

MATJHABENG MUNICIPALITY

ANNEXURES

FOR THE

SECTION 80 PORTFOLIO COMMITTEE

FOR

**STRATEGIC SUPPORT SERVICES
(IDP)**

CONVENED FOR

TUESDAY, 19 SEPTEMBER 2017

AT

12:00

AT

**4TH FLOOR ROOM 428, MAIN BUILDING,
WELKOM, CIVIC CENTRE**

Matjhabeng Local Municipality Back to Basics Action Plan

Nov-15

Putting People First						
Problems identified	Action Plan	Due Date	Responsible Person	Progress to date	Challenges	Recommendations
Ineffective manually operated customer care systems.	That CoGTA introduce and conduct refresher training sessions on the web-based complaints and compliments management system.	30 September 2015	Cogta. Mr Masukela and Mr Lucien Lezar	It was reported in September 2015 that: Training was provided on the 11 May to 15 officials and additional training needed to 15 more. 669 complaints populated in the system. There are 312 issues closed (resolved) and the remaining 357 still open. (There may be some duplications)	It was agreed that COGTA will sit with the Municipality and improve the system integration.	Meeting be scheduled as soon as possible.

Batho Pele Principles are not displayed in the municipality.	That Batho Pele Principles Display Boards be obtained from the Department of Communication and displayed at all units and public buildings.	31 July 2015	Stakeholders involved: District MM Local MM Speakers of municipalities Salga Premier's Office	Display borads have been obtained and displayed in all Municipal Buildings	None	None
	A generic policy should be adopted by all municipalities.			No progress in receiving the draft policy on Batho Pele from the Provincial Department.		The accessed service charter should serve in Concil before the end of December 2015
	That the Free State Training and Development Institute train front line staff on Batho Pele Principles.		CoGTA . Mr Masukela FS Training and Development Institute.	The training aspect was achieved on the 30 June to 02 July and 5 officials were trained.	Achieved	None
	The training should be budgeted for		Municipalities	Training has been budgeted for under Skills Development.	N/A	N/A

	Hold a provincial summit on Batho Pele principles for municipalities.	31 July 2015	Cogta. Mr Masukela. Stakeholders involved: District MM Local MM Speakers of municipalities Salga Premier's office	The Municipality did not attend the Fezile Dabi summit however the services charter has been developed.	None	None
There is no community satisfaction survey conducted.	Develop a generic questionnaire for municipalities to conduct a community satisfaction survey	31 July 2015	Cogta. Mr Masukela	Awaiting a generic questionnaire to be developed National COGTA a for Municipality	Still awaiting a generic questionnaire from National COGTA	
Functional Ward Committees	Municipality to develop and implement ward operational plans for all wards	31 July 2015	Cogta. Mr Masukela.	34 of 36 ward operational plans were developed		Office of the Speaker arranges meetings in the two wards
	Municipalities to develop a schedule of ward committee meetings for all wards.			Schedules for all wards developed	None	None

Basic Services						
Problems identified	Action Plan	Due Date	Responsible Person	Progress to date	Challenges	Recommendations

Water distribution						
High water losses	Water distribution/ network should be investigated further.	30 September 2015	DW&S Municipality Municipal Business Unit	As part of the WSDP a water Conservation Demand Management Plan was developed inhouse and areas of high losses were identified. The plan is in the process of implementation.	None	None
Replacement of ageing and development of new infrastructure for Matjhabeng	Should be investigated further. Water Master Plans should be developed			The municipality does not have the water master plan	We need to appoint a qualified service provider	Council to consider budgeting around R5- R7million to develop Master Plans.
WC/WDM	Installation of water meters by the municipality.			MIG Business Plans have been submitted to COGTA and are waiting for registration.	Waiting for sector approval of the Business Plans	Fast track implementation of the revised plan

Operations and maintenance/asset register	O&M plan should be developed to maintain infrastructure			Maintenance plans exist but needs to be aligned to the asset register	With the current rate of 2000 water leaks per month, has a high vacancy rate	To submit to council to note the challenge
Waste water systems	Engage DW&S to establish the process of eradicating bucket toilets.	31 July 2015	DW&S	The implementing agent, BloemWater did not meet payment obligations with contractors and thus the site is abandoned	Not been informed of the challenges	DWS to provide clarity on the programme
Progress on implementation of WWTW is insufficient	Investigate the progress on the upgrading of the WWTW.			Final revised designs of Nyakallong, Meloding and Kutlwanong to be available mid-November 2015	Awaiting a response from DWS	Municipality reprioritised the MIG and submitted business plans already in November

Unclarified sanitation issues (ageing and insufficient capacity of the WWTW as well as development of new infrastructure) in Matjhabeng	Investigate sanitation projects and identify sources of funding	31 July 2015	Department HS, DW&S, Cogta, MISA.	Business plans for the funding of the two WWTW for future expansion of the towns have been submitted to RBIG and DWS	Business plan to be submitted for bucket eradication for bucket eradication to DWS	None
	Sanitation Master Plans should be developed			Business plans for the funding of the two WWTW for future expansion of the towns have been submitted to RBIG and DWS	None	None
Landfill sites are not registered	Obtain the Waste Management Master Plan from municipality	30 September 2015	ED: Community Services- Me Matiro Mogopodi	No Master Plan exists	There is a need to develop a Master Plan.	Get all of the landfill sites licensed.

	Compile an action plan for the licensing of landfill sites	31 October 2015	ED: Community Services- Me Matiro Mogopodi	All landfill sites have permits and permit numbers	None	ED: Community Services to develop an action plan for licensing of landfill sites.
Electricity:						
	Ring Fence electricity	30 September 2015	Department of Energy and the municipality	Council adopted ring fencing of the energy entity and are already requesting service providers in order to come and assist the Municipality.	None	POE Council resolution
	Assessment of electricity meters and develop action plan for replacement.	30 September 2015	Cogta, Department of Energy and the municipality	418 bulk meters needed to be replaced. An action plan exists	Implemented through availability of funding from Finance	Avail action plan for assessment by COGTA.
Electricity losses						

	Generic by-law to be customised by the Municipality by March 2016	30 September 2015	Legal Services	By-laws exist and should be reviewed	By-laws outdated since 1994.	Access generic by-laws that have already been advertised by Office of the Premier so that we conduct public participation and customised to our specific needs.
	Develop the electricity Master Plan for all towns	30 September 2015		The Municipality has electricity and O&M Master Plans	Must be aligned with the SDF and Asset register	A service provider be appointed to deal with the alignment
Operations and maintenance of infrastructure	Allocate minimum 7% of capital budget for maintenance	30 September 2015	Municipality and Treasury	Provision has been provided in the budget	None	None
	Development of implementation plans, especially O&M plans	30 September 2015	ED: Infrastructure (Ms Betty Tlhabani)	Plans available at WWT Plants and operational manuals	None	New manuals for new WWT Plants
Life-cycle capital planning	Budget for capital replacement	31 July 2015	ED: Infrastructure (Ms Betty Tlhabani)	No life-cycle asset management due to incomplete asset register	Asset register is incomplete	Apply for additional funding

Roads and storm water issues are identified	Storm water and roads master plans should be developed and adopted.	30 September 2015	Municipality	Outdated Master Plan	Lack of capacity to revise the master plan.	We need funding to develop it.
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Sound Financial Management						
Problems identified	Action Plan	Due Date	Responsible Person	Progress to date	Challenges	Recommendations
Lack of internal controls and monitoring	Five key control matrix to be discussed at the next CFO Forum	30 September 2015	M. Moremi – Provincial Treasury	CFO forum does not sit there are reports to Dr.		CFO forum be reinstated
	Obtain internal audit reports to the audit committee to monitor the status of internal controls.			Audit Committee has been appointed. The Committee sat for the first time in September 2015 after their appointment by Council.	None	Minutes and attendance register to be provided
	Obtain status of financial policies at different Municipalities and identify gaps	30 June 2015		Financial policies have been adopted by council and submit to relevant Departments- List all financial policies	None	Proof of approved policies to be made available on request.

Lack of financial policies	Forward generic financial policies to identified Municipalities		Provincial Treasury and COGTA	Financial policies have been adopted by council and submit to relevant Departments	None	None
	Monitor adoption of financial policies by Municipalities	30 September 2015		Financial policies have been adopted by council and submit to relevant Departments	None	None
Lack of submission of annual reports.				Draft annual report has been approved by council for the 2013/2014	None	None
Unrealistic budgets	Municipalities must attend budget bilateral with Provincial Treasury	30 September 2015	Municipalities	Municipality attended the budget bilateral meetings	None	None
	Municipalities must include budget assessment recommendations in the budget before adoption in Council	30 October 2015	M. Moremi – Provincial Treasury	Done		Provincial Treasury must determine compliance

Financial accounting system	Investigate issues that are a problem	30 July 2015	Cogta (Finance) and Treasury	Municipalities awaiting SCOA implementation		
Financial management capacity is not sufficient.	Obtain status from Municipalities regarding compliance with the minimum competency regulations	30 July 2015	Cogta (Performance Monitoring)	All HODs and other identified budget and treasury officials have completed or are in a process of finalizing their minimum competency modules.	None	Municipality to provide the report by Monday, the 02 February 2016
	Identify gaps and request plans from Municipalities to address the gaps	30 July 2015		Plan has been developed and are currently in Phase II of the projects		Source and draft report to be submitted to Special Council
	Monitor implementation of the plans	30 September 2015				

Non-implementation of accounting standards	Scrutinize 2013/14 Audit Report and Management Letter to determine compliance status for Municipality	30 September 2015	Cogta (Finance)	An audit action plan was developed and weekly audit steering committee meetings were held since September 2015.	N/A	N/A
	Source assistance from Provincial Treasury to address non compliance	30 September 2015		We have employed a person to deal with the issue. She was appointed for the 1 October 2015.	N/A	N/A
Revenue collection						
Tariffs not cost reflective	Source assistance from sector departments regarding tariff setting guidelines	30 July 2015	Municipal Manager, CFO, Technical Manager and Sector Departments	Tariff setting guidelines was provided by Provincial Treasury and Electricity guidelines set by NERSA.		The guidelines must be applied during budgeting.

Credit Control and Debt Collection Policies not promulgated into By-laws	Credit and debt collection policies to be customised with the by-laws		Cogta (Legal Services)	Council approved the policies with the budget. Electricity by-laws to be developed as well.		By-laws to be aligned with the policies
High distribution losses	Source assistance from sector departments	30 September 2015	Municipal Manager, Technical Manager and Sector Departments	Municipality has 8% of electricity losses which is within the law. There is currently 43% of water losses in the Municipality.		
Inadequate revenue structures	Review adequacy of current structure	29 February 2016	Municipal Manager and Corporate Services Manager	Organisational structure not yet approved		To approve the organisational structure by the end of February 2016.
Free basic services to all and implementation of indigent policy	Review policies for adoption and apply policy to the latter	30 April 2016	Municipal Manager and CFO	The policy exists	None	None

Good Governance						
Problems identified	Action Plan	Due Date	Responsible Person	Progress to date	Challenges	Recommendations

PMS			Cogta-Mr Dretse, Mr Abrahams, Mr Seerie			
Lack of separation of IDP/PMS	Split the IDP/PMS office			New structure has been developed and will serve before Special council by the end of February 2016	Structure is still being revised to effect the split.	PMS Officer to be employed for the split position- The structure still to be approved by Council.
Non-availability of PMS (Non- compliance)	Appoint PMS manager			Awaiting Council resolution	No dedicated official dealing with the function	Appointment of PMS official
Insufficient staff members				Awaiting Council resolution	The structure is not yet approved by council for implementation	Implement the revised structure
Lack of understanding of management roles				Approval of SDBIP has been done by Executive Mayor to implement departmental programmes	None	The SDBIP for 2015/2016 has been approved by the Executive Mayor

SDBIP, MFMA		30 September 2015
Lack of discipline and inability to implement disciplinary actions		
Lack of communication		
Inappropriate recruitment and placement of employees.	Investigate the relevance of the applicability of that organogram	
Inappropriate organogram	Review the organogram	

See structure issue	The structure is not yet approved by council for implementation	Implement the revised structure
Council disciplinary processes are implemented	None	Complete all disciplinary processes and keep a register of all completed cases.
Communication to investigate existence of the policy and review if necessary	None	Approve all quarterly reports for the financial year.
The policy exists and it is applied	None	Council to approve the structure
Draft organogram exists. Still processed by internal sub-committee	None	Organogram needs to be finalised

Vacancies						
Oversight institutions including LLF, Internal audit, Mpac, are not functional	Follow up on actions taken by the municipalities to address recommendations of Provincial Treasury on Internal Audit functionality.	30 September 2015	MFM Provincial Treasury	LLF in place and functional, Internal Audit unit has submitted a report for the first quarter of the current financial year, MPAC is currently probing issues of the 2013/2014 annual report on irregular expenditure and has been sitting at least three times so far.	None	POE schedule of LLF, MPAC and minutes/attendance register
	Provide training to internal audit units.	30 September 2015		Training workshop has been convened by Provincial Treasury at District level.	None	Continuous training to be conducted.

