLUTION	ACTION	TIME FRAME	RESPONSIBLE PERSON	PROGRESS ACHIEVED
Improve dilapidating hostels on works (Virginia)	Refurbish of hostels	2017/18	EDI, CFO, SCM	No progress due to lack of funds.

SOLUTION	ACTION	TIME FRAME	RESPONSIBILITY	PROGRESS ACHIEVED
Reduce theft and vandalism	Implement aluminium networks	2017/18	EDI, CFO, SCM	Implemented as stolen lines are replaced.
	Cable theft protection unit and SAPS	2017/18		
Avail material	Open stores	2017/18	EDI, CFO, SCM	No progress
Recruit qualified personnel	Fill vacancies	2017/18	EDI, CFO, ED:CSS	No progress
Increase service delivery vehicles	Procure fleet.	2017/18	EDI, CFO, SCM	No progress
Improve our bulk electricity supply Capability	Energy master plan Investigate and upgrade networks with CAPEX	2017/18	EDI, CFO, SCM	
	Investigate renewable energy			In progress with Sunelex.

SOLUTION	ACTION	TIME FRAME	RESPONSIBILITY	PROGRESS ACHIEVED
Develop a new LED strategy to guide Economic development	Develop specifications Request assistance from District municipality and DTI	30 <sup>th</sup> Jun 2017	Acting Executive Director: LED	
Establish /revitalise Presidential Package committee	Focus on regeneration of infrastructure	30 <sup>th</sup> March 2017	Acting Executive Director: LED	
or Economic cluster	Implement projects as proposed	2017-2022		
	Integration of all development project	2017-2022		
Facilitate development of SMME in small scale mining to get mining rights & partner with private sector	Enhance the Matjhabeng Economic Advisory Council through monthly meetings in implementation of resolutions		Acting Executive Director: LED	

SOLUTION	ACTION	TIME FRAME	RESPONSIBILITY	PROGRESS ACHIEVED
Formalise land for informal businesses	Council resolution	End April 2017	Acting Executive Director: LED	Identification of suitable erven for the informal sector is in progress. Such erven will be zoned and taken up in the new uniform Town Planning Scheme.
Review/ develop incentives policy	Revised incentive policy in place	30 <sup>th</sup> November 2017	Acting Executive Director: LED	Request for proposal to review and develop incentives advertised in October 2017, but due to lack of information from supply chain to conclude the tender document we could not proceed.
Allocate more budget to LED projects	To ensure that 30% of budget allocated to LED projects	1 <sup>st</sup> July 2017	Acting Executive Director: LED	Work in progress
Promulgate LED- related by-laws	To gazette by-laws in the next 3 months	30 <sup>th</sup> June 2017	Acting Executive Director: LED	Informal trading by-laws were completed pending the promulgation by legal department.

SOLUTION	ACTION	TIME FRAME	RESPONSIBILITY	PROGRESS ACHIEVED
	To review procurement policy to ensure that 70% comes from local and 30% for SMME development		Acting Executive Director: LED	The division only Facilitate the capacitation of SMME's to benefit 70% of expenditure Budget.
endanger lives in the	To ensure that animal pound is established in the current financial year with the help of Harmony (SLP project)		Acting Executive Director: LED	An extension of a private pound master's work has been facilitated.
	upgrading of municipal farms	30 <sup>th</sup> Jun 2018	Acting Executive Director: LED	A report of farms belonging to the Municipality has been requested from planning section.

SOLUTION	ACTION	TIME FRAME	RESPONSIBILITY	PROGRESS ACHIEVED
Improve diversification from mining	To support Agro-processing and value add initiatives	30 <sup>th</sup> June 2017	Acting Executive Director: LED	
Market Matjhabeng as a tourism attraction areas.	To ensure that tourism marketing plan is developed	30 <sup>th</sup> Nov 2017	Acting Executive Director: LED	The plan has not been developed as yet. It should form part of the master plan development process
Develop a Tourism for marketing	Economic cluster to communicate with province to fast track tourism signage	30 <sup>th</sup> Jun 2017	Acting Executive Director: LED	
Improve tourism growth to boost the municipal economy		2017/2018	Acting Executive Director: LED	The event has not been held as planned due to financial challenges
	Partnership with MADEIRA & Province		Acting Executive Director: LED	Discussions were held but due to financial challenges, we could support the initiative as a Municipality