Lack of oversight for council	Council should be trained	30 September 2015		SALGA to be provide training.	None	To establish any training conducted with councillors from the Speaker's Office
SCM regulations and policies not implemented	Monitor progress on implementation of recommendations made by Provincial Treasury	30 September 2015		Progress report on PROPAC issues as a draft.	None	Recommendations made Treasury have been implemented
	Provide training to SCM practitioners.			SCM Practitioners were trained		

Building Capacity						
Problems identified	Action Plan	Due Date	Responsible Person	Progress to date	Challenges	Recommendations
The two vacancies of Executive Directors: Corporate Services and Infrastructure have been vacant for over six months in Matjhabeng	The vacant positions of Executive Directors: Corporate Services and Infrastructure be filled as a matter of urgency. Regulations should be adhered to		Municipality	All Executive Director positions have been filled	None	None

The Audit Committee of Matjhabeng is not functional.	The municipality must urgently resuscitate the audit committee.	30 September 2015	Provincial Treasury, Me Mototo	Audit Committee is functional since 25 September 2016	None	Audit Charter has been developed and presented to EXCO. It needs to be presented to Council for approval.
	Monitor the capacity and functionality of audit committee.	31 October 2015		All Audit Committee members have capacity	None	Develop quarterly audit committee reports and convene scheduled meetings as approved by council
	Monitor progress made on the implementation of the Provincial Treasury's recommendations.	30 September 2015		Audit Committee has been appointed	None	Draft Audit Committee Charter has been developed
	Provide training/induction to the audit committee	30 September 2015		Not conducted	New appointments	Arrange training with Provincial Treasury.

The employment contracts and performance agreements of the Municipal Manager and the Executive Director: Strategic Support of Matjhabeng has not been submitted	Submit employment contract of MM and Director: Strategic Support	30 June 2015	Cogta, Me L Mokheseng	Contracts of all employed senior managers have been signed and submitted to COGTA	None	None
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IDP 2017/2022 REPORT

Progress report

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Report on the status of the IDP as per Council resolution number A22/2017

1. Purpose

The purpose of the report is to provide progress on a process undertaken to finalize and publish the approved IDP for 2017/2022 and relevant compliance matters.

2. Background and discussion

The Municipal IDP process plan was approved on the 13th December 2016 to ensure a process that would culminate in the approved IDP for 2017/2022. In order to provide contributions towards consolidation of information for the prioritisation of the draft IDP, a Mayoral Imbizo was convened for the 15-17th March 2017 in Aldam Resort and specific resolutions were taken which formed part of the draft IDP. It was also acknowledged in the imbizo that a programme for public participation must be developed commencing with the presentation of the draft IDP.

The draft IDP 2017/2022 was submitted to council for noting pending a public participation process as part of the resolution which was taken during the imbizo session. The draft IDP and SDBIP were submitted to COGTA as required by law. Subsequent actions that were undertaken was to publish dates for public participation engagements which took place from the 18th April 2017 until the 17th May 2017. A draft IDP for 2017/2022 was submitted to council for approval having considered resolutions taken in the council meeting of the 28th March 2017. The issues raised in the meeting were:

1. That council takes note of the draft IDP document as a work in progress.
2. That the draft IDP be subjected to public consultation as per the adopted IDP process plan.
3. That the draft IDP incorporating inputs from consultation be re-tabled to council for final approval.
4. That the IDP be ward-based.
5. That all issues raised by the communities in previous years be summarised and incorporated in the current IDP.
6. That the acting Municipal Manager must determine whether the priorities listed for the previous five years in all 36 wards are still current priorities.

Council then approved the draft IDP for 2017/2022 on the 31st May 2017 with the following resolutions:

1. That council adopts the Integrated Development Plan for 2017/2022 for implementation.
2. That the attached implementation/action plans on specific policies be approved for implementation in the 2017/2018 financial year.
3. That all IDP related policies which have been approved by council in the past be noted for continued application and that a revision, where necessary, be initiated as proposed in the attached report.
4. That all issues that were raised during public participation processes in all 36 wards must be incorporated in the IDP document before it is submitted within the prescribed period to the provincial MEC for Cooperative Governance and Traditional Affairs.
5. That the approved Integrated Development Plan must be published in the Municipal website.

As a result of the resolutions as reflected above, the following actions have since been taken in compliance to the resolutions:

- a. The IDP has all contributions made through public consultation throughout the 36 wards in the final IDP for 2017/2022.
- b. The IDP also has non-funded projects which require funding from the Municipality and are located within the wards of the Municipality.
- c. A public participation matrix was developed and initially submitted in March council meeting but was since updated with outstanding information received after the public consultation meetings.
- d. We have submitted a report of the public consultation to council for noting on the 31st May 2017.
- e. We have since submitted the copies to the Offices of the provincial Treasury and COGTA. We only so far received acknowledgment from COGTA and a final IDP assessment session for Lejweleputswa family of local municipalities is planned for the 19th July 2017 in Bloemfontein.
- f. We have published a copy of the IDP in the municipal website.

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3. Other related programmes finalised subsequent to the approval of the IDP for 2017/2018

- a. The SDBIP was noted by council on the 31st May 2017.

- b. It was submitted to Office of the Executive Mayor on the 13th June 2017.
- c. The Executive Mayor signed the SDBIP on the 27th June 2017.
- d. All Executive Directors signed performance agreements with the Acting Municipal Manager between the 5th July 2017 and the 12th July 2017.

4. Annexure of documents for noting:

- a. SDBIP 2017/2018
- b. Performance Agreement – Executive Director: Strategic Support Services



PERFORMANCE AGREEMENT

MADE AND ENTERED INTO BY AND BETWEEN:

THE MUNICIPALITY OF MATJHABENG
AS REPRESENTED BY THE ACTING MUNICIPAL MANAGER

MR. E.T TSOAELI

AND

MR. T.B. MAKOFANE

THE EMPLOYEE OF THE MUNICIPALITY
EXECUTIVE DIRECTOR: STRATEGIC SUPPORT SERVICES

FOR THE

FINANCIAL YEAR: 01 JULY 2017 - 30 JUNE 2018



PERFORMANCE AGREEMENT

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EXECUTIVE DIRECTOR: STRATEGIC SUPPORT SERVICES

FOR THE

FINANCIAL YEAR: 01 JULY 2017 - 30 JUNE 2018

PERFORMANCE AGREEMENT

ENTERED INTO BY AND BETWEEN

The Municipality of Matjhabeng herein represented by Mr ET. Tsoali in his capacity as Acting Municipal Manager (hereinafter referred to as the Employer)

And

MR. T.B. MAKOFANE, an Employee of the Municipality of Matjhabeng (hereinafter referred to as the Employee, in his capacity as Executive Director: Strategic Support Services.

WHEREBY IT IS AGREED AS FOLLOWS:

1. INTRODUCTION

- 1.1 The Employer has entered into a contract of employment with the Employee in terms of section 57(1) (a) of the Local Government: Municipal Systems Act 32 of 2000 (“the Systems Act”). The Employer and the Employee are hereinafter referred as “the Parties”.
- 1.2 Section 57(1)(b) of the Systems Act, read with the Contract of Employment concluded between the parties, requires the parties to conclude an annual Performance Agreement.
- 1.3 The parties wish to ensure that they are clear about the goals to be achieved, and secure the commitment of the Employee to a set of outcomes that will secure local government policy goals.
- 1.4 The parties wish to ensure that there is compliance with Sections 57(4A), 57(4B) and 57(5) of the Systems Act.

2. PURPOSE OF THIS AGREEMENT

- 2.1 Comply with the provisions of Section 57(1)(b),(4A) and (5) of the Systems Act as well as the Contract of Employment entered into between the parties;
- 2.2 Specify objectives and targets established for the Employee and to communicate to the Employee the Employer’s expectations of the Employee’s performance expectations and accountabilities;
- 2.3 Specify the Employee’s accountabilities as set out in the performance objectives;
- 2.4 Monitor and measure performance against set targeted outputs;
- 2.5 Use the Performance Agreement as the basis for assessing the suitability of the Employee for permanent employment and/or to assess whether the Employee has met the performance expectations applicable to his/her job;
- 2.6 Appropriately reward the Employee in accordance with the Employer’s performance management policy in the event of outstanding performance; and
- 2.7 Give effect to the Employer’s commitment to a performance-orientated relationship with the Employee in attaining equitable and improved service delivery.

3. DELIVERY

- 3.1 This Agreement will commence on the 01 July 2017 and will remain in force until 30 June 2018 where after a new Performance Agreement and Personal Development Plan shall be concluded between the parties for the next financial year or any portion thereof.
- 3.2 The parties will review the provisions of this Agreement during June each year. The parties will conclude a new Performance Agreement that replaces this Agreement at least once a year by not later than the beginning of each successive financial year.
- 3.3 This Agreement will terminate on the termination of the Employee's contract of employment for any reason.
- 3.4 The content of this Agreement may be revised at any time during the abovementioned period to determine the applicability of the matters agreed upon.
- 3.5 If at any time during the validity of this Agreement the work environment alters (whether as a result of government or council decisions or otherwise) to the extent that the contents of this Agreement are no longer appropriate, the contents shall immediately be revised.

4. PERFORMANCE OBJECTIVES

- 4.1 The performance objectives sets out –
 - 4.1.1 The performance objectives and targets that must be met by the Employee; and
 - 4.1.2 The time frames within those performance objectives and targets must be met.
- 4.2 The performance objectives and targets reflected are set by the Employer in consultation with the Employee and based on the Integrated Development Plan, Service Delivery and Budget Implementation Plan (SDBIP) and the Budget of the Employer, and shall include key objectives; key performance indicators; target dates and weightings.
- 4.3 The key objectives describe the main tasks that need to be done. The key performance indicators provide the details of the evidence that must be provided to show that a key objective has been achieved. The target dates describe the timeframe in which the work must be achieved. The weightings show the relative importance of the key objectives to each other.
- 4.4 The Employee's performance will, in addition, be measured in terms of contributions to the goals and strategies set out in the Employer's Integrated Development Plan.

5. PERFORMANCE MANAGEMENT AND DEVELOPMENT SYSTEM

- 5.1 The Employee agrees to participate in the Performance Management and Development System that the Employer adopts or introduces for the Employer, management and municipal staff of the Employer.
- 5.2 The Employee accepts that the purpose of the Performance Management and Development System will be to provide a comprehensive system with specific performance standards to assist the Employer, management and municipal staff to perform to the standards required.
- 5.3 The Employer will consult with the Employee about the specific performance standards that will be included in the Performance Management and Development System as applicable to the Employee.

6. THE EMPLOYEE AGREES TO PARTICIPATE IN THE PERFORMANCE MANAGEMENT AND DEVELOPMENT SYSTEM THAT THE EMPLOYER ADOPTS.

- 6.1 The Employee undertakes to actively focus towards the promotion and implementation of the Key Performance Areas KPA's (including special projects relevant to the employee's responsibilities) within the local government framework.
- 6.2 The criteria upon which the performance of the Employee shall be assessed shall consist of two components, both of which shall be contained in the Performance Agreement.
- 6.2.1 The Employee must be assessed against both components, with a weighting of 80:20 allocated to the Key Performance Areas (KPA's) and the Core Managerial Competencies (CMC's) respectively.
- 6.2.2 Each area of assessment will be weighted and will contribute a specific part to the total score.
- 6.2.3 KPA's covering the main areas of work will account for 80% and CMC's will account for 20% of the final assessment.
- 6.3 The Employee's assessment will be based on his/her performance in terms of the outputs/outcomes (performance indicators) identified, which are linked to the KPA's, and will constitute 80% of the overall assessment result as per the weightings agreed to between the Employer and Employee.

Identified Key Performance Area	% Weight
Local economic development (LED)	
Municipal Transformation and Institutional Development	
Municipal financial viability and management	
Good governance and Public participation	100
Basic Services and Infrastructure Investment	
TOTAL	100%

- 6.4 The CMC's will make up the other 20% of the Employee's assessment score. CMC's that are deemed to be most critical for the Employee's specific job are reflected in the list below as agreed to between the Employer and Employee.

CORE COMPETENCY REQUIREMENTS (CCR) FOR EMPLOYEES		
CORE MANAGERIAL COMPETENCIES (CMC)	✓	WEIGHT
Strategic Capability and Leadership	✓	10
Programme and Project Management	✓	5
Financial Management	compulsory	5
Change Management	✓	5
Knowledge Management	✓	10
Service Delivery Innovation	✓	
Problem Solving and Analysis	✓	10
People Management and Empowerment	compulsory	10
Client Orientation and Customer Focus	compulsory	10
Communication	✓	10
Honesty and Integrity	✓	

<i>CORE COMPETENCY REQUIREMENTS (CCR) FOR EMPLOYEES</i>		
CORE MANAGERIAL COMPETENCIES (CMC)	√	<i>WEIGHT</i>
CORE OCCUPATIONAL COMPETENCIES (COC)	√	
Competence in Self Management	√	
Interpretation of and implementation within the legislative an national policy frameworks	√	
Knowledge of Performance Management and Reporting	√	10
Knowledge of global and South African specific political, social and economic contexts	√	
Competence in policy conceptualisation, analysis and implementation	√	5
Knowledge of more than one functional municipal field / discipline	√	
Skills in Mediation	√	
Skills in Governance	√	
Competence as required by other national line sector departments	√	
Exceptional and dynamic creativity to improve the functioning of the municipality	√	
Knowledge of Developmental local Government	√	10
Total percentage	-	100

7. PERFORMANCE EVALUATIONS

7.1 The performance objectives sets out –

7.1.1 The standards and procedures for evaluating the Employee’s performance; and

7.1.2 The intervals for the evaluation of the Employee’s performance.

7.2 Despite the establishment of agreed intervals for evaluation, the Employer may in addition review the Employee’s performance at any stage while the contract of employment remains in force.

7.3 Personal growth and development needs identified during any performance review discussion must be documented in a Personal Development Plan as well as the actions agreed to and implementation must take place within set time frames.

7.4 The Employee’s performance will be measured in terms of contributions to the goals and strategies set out in the Employer’s Integrated Development Plan (IDP).

7.5 The annual performance appraisal will involve:

7.5.1 Assessment of the achievement of results as outlined in the performance plan:

7.5.1.1. Each KPA should be assessed according to the extent to which the specified standards or performance indicators have been met and with due regard to ad hoc tasks that had to be performed under the KPA.

7.5.1.2. An indicative rating on the five-point scale should be provided for each KPA.

7.5.1.3. The applicable assessment rating calculator (refer to paragraph 7.5.3 below) must then be used to add the scores and calculate a final KPA score.

7.5.2 Assessment of the CMC's

7.5.2.1. Each CMC should be assessed according to the extent to which the specified standards have been met.

7.5.2.2. An indicative rating on the five-point scale should be provided for each CMC.

7.5.2.3. The applicable assessment rating calculator (refer to paragraph 7.5.1) must then be used to add the score and calculate a final CMC score.

7.5.3 Overall rating

An overall rating is calculated by using the applicable assessment-rating calculator. Such overall rating represents the outcome of the performance appraisal.

7.6 The assessment of the performance of the Employee will be based on the following rating scale for KPA's and CMCs:

Level	Terminology	Description	Rating				
			1	2	3	4	5
5	Outstanding performance	Performance far exceeds the standard expected of an employee at this level. The appraisal indicates that the Employee has achieved above fully effective results against all performance criteria and indicators as specified in the PA and Performance plan and maintained this in all areas of responsibility throughout the year.					
4	Performance significantly above expectations	Performance is significantly higher than the standard expected in the job. The appraisal indicates that the Employee has achieved above fully effective results against more than half of the performance criteria and indicators and fully achieved all others throughout the year.					
3	Fully effective	Performance fully meets the standards expected in all areas of the job. The appraisal indicates that the Employee has fully achieved effective results against all significant performance criteria and indicators as specified in the PA and Performance Plan.					
2	Not fully effective	Performance is below the standard required for the job in key areas. Performance meets some of the standards expected for the job. The review/assessment indicates that the employee has achieved below fully effective results against more than half the key performance criteria and indicators as specified in the PA and Performance Plan.					
1	Unacceptable performance	Performance does not meet the standard expected for the job. The review/assessment indicates that they employee has achieved below fully effective results against almost all of the performance criteria and indicators as specified in the PA and Performance Plan. The employee has failed to demonstrate the commitment or ability to bring performance up to the level expected in the job despite management efforts to encourage improvement.					

7.7 For purposes of evaluating the performance of the Employee, an evaluation panel constituted of the following persons will be established –

7.7.1 Municipal Manager;

7.7.2 Chairperson of the Performance Audit Committee or the Audit Committee in the absence of a performance audit committee;

7.7.3 Member of the Mayoral Committee or Executive committee or in respect of a plenary type municipality, another member of council; and

7.7.4 Municipal Manager from another Municipality.

8. SCHEDULE FOR PERFORMANCE REVIEWS

8.1 The performance of each Employee in relation to his/her performance agreement shall be reviewed on the following dates with the understanding that reviews in the first and third quarter may be verbal if performance is satisfactory:

First quarter	:	July – September 2017
Submission of evidence	:	15 October 2017
Evaluation	:	15 November 2017
Second quarter	:	October-December 2017
Submission of evidence	:	15 January 2018
Evaluation	:	15 February 2018
Third quarter	:	January-March 2018
Submission of evidence	:	15 April 2018
Evaluation	:	15 May 2018
Fourth quarter	:	April-June 2018
Submission of evidence	:	15 July 2018
Evaluation	:	15 August 2018

8.2 The Employer shall keep a record of the mid-year review and annual assessment meetings.

8.3 Performance feedback shall be based on the Employer's assessment of the Employee's performance.

8.4 The Employer will be entitled to review and make reasonable changes to the provisions of Annexure A from time to time for operational reasons. The Employee will be fully consulted before any such change is made.

8.5 The Employer may amend the provisions for performance objectives whenever the Performance Management and Development System is adopted, implemented and/or amended as the case may be. In that case, the Employee will be fully consulted before any such change is made.

9. DEVELOPMENTAL REQUIREMENTS

The Pro Forma Personal Development Plan (PDP) (**Annexure B**) for addressing developmental gaps is attached as part of this document. Such Plan may be implemented and/or amended as the case may be after the each assessment. In that case, the Employee will be fully consulted before any such change or plan is made.

10. OBLIGATIONS OF THE EMPLOYER

10.1 The Employer shall-

- 10.1.1 Create an enabling environment to facilitate effective performance by the employee;
- 10.1.2 Provide access to skills development and capacity building opportunities;
- 10.1.3 Work collaboratively with the Employee to solve problems and generate solutions to common problems that may impact on the performance of the Employee;
- 10.1.4 On the request of the Employee delegate such powers reasonably required by the Employee to enable him/her to meet the performance objectives and targets established in terms of this Agreement; and
- 10.1.5 Make available to the Employee such resources as the Employee may reasonably require from time to time assisting him/her to meet the performance objectives and targets established in terms of this Agreement.

11. CONSULTATION

11.1 The Employer agrees to consult the Employee timeously where the exercising of the powers will have amongst others-

- 11.1.1 A direct effect on the performance of any of the Employee's functions;
- 11.1.2 Commit the Employee to implement or to give effect to a decision made by the Employer; and
- 11.1.3 A substantial financial effect on the Employer.

11.2 The Employer agrees to inform the Employee of the outcome of any decisions taken pursuant to the exercise of powers contemplated in clause 11.1 as soon as is practicable to enable the Employee to take any necessary action with delay.

12. MANAGEMENT OF EVALUATION OUTCOMES

12.1 The evaluation of the Employee's performance will form the basis for rewarding outstanding performance or correcting unacceptable performance.

12.2 A performance bonus between 5% to 14% of the Employee's inclusive annual remuneration package may be paid to the Employee in recognition of outstanding performance.

12.3 The Employee will be eligible for progression to the next higher remuneration package, within the relevant remuneration band, after completion of at least twelve months (12) service at the current remuneration package on 30 June (end of financial year) subject to a fully effective assessment.

12.4 In the case of unacceptable performance, the Employer shall –

- 12.4.1 Provide systematic remedial or developmental support to assist the Employee to improve his or her performance; and
- 12.4.2 After appropriate performance counselling and having provided the necessary guidance and/or support as well as reasonable time for improvement in performance, the Employer may consider steps to terminate the contract of employment of the Employee on grounds of unfitness or incapacity to carry out his or her duties.

13. DISPUTE RESOLUTION

13.1 Any disputes about the nature of the Employee’s performance agreement, whether it relates to key responsibilities, priorities, methods of assessment and/or any other matter provided for, shall be mediated by –

13.1.1 The MEC for local government in the province within thirty (30) days of receipt of a formal dispute from the Employee; or

13.1.2 Any other person appointed by the MEC.

13.2 In the event that the mediation process contemplated above fails, clause 16 of the Contract of Employment shall apply.

14. GENERAL

14.1 The contents of this agreement and the outcome of any review conducted in terms of the performance objectives and agreement may be made available to the public by the Employer.

14.2 Nothing in this agreement diminishes the obligations, duties or accountabilities of the Employee in terms of his/her contract of employment, or the effects of existing or new regulations, circulars, policies, directives or other instruments.

15. PERFORMANCE PLAN

15.1 The Performance Plan defines the Council’s expectations of the Senior Manager’s performance agreement to which this document is attached and Section 57 (5) of the Municipal Systems Act, which provides that performance objectives and targets must be based on the key performance indicators as set in the Municipality’s Integrated Development Plan (IDP) and as reviewed annually.

15.2 The following Performance Plan provides the details of the evidence that must be provided to show that a key objective has been obtained. The target dates describe the timeframe in which the work must be achieved. The weightings show the relative importance of the key objectives to each other.