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SOLUTION	ACTION	TIME FRAME	RESPONSIBILITY	PROGRESS ACHIEVED
Finalise land audit on both private and public	Source support from National & Provincial Departments	31 <sup>st</sup> Dec 2017	Acting Executive Director: LED	Land audit mainly for informal businesses i.e. used for car wash and containers, as resoled by Land Adhoc Committee was conducted
Improve spatial planning to close gaps between township and urban development	To review Spatial Development Framework	30 <sup>th</sup> May 2017	Acting Executive Director: LED	The review of the SDF for Matjhabeng is in progress. Consultants have been appointed.
Provide government to people who cannot afford houses in the open market require government	Approach DBSA & other relevant stakeholders support	30 <sup>th</sup> Sept 2017	Acting Executive Director: LED	
intervention	<ul> <li>To develop 10 000 units in gap market in 5 years</li> <li>Focus on feasibility studies on gap market</li> <li>Partner with private sector</li> </ul>	30 <sup>th</sup> Jun 2017	Acting Executive Director: LED	

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SOLUTION	ACTION	TIME FRAME	RESPONSIBILITY	PROGRESS ACHIEVED
Fast track Municipality	Establish a Municipal	End March 2017	Acting Executive	There is progress
affiliating to an	structure in LED	End April 2017	Director: LED	regarding ABP. We
accreditation	division in compliance			ware waiting for
programme	with the accreditation			finalization of the
	conditions			draft sector plans that
				have impact in the
				process.

SOLUTION	ACTION	TIME FRAME	RESPONSIBILITY	PROGRESS ACHIEVED
Erect signage	Allocation of Budget	30 May 2017	Finance	Numerous submissions were returned back due to financial constraints. New submission for road signs and paint were submitted last month, the month of March 2018 and is with SCM.
Enforce the through Law Enforcement Equipment	Procurement of Number plate recognition system/Digital eyewitness for stop violations/Speed equipment	30 June 2017	Finance	Both items served before Bid Specifications Committee. Referred back to Department to generate submission. Submission on ANPR is currently with SCM.

CHALLENGE	SOLUTION	TIME FRAME	RESPONSIBILITY	PROGRESS ACHIEVED
Increase Fleet	Procurement of service delivery vehicles and K78 trailer	2017 and 2018	Finance	Item served before Bid Specification Committee for the procurement of 5 service delivery vehicles and 2 high performance vehicles. The Manager SCM advised the Acting director to follow the transversal route. A new item for Bid Specification was submitted. The submission for K78 was referred back due to financial constraints.
Recruit more qualified personnel	<ol> <li>Appointme nt of critical vacant posts</li> <li>The posts should be filled as per legislature and as per national ratio</li> </ol>		HR	Posts were advertised and the process was halted as a new proposed structure served before Council.
Partt I shootla as	election register ?	018		34

CHALLENGE	SOLUTION	TIME FRAME	RESPONSIBILITY	PROGRESS ACHIEVED
Increase office space and tools of trade	Provision of office space and procurement of tools of trade	30 June 2017	Finance	Submission for renovation of old Traffic building which will resolve problem of office space. Submission for resources was returned due to financial constraints.
Train personnel as per legislative mandate	Training as per legislative mandate	30 June 2017	Safety Management	Numerous submissions were done for Fire Arm training but returned due to budgetary constraints
Improve the shooting range	Establishment of shooting range indoor and outdoor	2018 - 2019	External service provider	Item served before Council. Report was submitted and served before Council. Awaiting directive
Grade all officers (linked to organizational legislative mandate)	Policy should be revised	Immediate effect	HR	HR was consulted. A meeting was held between HR and the Department and we are still awaiting implementation

SOLUTION	ACTION	TIME FRAME	RESPONSIBILITY	PROGRESS ACHIEVED
Approve vetting policy	Adherence to vetting policy for personnel and service providers	Immediate effect	Safety Management	Draft policy served before Council and was referred back for amendments by HR.
Renovate the Dilapidated traffic college	Refurbishment of college	In process	Infrastructure	Submission for renovation of old Traffic building was done but no response thus far
Increase accommodation for students	Construction of building accommodation for the students	2018/2019	MIG funding (Thabong)	Item served before Council and it was discovered that the building identified for accommodation is leased out.
Add qualifyig and skilled development	Capacity building and approval of structure	2017/2018/ 2019	Finance	Work place skills plan submitted