Annexure A

KPA : GOOD GOVERNANCE AND PUBLIC PARTICIPATION: 100%

KPA : GOOD GOVERNANCE AND PUBLIC PARTICIPATION: 100%												
OBJECTIVE	STRATEGY	KPI	BASELINE	ANNUAL TARGET	BUDGET	FUNDING SOURCE	WARD	RESPONSIBILITY	Q1	Q2	Q3	Q4
PROGRAMME: MUNICIPAL BRAND IMAGE												
To strengthen communication with internal and external stakeholders	Review of communication Implementation plan for approval by May 2018.	Council approved Communication Implementation Plan	Approved Plan for 2017/2018	1 approved Communication Implementation Plan by May 2018	R0	-	All	ED SSS				1 approved Communication Implementation Plan
	Invite media houses on a quarterly to communicate municipal activities	Number of interactions with media houses	3 media briefings were done for 2016/2017	4 media briefings conducted per year	R0	-	All	EDSSS	1 media briefing conducted per quarter	1 media briefing conducted per quarter	1 media briefing conducted per quarter	1 media briefing conducted per quarter
PROGRAMME: RISK MANAGEMENT												
OBJECTIVE	STRATEGY	KPI	BASELINE	ANNUAL TARGET	BUDGET	FUNDING SOURCE	WARD	RESPONSIBILITY	Q1	Q2	Q3	Q4
To develop effective and adequate risk management system	Approve a risk management policy and strategy by September 2018	Approval of 1 risk management policy and 1 risk management strategy by May 2018	1 risk management policy and 1 risk management strategy were approved by Council in December 2016	1 risk management policy and 1 risk management Strategy	R0	-	All	ED SSS				1 risk management policy and 1 risk management Strategy
	Approve a risk management plan by May 2018	Approval and implementation of risk management plan by September 2017	1 Risk Management plan was approved in December 2016	1 risk management Plan	R0	-	All	ED SSS	1 risk management Plan			
	Conduct four risk assessments for all identified risks in the risk register	Number of risk assessments conducted per year	1 risk assessment was conducted during the 2015/2016 financial year.	4 risk assessments conducted per year	R30,000.00	COUNCIL	All	EDSSS	1 risk assessment conducted per quarter	1 risk assessment conducted per quarter	1 risk assessment conducted per quarter	1 risk assessment conducted per quarter
To promote an environment free of fraud and corruption	Approve and implement a fraud prevention plan by June 2018	Approval of a fraud prevention plan by June 2018 and implementation the following financial year	0	1 fraud prevention plan	R0	-	All	ED SSS				1 fraud prevention plan approved

	Approve a whistle blowing policy by June 2018 and implement the following financial year.	Approval and implementation of a whistle blowing policy by June 2018	1 whistle blowing policy approved in December 2016	1 whistle blowing policy	R0	-	All	EDSSS				1 whistle blowing policy
OBJECTIVE	STRATEGY	KPI	BASELINE	ANNUAL TARGET	BUDGET	FUNDING SOURCE	WARD	RESPONSIBILITY	Q1	Q2	Q3	Q4
To provide advice and opinions on the organization's efficiency and effectiveness in risk management, internal control, governance processes and performance management.	Approve a risk based internal audit plan by Audit Committee by September 2017	1 Approved Risk Based Internal Audit plan by September 2017	1 Plan was approved in November 2016	1 Approved Risk Based Internal Audit plan by September 2017	R0	-	All	EDSSS	1 Approved Risk Based Internal Audit plan by September 2017			
	Compile four Internal audit reports on operations, internal control, risk and performance management per year	Number of internal audit reports compiled per year	2 Internal Audit Reports were compiled for 2016/2017 financial year	Four Internal audit reports compiled per year	R0	-	All	EDSSS	1 Internal audit report compiled per quarter	1 Internal audit report compiled per quarter	1 Internal audit report compiled per quarter	1 Internal audit report compiled per quarter
	Develop and approve an Internal Audit methodology by the Audit Committee	Approval of Internal Audit methodology by audit committee	1 Internal Audit Methodology was approved by December 2016	1 Internal Audit Methodology approved by September 2017	R0	-	All	EDSSS	1 Internal Audit Methodology approved by Audit Committee by September 2017			
	Coordinate and host four Audit Committee meetings per year	Number of Audit Committee meetings coordinated and hosted	Four Audit Committee meetings were coordinated and hosted	Four Audit Committee meetings coordinated and hosted by July 2018	R0	-	Al	EDSSS	1 Audit Committee meeting coordinated per quarter	1 Audit Committee meeting coordinated per quarter	1 Audit Committee meeting coordinated per quarter	1 Audit Committee meeting coordinated per quarter
	Facilitate annual review of Internal Audit Charter	Approval of the Audit Charter by the Audit Committee	1 Internal Audit Charter was approved by the Audit Committee in November 2016	1 Internal Audit Charter approved by the Audit Committee by September 2017	R0	-	All	EDSSS	1 Internal Audit Charter approved by the Audit Committee by September 2017			
OBJECTIVE	STRATEGY	KPI	BASELINE	ANNUAL TARGET	BUDGET	FUNDING SOURCE	WARD	RESPONSIBILITY	Q1	Q2	Q3	Q4
Improve alignment of programmes at both District, Provincial and National levels to ensure synergy in planning	Attend all set forum meetings as required by Inter-Governmental Framework Act	Number of Municipal Managers Forum meetings attended for the financial year.	4 MM's meetings	4 MM's meetings attended during the 2017/2018 financial year	R0	-	All	EDSSS	1 MM's meeting attended during the 2017/2018 financial year	1 MM's meeting attended during the 2017/2018 financial year	1 MM's meeting attended during the 2017/2018 financial year	1 MM's meeting attended during the 2017/2018 financial year
		Number of technical IGR forum meeting attended during the financial year.	3 technical IGR meetings were attended during the 2016/2017 financial year	4 technical IGR meetings attended by June 2018	R0	-	All	EDSSS	1 technical IGR meeting attended per quarter	1 technical IGR meeting attended per quarter	1 technical IGR meeting attended per quarter	1 technical IGR meeting attended per quarter

		Number of District Coordinating Forum meetings attended for the 2017/2018 financial year.	1 DCF meeting was attended during the 2015/2016	4 DCF meetings attended by June 2018	R0	-	All	EDSSS	1 DCF meeting attended per quarter	1 DCF meeting attended per quarter	1 DCF meeting attended per quarter	1 DCF meeting attended per quarter
		Number of MECLOGA meetings attended for the financial year.	4 MECLOGA meetings were attended in the year under review	4 MECLOGA meetings attended by June 2018	R0	-	All	EDSSS	1 MECLOGA meeting attended per quarter	1 MECLOGA meeting attended per quarter	1 MECLOGA meeting attended per quarter	1 MECLOGA meeting attended per quarter
		Number of Back to Basics Intervention Team meetings participated in for the financial year	3 Back to Basics Intervention Team meetings	4 Back to Basics Intervention Team meetings attended by June 2018	R0	-	All	EDSSS	1 Back to Basics Intervention Team meeting attended per quarter	1 Back to Basics Intervention Team meeting attended per quarter	1 Back to Basics Intervention Team meeting attended per quarter	1 Back to Basics Intervention Team meeting attended per quarter
		Number of PMS Forum meetings participated in for the financial year	3 PMS Forum meetings	4 PMS Forum meetings attended by June 2018	R0	-	All	EDSSS	1 PMS Forum meeting attended by June 2019	1 PMS Forum meeting attended by June 2019	1 PMS Forum meeting attended by June 2019	1 PMS Forum meeting attended by June 2019

Appendix B

16. PERSONAL DEVELOPMENT PLAN (PDP)

16.1 A Municipality should be committed to –

- a) The continuous training and development of its employees to achieve its vision, mission and strategic objectives and empower employees; and
- b) Managing training and development within the ambit of relevant national policies and legislation.

16.2 A Municipality should follow an integrated to Human Resources management, that is:

- a) Human Resources development forms an integral part of human resources planning and management.
- b) In order for training and development strategy and plans to be successful, it should be based on sound Human Resources (HR) practises, such as the (strategic) HR plan, job profiles, the result of performance appraisals and career pathing. regular
- c) To ensure the necessary linkages with performance management, the Performance Management and Development System, provides for the Personal Development Plans to be included in their annual performance agreements. Such approach will also ensure the alignment of the individual performance objectives with municipality strategic objectives, and that training and development needs can be identified through performance management and appraisal.
- d) Career-pathing ensures that employees are placed and developed in jobs according to aptitude and identified potential. Through training and development they can acquire the necessary competencies to prepare them for future positions.
- e) Personal Development Plans are compiled for individual employees and the data collected from all the employees in the municipality, forms the basis for the Work Place Skills Plan, which municipalities are required to compile as basis for all training and education activities in the municipality in a specific financial year and report on progress made to the Local Government Sector Education and Training Authority.

16.3 The aim of the PDP is to identify, prioritise and implement training needs.

16.4 Compiling the PDP (Appendix A):

- a) Competency assessment instruments should be established and utilised to assist with the objective assessment of employees' competencies against their job specific competency profiles and managerial competencies at a given period in time with the purpose of identifying trainings needs or gaps.
- b) Training needs should be aligned to organisation objectives and the individual's specific job (objectives and competencies) and secondly focused on individual career needs; however this needs to be position related.
- c) Next the training needs to be prioritised (1 to 2), since it may not be possible to address all the identified training needs within a specific financial year. Training needs to be addressed in a phased and prioritised basis.
- d) Consideration must be given to the expected outcomes, column 2; so that once the intervention is completed the impact can be measured against the relevant indicators.
- e) An appropriate training intervention should be identified and the outcome to be achieved but with due regard to cost effectiveness. These should be listed in column 3.
- f) Guidelines regarding the number of training days per employee and the nominations of employees: an employee should on average have at least five (5) days per financial year and not unnecessarily withdrawn from training interventions.
- g) Column 4: The suggested mode of delivery refers to chosen methodology that is deemed most relevant to ensure transfer of skills. The training intervention should impact on delivery back in the work place.
- h) The suggested time frames (Column 5) enables managers to effectively plan for the annum e.g. so that not all employees are away at the same time.
- i) Work opportunity provided to practise skill/development areas (Column 6) further ensure internalisation of information gained as well as return on investment.

- j) Column 7: Provides the employee with a support person that could act as coach or mentor with regard to the area of development.

PERSONAL DEVELOPMENT PLAN OF MR. T MAKOFANE

Compiled on (Date): 30 June 2017

1. Skills / Performance Gap (in order of priority)	2. Outcomes Expected (measurable indicators: quality, quantity, time frames)	3. Suggested Training and/ or Development Activity	4. Suggested Mode of Delivery	5. Suggested Time Frames	6. Work Opportunity created to practice skill / development area	7. Support Person
<i>Example: Appraise performance of managers</i>	<i>The manager will be able to enter into PM contracts with all direct reports/appraise them against set criteria with the next quarter</i>	<ul style="list-style-type: none"> • PM course (theoretical and practical) • Coaching in work place • Indicate unit standards 	<i>External provider in line with unit standard, not exceeding R6000</i>	<i>March 09</i>	<i>Appraisals of managers reporting to him</i>	<i>Senior Manager, Training</i>
1. Advanced research Skills	Improved advanced research techniques	Distance theoretical learnership on advanced research topic	Distance learning	January 2018 and continuous for the next three(3) calendar years.	Develop advanced municipal documents to benefit the municipality	Municipal Manager

Thus done and signed at **WELKOM** on this the 30th day **June** of **2017**.

AS WITNESSES:

1. _____

Mr T.B. MAKOFANE

EXECUTIVE DIRECTOR: STRATEGIC SUPPORT

2. _____

Thus done and signed at _____ on this the _____ day of _____ 2017.

AS WITNESSES:

1. _____

Mr.ET TSOAELI

ACTING MUNICIPAL MANAGER

2. _____

Generic Core Management Criteria (CMC) and Standards

Criteria	Description	Generic Standards for 'fully effective' Performance
1. Strategic Capability And Leadership	Provides a vision, sets the direction for the organization and/or unit and inspires others to deliver on the organizational mandate	<ul style="list-style-type: none"> ◇ Gives direction to team in realizing the organization's strategic objectives; ◇ Impacts positively on team morale, sense of belonging and participation; ◇ Develops detailed action plans to execute strategic initiatives; ◇ Assists in defining performance measures to evaluate the success of strategies; ◇ Achieves strategic objectives against specified performance measures; ◇ Translates strategies into action plans; ◇ Secures co-operation from colleagues and team members; ◇ Seeks mutual benefit/win-win outcomes for all concerned; ◇ Supports stakeholders in achieving their goals; ◇ Inspires staff with own behaviour – "walks the talk"; ◇ Manages and calculates risks; ◇ Communicates strategic plan to the organization; and ◇ Utilizes strategic planning methods and tools.
2. Programme and Project Management	Plans, manages, monitors and evaluates specific activities in order to deliver the desired outputs and outcomes.	<ul style="list-style-type: none"> ◇ Establishes broad stakeholder involvement and communicates the project status and key milestones; ◇ Defines roles and responsibilities for project team members and clearly communicates expectations; ◇ Balances quality of work with deadlines and budget; ◇ Identifies and manages risks to the project by assessing potential risks and building contingencies into project plan; ◇ Uses computer software programmes to help manage project; and ◇ Sets and manages service level agreements with contractors.

3. Financial Management	Compiles and manages budgets, controls cash flow, institutes risk management and administers tender procurement processes in accordance with generally recognized financial practices in order to ensure the achievement of strategic organizational objectives.	<ul style="list-style-type: none"> ◊ Demonstrates knowledge of general concepts of financial planning, budgeting and forecasting and how they interrelate; ◊ Manages and monitors financial risk; ◊ Continuously looks for new opportunities to obtain and save funds; ◊ Prepares financial reports and guidelines based on prescribed format; ◊ Understands and weighs up financial implications of propositions; ◊ Understands, analyses and monitors financial reports; ◊ Allocates resources to established goals and objectives; ◊ Aligns expenditure to cash flow projections; ◊ Ensures effective utilization of financial resources; ◊ Develops corrective measures/actions to ensure alignment of budget to financial resources; and ◊ Prepares own budget in line with the strategic objectives of the organization.
4. Change Management	Initiates, supports and champions organizational transformation and change in order to successfully implement new initiatives and deliver on service delivery commitments	<ul style="list-style-type: none"> ◊ Performs analysis to determine the impact of changes in the social, political and economic environment; ◊ Keeps self and others calm and focused during times of change or ambiguity; ◊ Initiates, supports and encourages new ideas; ◊ Volunteers to lead change efforts outside of own work team; ◊ Consults and persuades all the relevant stakeholders of the need for change; ◊ Inspires and builds commitment within own area for the change by explaining the benefits of change, and the process of implementing the change; ◊ Coaches colleagues on how to manage change; ◊ Proactively seeks new opportunities for change; ◊ Identifies and assists in resolving resistance to change with stakeholders;

		<ul style="list-style-type: none"> ◊ Designs specific projects to enable change that are aligned to the organisational objectives; and ◊ Uses the political, legislative and regulatory processes of the Public Service to drive and implement change efforts.
5. Knowledge Management	Obtains, analyses and promotes the generation and sharing of knowledge and learning in order to enhance the collective knowledge of the organisation.	<ul style="list-style-type: none"> ◊ Uses appropriate information systems to manage organisational knowledge; ◊ Uses modern technology to stay abreast of world trends and information; ◊ Evaluates information from multiple sources and uses information to influence decisions; ◊ Creates mechanisms and structures for sharing of knowledge in the organisation; ◊ Uses libraries, researchers, knowledge specialists and other knowledge bases appropriately to improve organisational efficiency; ◊ Promotes the importance of knowledge sharing within own area; ◊ Adapts and integrates information from multiple sources to create innovative knowledge management solutions; and ◊ Nurtures a knowledge-enabling environment.
6. Service Delivery Innovation	Champions new ways of delivering services that contribute to the improvement of organisational processes in order to achieve organisational goals.	<ul style="list-style-type: none"> ◊ Consults clients and stakeholders on ways to improve the delivery of services; ◊ Communicates the benefits of service delivery improvement opportunities to stakeholders; ◊ Identifies internal process improvement opportunities to SDI; ◊ Demonstrates full knowledge of principles on service delivery innovations; ◊ Identifies and analyses opportunities where innovative ideas can lead to improved service delivery; ◊ Creates mechanisms to encourage innovation and creativity within functional area and across the organisation; and ◊ Implements innovative service delivery options in own department/organisation.

7. Problem Solving and Analysis	Systematically identifies, analyses and resolves existing and anticipated problems in order to reach optimum solutions in a timely manner.	<ul style="list-style-type: none"> ◊ Explains potential impact of problems to own working environment; ◊ Demonstrates logical problem solving approach and provides rationale for proposed solutions; ◊ Determines root causes of problems and evaluates whether solutions address root causes; ◊ Demonstrates objectivity, thoroughness, insight fullness, and probing behaviours when approaching problems; and ◊ Demonstrates the ability to break down complex problems into manageable parts and identify solutions.
8. People Management And Empowerment	Manages and encourages people, optimises their outputs and effectively manages relationships in order to achieve organisational goals.	<ul style="list-style-type: none"> ◊ Seeks opportunities to increase personal contribution and level of responsibility; ◊ Supports and respects the individuality of others and recognises the benefits of diversity of ideas and approaches; ◊ Delegates and empowers others to increase contribution and level of responsibility; ◊ Applies labour and employment legislation and regulations consistently; ◊ Facilitates team goal setting and problem solving; ◊ Recognises individuals and teams and provides developmental feedback in accordance with performance management principles; ◊ Adheres to internal and national standards with regards to HR practices; ◊ Deals with labour matters; ◊ Identifies competencies required and suitable resources for specific tasks; ◊ Displays personal interest in the well-being of colleagues; ◊ Able to manage own time as well as time of colleagues and other stakeholders; and ◊ Manages conflict through a participatory transparent approach.

9. Client Orientation And Customer Focus	Willing and able to deliver services effectively and efficiently in order to put the spirit of customer service (Batho Pele) into practice.	<ul style="list-style-type: none"> ◊ Develops clear and implementable service delivery improvement programmes; ◊ Identifies opportunities to exceed the expectations of customers; ◊ Designs internal work processes to improve customer service; ◊ Adds value to the organisation by providing exemplary customer service; and ◊ Applies customer rights in own work environment.
10. Communication	Exchanges information and ideas in a clear and concise manner appropriate for the audience in order to explain, persuade, convince and influence others to achieve the desired outcomes.	<ul style="list-style-type: none"> ◊ Expresses ideas to individuals and groups both in formal and informal settings in an interesting and motivating way; ◊ Receptive to alternative viewpoints; ◊ Adapts communication content and style according to the audience including managing body language effectively; ◊ Delivers messages in a manner that gains support, commitment and agreement; ◊ Writes well structured complex documents; ◊ Communicates controversial sensitive messages to stakeholders tactfully; ◊ Listens well and is receptive; and ◊ Encourages participation and mutual understanding.
11. Honesty and Integrity	Displays and builds the highest standards of ethical and moral conduct in order to promote confidence and trust in the Public Service	<ul style="list-style-type: none"> ◊ Conducts self in accordance with organisational code of conduct; ◊ Admits own mistakes and weaknesses and seeks help from others where unable to deliver; ◊ Reports fraud, corruption, nepotism and maladministration; ◊ Honours the confidentiality of matters and does not use it for personal gain or the gain of others; ◊ Discloses conflict of interests issues; ◊ Establishes trust and shows confidence in others; ◊ Treats all employees with equal respect;

		<ul style="list-style-type: none">◇ Undertakes roles and responsibilities in a sincere and honest manner;◇ Incorporates organisational values and beliefs into daily work;◇ Uses work time for organisational matters and not for personal matters; and◇ Shares information openly, whilst respecting the principle of confidentiality.
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Municipal Infrastructure Grant (MIG): Free State Province MIG Implementation Plan 2016/2017
Matjhabeng Local Municipality