SOLUTION	ACTION	TIME FRAME	RESPONSIBILITY	PROGRESS ACHIEVED
Create office space and tools of trade	Provision of office space     Upgrading of control room with complete radio communication systems	2017/2017/2018/ 2019/2010	Finance/SCM	<ul> <li>Not achieved. Waiting for Mmamahabane fire station to be equipped and operational with tools of trade such as fire engines and personnel.</li> <li>Submission for 5 existing fire stations, Awaiting official order</li> </ul>
Purchase fire engines	Procurement of 4 remaining fire engines as per council resolution taken in 2012/2013	immediately	Finance/SCM	Tender was advertised for two(2) fire engines, technical report was done by management and was sent back to supply chain management for bid committee for appointment.
Purchse operational staff	Short listing and appointment of posts (already advertised)	30 June 2017	HR	No suitable candidates were found internally, awaiting for Human resources to advertise externally (24) positions
Buildf fire station in Thabong Draft Lekgo	Provision of 5 satellite fire stations in Thabong, Kutlwanong, Meloding, Nyakallong and Phomolong  tha resolution register-20	/2021/2022	Infrastructure/PMU	All (5) five satellite fire stations were approved but we await for Mmamahabane fire station to be operational so that MIG can allocate funding     Every fire station need to put on IDB7 for implementation per financial year

SOLUTION	ACTION	TIME FRAME	RESPONSIBILITY	PROGRESS ACHIEVED
Improve training	Refurbishment of fire	2018/2019	Infrastructure	The request was made to
college	training college			infrastructure for assessment and
				awaiting for response from
				infrastructure for the report
Improve fire	Policy should be	Immediately	HR	HR was consulted. A meeting was
personnel	revised			held between HR and the
				Department and still awaiting
				implementation
Training all	Provision of training for	Immediately	Skills development	Not achieved. All relevant courses
personnel	personnel			were submitted to skills
				development section and await
				response
Recruit fire	Adoption of proposed	Immediately	Council	The matter has been adequately
instructors in training	structure	No.		addressed by a proposed structure
				await the approval of the proposed
				structure

SOLUTION	ACTION	TIME FRAME	RESPONSIBIL ITY	PROGRESS ACHIEVED
Recruit by-law enforcement agencies	All officers to be trained in line with Municipal by-law enforcement	2017/2018	Public Safety/Coopera te Services	Training for all security personnel commenced in 2015. The first 30 officers were trained in-house by Nelson Mandela University as recommended by (IMPSA) Institute for Municipal Police of SA. The training of the remaining officers could not take place due to non-payment to the Service provider.
Grade all officers	Policy should be revised	Immediately	HR	HR was consulted. A meeting was held between HR and the Department and we are still awaiting implementation
Buy tools of trade	Procurement of tools of trade	2017/2018	Finance	Procurement of ANPR (Automated Number Plate recognition system currently with SCM.  Item for the procurement of 5 service delivery vehicles and 2 high performance vehicles submitted to serve before Bid Specification Committee



SOLUTION	ACTION	TIME FRAME	RESPONSIBILITY	PROGRESS ACHIEVED
Recruit personnel and Shift supervisors 1. Allanridge 2. Odenaalsrus 3. Virginia 4. Hennenman 5. Ventersburg	Appointment of first line supervisors	30 June 2017	HR	Adequately provided in the new proposed organogram
Pay all owed of service providers (private security)	Payment should be effected within 30 days of invoicing as per regulation	Immediately	Finance	Payments for Security Service Providers are in arrears for nearly seven months now
Review the current organizational structures	Proposed structure to accommodate first line supervision	Immediately	Council/Cooperate Services	Adequately provided in the new proposed organogram

SOLUTION	ACT	ION	TIME FRAME	RESPONSIBILITY	PROGRESS ACHIEVED
Upgrading of non- functional security cameras surveillance within Municipal buildings	1. 2. 3.	Go out on tender for electronic security Development of security master plan Adoption of security draft policy	2017/2018/20 19/2020	Finance/SCM Finance/SCM Council	
Stop vandalism and theft	1. 2.	Establish copper theft unit Fully trained officers as Municipal by-law enforcement	2017/2018	Council/HR	Lack of human resource. No appointments were made.
Promulgate an enforce by Laws	2.	Legal services must include penalty clauses in the current as requested by the Chief Magistrate Establishment of municipal branch court	Immediately 2017/2018/20 19	Legal Department Finance/HR	Legal services to drive process. All processes were undertaken by the Department. The Director National Prosecution disapproves the establishment of Municipal Branch based on recommendations received from Welkom Chief Magistrate.