MIG Reference Nr	Project Description	EPWP Y/N	Project Value	MIG Value	Expenditure as at 30 June 2016 (Cumulative)	Expenditure Balance as at 30 June 2016	Planned MIG Expenditure for 2016/2017	Status (Not registered, Registered, Design & Tender, Construction, Retention Completed)	Planned Date: Consultant appointed	Planned Date: Tender to be advertised	Planned Date: Contractor appointed and construction to start	Planned Date: Project to be completed	Jul-16	Aug-16	Sep-16	Oct-16	Nov-16
15/4/1/3/1/2	PMU	N	5 668 150,00	5 668 150,00	-	5 668 150,00	5 667 659,76	Not registered					-	505 354,61	385 353,79	357 545,11	369 060,88
MIG/FS0844/C/10/11	Kutlwanong: Creation and Upgrading of Cemeteries	Y	16 910 481,00	16 910 481,00	9 601 770,82	7 308 710,18	581 950,64	Retention	Appointed	22/03/2013	11/10/2013	30/03/2017	82 857,58	-	-	182 691,20	
MIG/FS0849/ST/10/12	Kutlwanong: Construction of Stormwater and Pedestrian Bridges for Section K2	Y	14 506 205,00	14 506 205,00	12 971 512,96	1 534 692,04	1 522 601,69	Complete	Appointed	31/04/2014	10/02/2015	30/10/2015			1 055 201,69	-	467 400,00
MIG/FS0850/CF/10/11	Meloding: Creation and Upgrading of Cemeteries	Y	15 714 832,00	15 714 832,00	9 060 600,58	6 654 231,42	3 361 159,81	Retention	Appointed	22/03/2013	11/10/2013	30/03/2017	63 410,96	-	-	183 559,68	
MIG/FS0851/CF/10/11	Phomolong: Creation and Upgrading of Cemeteries	Y	16 910 481,00	16 910 481,00	8 117 024,44	8 793 456,56	664 839,88	Retention	Appointed	22/03/2013	11/10/2013	30/03/2017	77 335,38	-	-	184 599,92	
MIG/FS0852/M/10/11	Welkom: Upgrading & Provision of New Facilities for Streets Traders	Y	2 161 240,00	2 161 240,00	1 874 438,56	286 801,44	209 227,77	Retention	Appointed	23/03/2015	31/04/2016	30/07/2016	209 227,77				
MIG/FS0853/C/10/11	Virginia: Creation and Upgrading of Cemeteries	Y	14 466 442,00	14 466 442,00	8 974 875,34	5 491 566,66	643 709,18	Retention	Appointed	22/03/2013	11/10/2013	30/03/2017	84 513,76	-	-	186 383,36	
MIG/FS0854/C/10/11	Bronville: Creation and Upgrading of Cemeteries	Y	16 277 243,00	16 277 243,00	11 694 116,76	4 583 126,24	891 268,45	Retention	Appointed	22/03/2013	11/10/2013	30/03/2017	77 541,34	-	-	182 798,32	
MIG/FS0894/S/12/14	Nyakalong: WWTP Upgrade	Y	52 299 552,00	52 299 522,00	28 235 533,79	24 063 988,21	541 292,26	Construction	Appointed	29/02/2016	01/05/2016	30/10/2018	-	-	-	129 289,75	-
MIG/FS0895/LA/11/12	Welkom: Industrial park SMME Zone Fencing/ Paving & Shelter	Y	31 555 107,00	31 555 107,00	29 246 054,28	2 309 052,72	1 508 500,68	Retention	Appointed	30/03/2015	07/04/2015	30/01/2017	346 993,20	228 000,00			564 507,48
MIG/FS0896/S/11/12	Matjhabeng: Upgrading of 7 electrical panels at sewer pump stations	Y	1 905 458,00	1 304 965,00	190 446,06	1 114 518,94	-	Design & Tender	Appointed	30/04/2018	07/07/2018	30/10/2018					
MIG/FS0922/CF(TR)/13/14	Mmamahabane: Public Transport Facilities Including Taxi Ranks	Y	7 584 949,00	7 584 949,00	544 576,75	7 040 372,25	-	Design & Tender	Appointed	-	-	-					
MIG/FS0923/CF(TR)/13/14	Nyakallong: Public Transport Facilities Including Taxi Ranks	Y	4 769 685,00	4 769 685,00	430 670,59	4 339 014,41	-	Design & Tender	Appointed	-	-	-					
MIG/FS0926/CF/12/13	Upgrade and Create New Sports and Recreational Facilities Phase 3 Thabong	Y	63 015 282,00	63 015 282,00	30 205 007,10	32 810 274,90	26 986 158,23	Construction	Appointed	22/03/2013	30/03/2016	30/07/2018	5 128 460,18	347 732,32	1 405 807,62	725 111,97	1 927 099,19
MIG/FS0927/S/12/13	Whites: Septic Tank System	Y	979 830,00	979 830,00	226 144,90	753 685,10	1 863,90	Design & Tender	Appointed	21/04/2017	01/06/2017	31/08/2017				-	-
MIG/FS0963/SW/12	Thabong T14 : Rehabilitation of the Lusaba 1.26km stormwater channel	Y	16 529 486,00	16 529 486,00	12 531 993,36	3 997 492,64	2 221 254,18	Complete	Appointed			30/11/2016	338987,08	152296,88			1 058 458,98
MIG/FS0966/S/13/14	Phomolong: Construction of new outfall sewer for 4871 stands	Y	10 142 554,00	10 142 554,00	9 684 918,38	457 635,62	293 296,97	Retention	Appointed	06/05/2014	14/09/2014	21/01/2016			82 206,45		
MIG/FS0973/S/13/15	Virginia: WWTP Sludge Management	Y	41 655 606,00	41 655 606,00	12 521 323,03	29 134 282,97	16 760 454,65	Construction	Appointed	29/02/2016	30/03/2016	30/08/2018	-	-	-	8 812 056,88	-
MIG/FS0983/S/13/14	Welkom (Thabong) T16: Construction Waterborne Sanitation for 1300 Stands	Y	61 899 139,00	61 899 139,00	58 885 716,60	3 013 422,40	2 808 077,59	Construction	Appointed	22/03/2013	15/10/2014	30/04/2017	-	944 459,38	1 863 618,21	-	-
MIG/FS0998/CL/13/14	Matjhabeng High Mast Lights Installation at Bronville and Meloding	Y	7 796 323,00	7 796 323,00	5 348 137,89	2 448 185,11	2 003 069,95	Retention	Appointed	12/10/2015	30/03/2016	31/10/2016	-	-	-	1 754 966,92	-
MIG/FS01018/F/13/15	Matjhabeng Fencing at Pump Stations and Treatment Plants	Y	5 803 700,00	5 803 700,00	5 556 417,75	247 282,25	230 461,40	Retention	Appointed	31/05/2014	15/10/2014	30/03/2015					
MIG/FS1036/CF/14/16	Thabong: Upgrading of the far-east hall indoor sports and recreational facility	Y	32 305 245,00	32 305 245,00	9 308 322,94	22 996 922,06	8 098 362,01	Construction	Appointed	12/10/2015	06/02/2016	28/03/2018	-	-	-	2 086 625,69	687 092,36
MIG/FS1058/SW/14	Nyakallong: Construction of storm water system – phase 1 (MIS:219132)	Y	11 402 923,00	11 402 923,00	739 255,24	10 663 667,76	7 262 734,87	Design & Tender	Appointed	03/02/2017	13/03/2017	30/11/2017	-	-	-	260 505,24	-
MIG/FS1059/R,ST/14/16	Thabong: Construction of 1.26km paved streets and storm water channel in	Y	8 358 204,00	8 358 204,00	3 587 326,96	4 770 877,04	3 904 738,42	Retention	Appointed	12/10/2015	18/02/2015	30/09/2016	1 434 430,18	1 260 820,79	-	483 764,36	
MIG/FS1060/R,ST/14/16	Thabong: Construction of 1.54km paved streets and storm water channel in	Y	11 868 000,00	11 868 000,00	4 223 095,42	7 644 904,58	5 141 571,02	Construction	Appointed	12/10/2015	18/02/2016	30/03/2017	781 505,49	-	1 122 709,84	838 555,43	1 284 436,02
MIG/FS1065/CF(TR)/15/17	Welkom Regional Taxi Centres	Y	68 066 162,40	10 000 000,00	2 596 310,78	7 403 689,22	4 451 286,22	Design & Tender	Appointed	01/06/2017	15/08/2017	15/08/2019	243 283,32	172 048,31	-	841 929,84	208 824,24
MIG/FS1066/R,ST/15/16	Construction of Dr Mgoma road in Thabong	Y	11 989 251,92	10 446 572,00	1 261 586,14	9 184 985,86	5 853 679,04	Design & Tender	Appointed	12/10/2015	13/03/2017	30/07/2017	-	-	-	-	-
MIG/FS1104/W/15/17	Mmamahabane: Installation of water reticulation to 53 stands (MIS:228886)	Y	591 128,00	591 128,00	-	591 128,00	375 877,70	Design & Tender	N/A	03/02/2017	30/03/2017	30/06/2017	-		-	-	-
MIG/FS1150/S/16/19	Mmamahabane: Upgrading of waste water treatment works (MIS:250912)	Y	12 953 790,00	12 953 790,00	-	12 953 790,00	1 161 561,69	Design & Tender	Appointed	03/02/2017	30/03/2017	30/05/2018					492 620,80
MIG/FS1151/W/16/17	Thabong: Installation of bulk zonal water meters and valves (MIS:250932)	Y	7 000 000,00	5 830 836,00	-	5 830 836,00	1 597 254,00	Design & Tender	Appointed	21/04/2017	12/05/2017	30/11/2017			-	-	-
MIG/FS1152/R,ST/16/17	Virginia/Meloding: Construction of 2km paved roads and storm water drainage	Y	17 375 336,00	17 375 336,00	-	17 375 336,00	7 477 121,27	Design & Tender	Appointed	17/02/2017	07/04/2017	15/12/2017				-	1 020 741,23
MIG/FS1182/S/17/19	Phomolong: Upgrading of sewage pumping station outfall and rising main	Y	17 047 042,38	12 779 683,00	-	12 779 683,00	1 141 966,77	Registered	Appointed	14/10/2017	11/01/2018	30/11/2018	-		-	-	-
	Kutlwanong: Upgrading of Outfall sewer	Y	11 000 000,00	11 000 000,00	-	11 000 000,00	-	Not registered	Appointed	14/10/2017	11/01/2018	30/10/2018			-	-	-
	Upgrading & Refurbish T8 sewer pumpstation to address new developments	Y	14 300 000,00	14 300 000,00	-	14 300 000,00	-	Not registered	Appointed	14/10/2017	11/01/2018	30/11/2018					
	Kutlwanong: Upgrading of WWTW phase 2 to accommodate the new 3000 stands to	Y	13 000 000,00	13 000 000,00		13 000 000,00	-	Not registered	Appointed	14/01/2017	11/03/2018	13/12/2018					
	Mmamahabane: Creation and Upgrading of Cemeteries	Y	8 500 000,00	8 500 000,00	-	8 500 000,00	-	Not registered	30/03/2017	14/01/2017	11/03/2018	13/12/2018		-	-		

	Upgrading of Old Thabong gravel roads to concrete paving blocks ward 14	Y	13 547 913,52	13 547 913,52	-	13 547 913,52	-	Not registered	30/03/2017	14/01/2017	11/03/2018	13/12/2018					
	Welkom:Upgrading of Landfill Site	Y	18 500 000,00	18 500 000,00	-	18 500 000,00	-	Not registered	30/03/2017	14/01/2017	11/03/2018	13/12/2018					

MIG Reference Nr	Project Description	EPWP Y/N	Project Value	MIG Value	Expenditure as at 30 June 2016 (Cumulative)	Expenditure Balance as at 30 June 2016	Planned MIG Expenditurefor 2016/2017	Status (Not registered, Design & Tender, Construction, Retention Completed)	Planned Date: Consultant appointed	Planned Date: Tender to be advertised	Planned Date: Contractor appointed and construction to start	Planned Date: Project to be completed					
													Jul-16	Aug-16	Sep-16	Oct-16	Nov-16
	Meloding: Construction of Multipurpose Sports Complex	Y	23 369 886,18	23 369 886,18	-	23 369 886,18	-	Not registered	30/03/2017	06/06/2017	21/07/2017	30/09/2019					
	Allanridge: replacement of old galvanized steel with pvc pipes	Y	5 000 000,00	5 000 000,00	-	5 000 000,00	-	Not registered	30/03/2017	06/06/2018	03/07/2018	30/06/2018					
	Thabong X20 (Hani Park): Extension of water network, house connections and	Y	1 500 000,00	1 500 000,00	-	1 500 000,00	-	Not registered	30/08/2018	06/04/2018	03/06/2018	30/06/2019					
	Kutlwanong X9, K2, Block 5 Water connections and meters (200 stands)	Y	1 500 000,00	1 500 000,00	-	1 500 000,00	-	Not registered	30/03/2017	01/07/2018	01/09/2018	30/03/2019					
	Allanridge Cemetery: Upgrading of Sewer Facility & Reticulation	Y	2 000 000,00	2 000 000,00	-	2 000 000,00	-	Not registered	30/03/2017	01/07/2018	01/09/2018	30/03/2019					
	Kutlwanong: Replacement of old asbestos sewer pipes with pvc pipes	Y	7 600 000,00	7 600 000,00	-	7 600 000,00	-	Not registered	30/03/2017	01/07/2018	01/09/2018	30/06/2019					
	Replacement of water asbestos pipes in Thabong	Y	8 000 000,00	8 000 000,00	-	8 000 000,00	-	Not registered	30/03/2017	01/07/2018	01/09/2018	30/06/2019					
	Upgrading of Odendaalsrus Landfill site	Y	11 388 421,28	11 388 421,28	-	11 388 421,28	-	Not registered	30/03/2017	01/05/2019	03/07/2019	30/06/2020					
	Mmamahabane: Construction of roads, side walks & stormwater	Y	25 000 000,00	25 000 000,00	-	25 000 000,00	-	Not registered	30/03/2017	01/05/2019	03/07/2019	14/12/2020					
	Nyakallong: Construction of roads, side walks & stormwater	Y	25 000 000,00	25 000 000,00	-	25 000 000,00	-	Not registered	30/03/2017	01/02/2019	01/04/2019	30/06/2020					
	Kutlwanong: Construction of road, side walks & stormwater	Y	25 000 000,00	25 000 000,00	-	25 000 000,00	-	Not registered	30/03/2017	01/05/2019	03/07/2019	14/12/2020					
	Hennenman Refurbishment of WWTW	Y	12 000 000,00	12 000 000,00		12 000 000,00	-	Not registered	30/03/2017	01/05/2019	03/07/2019	30/06/2020					
						-	-										
Total			833 715 048,68	768 069 159,98	277 617 177,42	490 451 982,56	113 363 000,00					Monthly Totals	8 868 546,24	3 610 712,29	5 914 897,60	17 210 383,67	8 080 241,18

Municipal Manager

Chief Financial Officer

Name:

Name:

Date:

Date:

	35 604 539,80	27 974 316,63
Less:	-	
Add:	-	

Municipal Infrastructure Grant (MIG): Free State Province

MIG Implementation Plan 2016/2017

Matjhabeng Local Municipality

5 668 150,00									6 060 800,00 6 421 000,00			
MIG Reference Nr	Project Description	Cash Flow Projections							Total Planned Expenditurefor 2016/2017	Planned MIG Expenditurefor 2017/2018	Planned MIG Expenditurefor 2018/2019	Category
		Dec-16	Jan-17	Feb-17	Mar-17	Apr-17	May-17	Jun-17				
15/4/1/3/1/2	PMU	-	797 986,35	678 284,69	358 339,96	300 758,14	1 011 644,56	903 331,67	5 667 659,76	6 060 000,00	6 463 600,00	PMU
MIG/FS0844/C/10/11	Kutlwanong: Creation and Upgrading of Cemeteries	168 449,02	-	106 136,26	41 816,58			-	581 950,64	45 000,00	1 425 000,00	C
MIG/FS0849/ST/10/12	Kutlwanong: Construction of Stormwater and Pedestrian Bridges for Section K2								1 522 601,69	-	-	SW
MIG/FS0850/CF/10/11	Meloding:Creation and Upgrading of Cemeteries	2 904 425,22	-	164 793,03	44 970,92				3 361 159,81	45 000,00	1 425 000,00	C
MIG/FS0851/CF/10/11	Phomolong: Creation and Upgrading of Cemeteries	184 528,58	-	175 694,50	42 681,50				664 839,88	45 000,00	1 425 000,00	C
MIG/FS0852/M/10/11	Welkom: Upgrading & Provision of New Facilities for Streets Traders					-			209 227,77	77 573,67	-	LED
MIG/FS0853/C/10/11	Virginia: Creation and Upgrading of Cemeteries	149 844,76	-	60 534,00	42 121,20	41 451,24		78 860,86	643 709,18	45 000,00	1 425 000,00	C
MIG/FS0854/C/10/11	Bronville: Creation and Upgrading of Cemeteries	490 794,89	-	61 808,12	37 064,70	41 261,08			891 268,45	45 000,00	1 425 000,00	C
MIG/FS0894/S/12/14	Nyakalong:WWTP Upgrade	-	-	190 191,63	91 211,91	-	-	130 598,97	541 292,26	9 499 516,31	7 387 009,13	S
MIG/FS0895/LA/11/12	Welkom:Industrial park SMME Zone Fencing/ Paving & Shelter		369 000,00					-	1 508 500,68	800 552,04	-	LED
MIG/FS0896/S/11/12	Matjhabeng: Upgrading of 7 electrical panels at sewer pump stations								-	50 000,00	1 008 792,99	S
MIG/FS0922/CF(TR)/13/14	Mmamahabane: Public Transport Facilities Including Taxi Ranks								-	-	-	TR
MIG/FS0923/CF(TR)/13/14	Nyakallong: Public Transport Facilities Including Taxi Ranks								-	-	-	TR
MIG/FS0926/CF/12/13	Upgrade and Create New Sports and Recreational Facilities Phase 3 Thabong	-	2 029 115,25	3 267 585,89	2 259 038,07	4 686 137,66	3 446 429,32	1 763 640,76	26 986 158,23	5 763 527,22	556 722,50	SP
MIG/FS0927/S/12/13	Whites: Septic Tank System	-	-			1 863,90		-	1 863,90	416 000,85	37 684,25	S
MIG/FS0963/SW/12	Thabong T14 : Rehabilitation of the Lusaba 1.26km stormwater channel					671511,24			2 221 254,18	-	-	SW
MIG/FS0966/S/13/14	Phomolong: Construction of new outfall sewer for 4871 stands		-	211 090,52	-	-	-	-	293 296,97	-	-	S
MIG/FS0973/S/13/15	Virginia: WWTP Sludge Management	-	2 189 566,70	196 959,44	2 254 575,21	824 203,61	1 161 288,80	1 321 804,01	16 760 454,65	11 899 032,59	1 036 667,36	S
MIG/FS0983/S/13/14	Welkom (Thabong) T16: Construction Waterborne Sanitation for 1300 Stands								2 808 077,59	205 344,81	-	S
MIG/FS0998/CL/13/14	Matjhabeng High Mast Lights Installation at Bronville and Meloding	-	-		-	248 103,03			2 003 069,95	445 115,16	-	HL
MIG/FS01018/F/13/15	Matjhabeng Fencing at Pump Stations and Treatment Plants				-	230 461,40	-		230 461,40	-	-	F
MIG/FS1036/CF/14/16	Thabong: Upgrading of the far-east hall indoor sports and recreational facility	-	859 451,72	816 943,27	806 268,09	1 052 840,02	709 318,21	1 079 822,65	8 098 362,01	14 300 704,02	846 105,00	SP
MIG/FS1058/SW/14	Nyakallong: Construction of storm water system – phase 1 (MIS:219132)	-	-	893 397,03	-	-	3 611 310,77	2 497 521,83	7 262 734,87	5 156 564,00	741 890,72	SW
MIG/FS1059/R,ST/14/16	Thabong: Construction of 1.26km paved streets and storm water channel in	725 723,09	-	-					3 904 738,42	448 347,59	-	R,ST
MIG/FS1060/R,ST/14/16	Thabong: Construction of 1.54km paved streets and storm water channel in	557 594,99	-	158 359,73	398 409,52	-	-	-	5 141 571,02	507 179,50	-	R,ST
MIG/FS1065/CF(TR)/15/17	Welkom Regional Taxi Centres	-	243 956,56	882 760,21	790 543,93	651 360,79	416 579,02	-	4 451 286,22	2 235 912,24	514 301,45	TR
MIG/FS1066/R,ST/15/16	Constrution of Dr Mgoma road in Thabong	-	-		2 048 227,03	2 125 234,36	1 056 011,01	624 206,64	5 853 679,04	2 545 493,10	222 500,00	R,ST
MIG/FS1104/W/15/17	Mmamahabane: Installation of water reticulation to 53 stands (MIS:228886)	-	-			-	-	375 877,70	375 877,70	280 000,00	19 730,94	W
MIG/FS1150/S/16/19	Mmamahabane: Upgrading of waste water treatment works (MIS:250912)	-	-		205 315,77	192 669,25	-	270 955,87	1 161 561,69	10 275 748,16	647 688,00	S
MIG/FS1151/W/16/17	Thabong: Installation of bulk zonal water meters and valves (MIS:250932)	-	209 475,00	149 625,00	-	938 904,00	299 250,00	-	1 597 254,00	3 642 682,00	590 900,00	W
MIG/FS1152/R,ST/16/17	Virginia/Meloding: Construction of 2km paved roads and storm water drainage	-	-		-	-	5 409 440,68	1 046 939,36	7 477 121,27	9 606 440,51	868 766,80	R,ST
MIG/FS1182/S/17/19	Phomolong: Upgrading of sewage pumping station outfall and rising main	-	-		-	-		1 141 966,77	1 141 966,77	4 050 000,00	8 350 000,00	S
	Kutlwanong: Upgrading of Outfall sewer	-			-	-		-	-	3 150 000,00	7 300 000,00	S
	Upgrading & Refurbish T8 sewer pumpstation to address new developments				-	-		-	-	6 885 000,00	6 700 000,00	S
	Kutlwanong: Upgrading of WWTW phase 2 to accommodate the new 3000 stands to				-	-		-	-	5 450 000,00	6 950 000,00	S
	Mmamahabane: Creation and Upgrading of Cemeteries							-	-	2 300 000,00	5 700 000,00	C
	Upgrading of Old Thabong gravel roads to concrete paving blocks ward 14							-	-	4 388 084,31	8 457 268,93	R,ST
	Welkom:Upgrading of Landfill Site							-	-	3 288 392,07	14 677 395,68	SWD

16 820,85

-248 248,97

-2 497

521,83

417 791,03

1 996

154,06

202 189,31

563 313,72

-84 480,64

868 792,15

-

-576 992,58

-762 283,77

550 000,00

715 000,00

600 000,00

500 000,00

702 560,28

534 212,25

Municipal Infrastructure Grant (MIG): Free State Province MIG Implementation Plan 2017/2018

Matjhabeng Local Municipality

MIG Reference Nr	Project Description	EPWP Y/N	Project Value	MIG Value	Expenditure as at 30 June 2017 (Cumulative)	Expenditure Balance as at 30 June 2017	Planned MIG Expenditure for 2017/2018	Status (Not registered, Registered, Design & Tender, Construction, Retention Completed)	Planned Date: Consultant appointed	Planned Date: Tender to be advertised	Planned Date: Contractor appointed and construction to start	Planned Date: Project to be completed					
													Jul-17	Aug-17	Sep-17	Oct-17	Nov-17
15/4/13/1/2	PMU	N	6 060 800,00	6 060 800,00	-	6 060 800,00	6 060 800,00						-	-	1 515 200,01	505 066,67	505 066,67
MIG/FS0844/C/10/11	Kutlwanong: Creation and Upgrading of Cemeteries	Y	16 910 481,00	16 910 481,00	10 183 721,46	6 726 759,54	45 000,00	Retention	Appointed	22/03/2013	11/10/2013	30/06/2020	-				
MIG/FS0850/CF/10/11	Meloding: Creation and Upgrading of Cemeteries	Y	15 714 832,00	15 714 832,00	12 421 760,39	3 293 071,61	45 000,00	Retention	Appointed	22/03/2013	11/10/2013	30/06/2020	-				
MIG/FS0851/CF/10/11	Phomolong: Creation and Upgrading of Cemeteries	Y	16 910 481,00	16 910 481,00	8 781 864,32	8 128 616,68	45 000,00	Retention	Appointed	22/03/2013	11/10/2013	30/06/2020	-				
MIG/FS0852/M/10/11	Welkom: Upgrading & Provision of New Facilities for Streets Traders	Y	2 161 240,00	2 161 240,00	2 083 666,33	77 573,67	77 573,67	Retention	Appointed	23/03/2015	31/04/2016	30/07/2016	-	-	77 573,67		
MIG/FS0853/C/10/11	Virginia: Creation and Upgrading of Cemeteries	Y	14 466 442,00	14 466 442,00	9 618 584,52	4 847 857,48	45 000,00	Retention	Appointed	22/03/2013	11/10/2013	30/06/2020	-				
MIG/FS0854/C/10/11	Bronville: Creation and Upgrading of Cemeteries	Y	16 277 243,00	16 277 243,00	12 585 385,21	3 691 857,79	45 000,00	Retention	Appointed	22/03/2013	11/10/2013	30/06/2020	-				
MIG/FS0894/S/12/14	Nyakalong: WWTP Upgrade	Y	52 299 552,00	52 299 522,00	28 776 826,05	23 522 695,95	10 652 250,79	Construction	Appointed	29/02/2016	01/05/2016	30/10/2018	-	912 827,87	872 848,45	1 022 848,46	1 062 993,70
MIG/FS0895/LA/11/12	Welkom: Industrial park SMME Zone Fencing/ Paving & Shelter	Y	31 555 107,00	31 555 107,00	30 754 554,96	800 552,04	800 552,04	Retention	Appointed	30/03/2015	07/04/2015	30/01/2017	-				
MIG/FS0896/S/11/12	Matjhabeng: Upgrading of 7 electrical panels at sewer pump stations	Y	1 905 458,00	1 304 965,00	190 446,06	1 114 518,94	50 000,00	Design & Tender	Appointed	30/04/2018	07/07/2018	30/11/2018	-				
MIG/FS0926/CF/12/13	Upgrade and Create New Sports and Recreational Facilities Phase 3 Thabong	Y	63 015 282,00	63 015 282,00	57 191 165,33	5 824 116,67	4 267 394,17	Construction	Appointed	22/03/2013	30/03/2016	30/07/2017	1 717 103,25	1 304 244,66	1 246 046,26	-	-
MIG/FS0927/S/12/13	Whites: Septic Tank System	Y	979 830,00	979 830,00	228 008,80	751 821,20	714 136,35	Design & Tender	Appointed	01/11/2017	07/01/2018	31/03/2018	-	-	-	-	-
MIG/FS0966/S/13/14	Phomolong: Construction of new outfall sewer for 4871 stands	Y	10 142 554,00	10 142 554,00	9 978 215,35	164 338,65	118 926,74	Completed	Appointed	06/05/2014	14/09/2014	21/01/2016	118 926,74	-	-	-	-
MIG/FS0973/S/13/15	Virginia: WWTP Sludge Management	Y	41 655 606,00	41 655 606,00	29 281 777,68	12 373 828,32	11 337 160,96	Construction	Appointed	29/02/2016	30/03/2016	30/08/2017	1 282 523,87	854 964,89	722 584,20	1 020 024,08	1 049 999,30
MIG/FS0983/S/13/14	Welkom (Thabong) T16: Construction Waterborne Sanitation for 1300 Stands	Y	61 899 139,00	61 899 139,00	61 693 794,19	205 344,81	205 344,81	Construction	Appointed	22/03/2013	15/10/2014	30/04/2017	-	-	-	-	-
MIG/FS0998/CL/13/14	Matjhabeng High Mast Lights Installation at Bronville and Meloding	Y	7 796 323,00	7 796 323,00	7 351 207,84	445 115,16	445 115,16	Retention	Appointed	12/10/2015	30/03/2016	31/10/2016	-			445 115,16	
MIG/FS1036/CF/14/16	Thabong: Upgrading of the far-east hall indoor sports and recreational facility (MIS:246840)	Y	32 305 245,00	32 305 245,00	17 406 684,95	14 898 560,05	14 300 704,02	Construction	Appointed	12/10/2015	06/02/2016	28/03/2018	-	1 518 208,74	1 788 967,11	1 888 967,11	1 988 967,11
MIG/FS1058/SW/14/16	Nyakallong: Construction of storm water system – phase 1 (MIS:219132)	Y	18 228 103,37	11 402 923,00	8 001 990,11	3 400 932,89	10 948 557,52	Construction	Appointed	03/02/2017	08/03/2017	30/11/2017	2 019 127,83	1 381 760,06	1 994 092,70	1 994 092,70	1 736 814,51
MIG/FS1059/R,ST/14/16	Thabong: Construction of 1.26km paved streets and storm water channel in Themba, Lonerly	Y	8 358 204,00	8 358 204,00	7 492 065,38	866 138,62	448 347,59	Retention	Appointed	12/10/2015	18/02/2015	30/09/2017	-		448 347,59		-
MIG/FS1060/R,ST/14/16	Thabong: Construction of 1.54km paved streets and storm water channel in Thokoza, Hlahala	Y	11 868 000,00	11 868 000,00	9 364 666,44	2 503 333,56	857 647,42	Retention	Appointed	12/10/2015	18/02/2016	30/03/2017	-	-	350 467,92	-	-
MIG/FS1065/CF(TR)/15/17	Welkom Regional Taxi Centres	Y	68 066 162,40	10 000 000,00	7 047 597,00	2 952 403,00	603 673,56	Design & Tender	Appointed	01/06/2018	15/08/2018	15/08/2020	-	603 673,56	-	-	-
MIG/FS1066/R,ST/15/16	Constrution of Dr Mgoma road in Thabong	Y	11 989 251,92	10 446 572,00	7 115 265,18	3 331 306,82	4 651 476,72	Construction	Appointed	12/10/2015	13/03/2017	30/09/2017	1 101 421,19	330 166,46	3 219 889,07	-	-
MIG/FS1104/W/15/17	Mmamahabane: Installation of water reticulation to 53 stands (MIS:228886)	Y	591 128,00	591 128,00	375 877,70	215 250,30	195 519,36	Construction	Appointed	03/02/2017	26/05/2017	30/08/2017	-	-	195 519,36	-	-
MIG/FS1150/S/16/19	Mmamahabane: Upgrading of waste water treatment works (MIS:250912)	Y	12 953 790,00	12 953 790,00	1 161 561,69	11 792 228,31	5 843 808,59	Design & Tender	Appointed	02/10/2017	09/01/2018	30/11/2018	-	-	-	-	-
MIG/FS1151/W/16/17	Thabong: Installation of bulk zonal water meters and valves (MIS:250932)	Y	7 000 000,00	5 830 836,00	1 597 254,00	4 233 582,00	3 642 682,00	Design & Tender	Appointed	15/09/2017	01/11/2017	30/04/2018	-	196 148,40	-	-	568 606,12
MIG/FS1152/R,ST/16/17	Virginia/Meloding: Construction of 2km paved roads and storm water drainage (MIS:248971)	Y	17 375 336,00	17 375 336,00	7 477 121,27	9 898 214,73	9 029 447,93	Construction	Appointed	17/02/2017	07/04/2017	14/12/2017	3 001 532,45	1 112 936,40	473 449,65	2 157 611,77	1 322 010,56
MIG/FS1182/S/17/19	Phomolong: Upgrading of sewage pumping station outfall and rising main (MIS:253902)	Y	16 922 705,16	12 779 683,00	1 141 966,77	11 637 716,23	15 130 738,39	Construction	Appointed	10/03/2017	07/07/2017	31/05/2018	284 878,06	1 456 348,60	1 939 333,33	1 438 333,33	1 510 785,11
	Kutlwanong: Upgrading of Outfall sewer	Y	19 531 496,99	19 531 496,99	-	19 531 496,99	2 239 368,16	Not registered	Appointed	13/11/2017	01/03/2018	30/09/2019	-	-	-	-	-
	Upgrading & Refurbish T8 sewer pumpstation to address new developments	Y	21 445 023,72	21 445 023,72	-	21 445 023,72	2 490 000,00	Not registered	Appointed	13/11/2017	01/03/2018	30/08/2019	-	-	-	-	-
	Mmamahabane: Creation and Upgrading of Cemeteries	Y	29 970 388,78	29 970 388,78	-	29 970 388,78	1 654 000,00	Not registered	Appointed	13/11/2017	01/03/2018	13/12/2019	-	-	-	-	-
	Upgrading of Old Thabong gravel roads to concrete paving blocks ward 28	Y	16 981 825,16	16 981 825,16	-	16 981 825,16	2 979 042,14	Not registered	Appointed	13/11/2017	01/03/2018	13/06/2018	-	-	-	-	-
	Welkom: Upgrading of Landfill Site	Y	18 021 120,00	18 021 120,00	-	18 021 120,00	1 930 304,76	Not registered	Appointed	13/11/2017	01/03/2018	30/09/2019	-	-	-	-	-
	Meloding: Construction of Multipurpose Sports Complex	Y	45 030 000,00	45 030 000,00	-	45 030 000,00	3 327 660,31	Not registered	Appointed	13/11/2017	01/03/2018	30/06/2020	-	-	-	-	-
	Allanridge/Nyakallong: replacement of old galvanized steel with pvc pipes(Vuk'uphile	Y	5 000 000,00	5 000 000,00	-	5 000 000,00	656 910,63	Not registered	Appointed	02/03/2018	01/05/2018	30/10/2018	-	-	-	-	-
	Virginia: WWTW Sludge Management Phase 2	Y	36 553 371,69	36 553 371,69		36 553 371,69	2 655 844,77	Not registered	Appointed	13/11/2017	01/03/2020	30/06/2021					
	Thabong X20 (Hani Park): Extension of water network, house connections and meters (180	Y	1 500 000,00	1 500 000,00	-	1 500 000,00	600 000,00	Not registered	Appointed	01/07/2019	01/10/2019	29/02/2020	-	-	-	-	-
	Kutlwanong X9, K2, Block 5 Water connections and meters (200 stands)(Y	1 500 000,00	1 500 000,00	-	1 500 000,00	600 000,00	Not registered	04/02/2019	02/03/2018	01/05/2018	30/10/2018	-	-	-	-	-