SOLUTION	ACTION	TIME FRAME	RESPONSIBILITY	PROGRESS ACHIEVED
Implement section 80/Mayco/ Council recommendations	Tracing of resolution and reviewing them	Immediately	Cooperate Services/Security Services	
High rate of crime within the CBD	Installation of CCTV surveillance	2017/2018/201 9	Finance	Safer City meeting was convened by LED with all stakeholders to check how the existing cameras can be resuscitated

SOLUTION	ACTION	TIME FRAME	RESPONSIBILITY	PROGRESS ACHIEVED
Compliant landfill sites	Engage DESTEA for intervention     Fencing of landfill site through MIG     Upgrading of landfill sites 4.	2018/2019/202	Infrastructure/PMU	The process of fencing is ongoing through the assistance of DESTEA is     The DESTEA is assisting the municipality with upgrading of Odendallsrus landfill sites
Reduce overtime	Procurement of Fleet	2018/2019/202 0/2021	Finance/SCM/Works hop	List of needed fleet was submitted.
Improve road leading to the landfill site	Upgrading of access road  – in the interim the roads can be re-graveled	Immediately	Infrastructure	



SOLUTION	ACTION	TIME FRAME	RESPONSIBILITY	PROGRESS ACHIEVED
Improve personnel	Memo to be drafted for	Immediately	WM/Infrastructure	Building and maintenance section was
facilities (Cloak room)	Exec. Director			requested to repair but due to lack of
	Infrastructure			material could not proceed
Improve compliance	Personnel to go for	Immediately	Cooperate Services –	Achieved. Workers attended first
to health and safety	medical checkup and		Health and Safety/WM/	session in 2017/18 and still waiting
regulations	inoculation			the next session as arranged with
				health and safety section.

SOLUTION	ACTION	TIME FRAME	RESPONSIBILITY	PROGRESS ACHIEVED
Management of overtime	1. Appointment of caretakers and team leaders 2. Adherence to correct overtime management in essential services 3. Adherence to overtime policy and labor law regulations	30 JUNE 2017	HR/PSR	Not achieved. The request for filling of vacancies of caretakers and team leaders were submitted.     The document on overtime management is developed for proper management and monitoring of overtime.
Interference with management of personnel	Establish line of command	Immediately	PSR	Political office still approve usage of our facilities without proper consultation with the department.
Dependence on other directorate for maintenance	Development of a cluster of operational managers between the two department	Immediately	Infrastructure/PSR	Not achieved. The is no specific person/manager allocated with the task of coordination of operational managers

SOLUTION	ACTION	TIME FRAME	RESPONSIBILITY	PROGRESS ACHIEVED
Reduce theft and vandalism of facilities Phumlani	Fencing and electronic security Source MIG Funding	2018/2019	Infrastructure/PMU	<ul> <li>Not achieved. The request has not been done to the relevant departments on electronic security.</li> <li>All cemeteries that needs to be fenced were submitted to PMU to source funding from MIG</li> </ul>
Supply Chain inflated prices	SCM to consider cost effective prices and involve the requesting department e.g quality	Immediately	SCM/PSR	Not achieved. The SCM is not cooperative on this matter
Constant break down of vehicles	Procurement of new fleet	2018/2019/202 0/2021	Finance/SCM	Not achieved due to financial constraints



SOLUTION	ACTION	TIME FRAME	RESPONSIBILITY	PROGRESS ACHIEVED
Proper contract management	Legal services to draft new lease agreement	Immediately	Legal Department	Work in progress. The lease agreement has been developed by contracts section. The only challenge is the development of application forms to be filled by current occupants.
Improve ablution facilities at old cemeteries	Establishment of ablution blocks at cemeteries with MIG	2018/2019/202 0	Infrastructure/PMU	Not achieved due to financial constraints
Improve access control at central park	Fencing of central park	2017/2018	Infrastructure/SCM	Not achieved due financial constraints



SOLUTION	ACTION	TIME	RESPONSIBILITY	PROGRESS ACHIEVED
		FRAME		
Reduce challenge in	Deployment of personnel	30 June 2017	HR	There is work where 8 officials have
transfer of personnel	to other departments			agreed to move to the province.
to province				About 12 were undecided and the
				rest wanted to remain with the
Particular Section (Section 1997)				Municipality.

### OI thank you