	Allanridge Cemetery: Upgrading of Sewer Facility & Reticulation	Y	2 000 000,00	2 000 000,00	-	2 000 000,00	750 000,00	Not registered	04/02/2019	02/03/2018	01/05/2018	30/10/2018	-	-	-	-	-
	Thabong: Twenty Ten Provision and Installation of 5 High Mast Lights	Y	2 250 000,00	2 250 000,00		2 250 000,00	726 011,44	Not registered	04/02/2019	02/03/2018	01/05/2018	30/10/2018					

MIG Reference Nr	Project Description	EPWP Y/N	Project Value	MIG Value	Expenditure as at 30 June 2017 (Cumulative)	Expenditure Balance as at 30 June 2017	Planned MIG Expenditure for 2017/2018	Status (Not registered, Registered, Design & Tender, Construction, Retention Completed)	Planned Date: Consultant appointed	Planned Date: Tender to be advertised	Planned Date: Contractor appointed and construction to start	Planned Date: Project to be completed						
													Jul-17	Aug-17	Sep-17	Oct-17	Nov-17	
	Kutlwanong: Replacement of old asbestos sewer pipes with pvc pipes	Y	7 600 000,00	7 600 000,00	-	7 600 000,00	-	Not registered	04/02/2019	02/03/2018	01/05/2018	30/10/2018	-	-	-	-	-	
	Kutlwanong: Upgrading of WWTW phase 2 to accommodate the new 3000 stands to be	Y	41 896 185,60	41 896 185,60	-	41 896 185,60	-	Not registered	Appointed	03/06/2018	11/10/2018	30/06/2021	-	-	-		-	
	Replacement of water asbestos pipes in Thabong	Y	8 000 000,00	8 000 000,00	-	8 000 000,00	-	Not registered	04/02/2019	01/07/2019	01/10/2019	30/07/2020	-	-	-	-	-	
	Upgrading of Odendaalsrus Landfill site	Y	11 388 421,28	11 388 421,28	-	11 388 421,28	-	Not registered	04/02/2019	01/07/2019	01/10/2019	30/08/2020	-	-	-	-	-	
	Thabong Ext 15 Bronville: Bucket Eredication 173 Stands	Y	6 000 000,00	6 000 000,00		6 000 000,00	-	Not registered	04/02/2019	01/07/2019	01/10/2019	30/07/2020						
	Constantia Street Provision and Installation of Street lights	Y	2 000 000,00	2 000 000,00		2 000 000,00	-	Not registered										
	Mothusi Road Provision and Installation of Street lights	Y	2 000 000,00	2 000 000,00		2 000 000,00	-	Not registered										
						-	-											
						-	-											
						-	-											
Total			844 076 129,07	771 729 397,22	349 303 028,98	422 426 368,24	121 216 000,00						Monthly Totals	9 525 513,39	9 671 279,64	14 844 319,32	10 472 059,28	9 745 243,08

Municipal Manager

Chief Financial Officer

Name:

Name:

Date:

Date:

Accumulative total	9 525 513,39	19 196 793,03	34 041 112,35	44 513 171,63	54 258 414,71
% Expenditure	8%	16%	28%	37%	45%
% Target	6%	12%	20%	30%	40%

44 513 171,63

32 277 613,19

Scheduled
Transfers

49 066 000,00

28 536 000,00

Municipal Infrastructure Grant (MIG): Free State Province

MIG Implementation Plan 2017/2018

Matjhabeng Local Municipality

6 060 800,00 6 421 000,00 6 801 150,00

MIG Reference Nr	Project Description								Total Planned Expenditure for 2017/2018	Planned MIG Expenditure for 2018/2019	Planned MIG Expenditure for 2019/2020	Category
		Dec-17	Jan-18	Feb-18	Mar-18	Apr-18	May-18	Jun-18				
15/4/1/3/1/2	PMU	505 066,66	505 066,67	505 066,66	505 066,67	505 066,66	505 066,67	505 066,66	6 060 800,00	6 421 000,00	6 801 150,00	PMU
MIG/FS0844/C/10/11	Kutlwanong: Creation and Upgrading of Cemeteries				45 000,00				45 000,00	-	-	C
MIG/FS0850/CF/10/11	Meloding:Creation and Upgrading of Cemeteries				45 000,00				45 000,00	-	-	C
MIG/FS0851/CF/10/11	Phomolong: Creation and Upgrading of Cemeteries				45 000,00				45 000,00	-	-	C
MIG/FS0852/M/10/11	Welkom: Upgrading & Provision of New Facilities for Streets Traders								77 573,67	-	-	LED
MIG/FS0853/C/10/11	Virginia: Creation and Upgrading of Cemeteries				45 000,00				45 000,00	-	-	C
MIG/FS0854/C/10/11	Bronville: Creation and Upgrading of Cemeteries				45 000,00				45 000,00	-	-	C
MIG/FS0894/S/12/14	Nyakalong:WWTP Upgrade	572 848,45	472 848,45	802 993,70	1 032 993,30	1 862 993,69	1 535 862,72	500 192,00	10 652 250,79	7 171 619,42	915 737,60	S
MIG/FS0895/LA/11/12	Welkom:Industrial park SMME Zone Fencing/ Paving & Shelter		800 552,04						800 552,04	-	-	LED
MIG/FS0896/S/11/12	Matjhabeng: Upgrading of 7 electrical panels at sewer pump stations							50 000,00	50 000,00	1 008 792,99	55 725,95	S
MIG/FS0926/CF/12/13	Upgrade and Create New Sports and Recreational Facilities Phase 3 Thabong	-	-	-	-	-	-	-	4 267 394,17	1 556 722,50	-	SP
MIG/FS0927/S/12/13	Whites: Septic Tank System	-	137 684,25	278 316,00	298 136,10	-	-	-	714 136,35	37 684,25	-	S
MIG/FS0966/S/13/14	Phomolong: Construction of new outfall sewer for 4871 stands	-	-	-	-	-	-	-	118 926,74			S
MIG/FS0973/S/13/15	Virginia: WWTP Sludge Management	450 000,00	550 000,00	1 500 000,00	1 300 000,00	950 000,00	850 000,00	807 064,62	11 337 160,96	1 036 667,36		S
MIG/FS0983/S/13/14	Welkom (Thabong) T16: Construction Waterborne Sanitation for 1300 Stands	-	-	-	-	205 344,81			205 344,81	-	-	S
MIG/FS0998/CL/13/14	Matjhabeng High Mast Lights Installation at Bronville and Meloding								445 115,16	-	-	HL
MIG/FS1036/CF/14/16	Thabong: Upgrading of the far-east hall indoor sports and recreational facility (MIS:246840)	1 888 967,11	1 498 692,59	1 863 967,12	1 863 967,13				14 300 704,02	597 856,03	-	SP
MIG/FS1058/SW/14/16	Nyakallong: Construction of storm water system – phase 1 (MIS:219132)	1 822 669,72	-	-	-	-	-	-	10 948 557,52	770 146,15	-	SW
MIG/FS1059/R,ST/14/16	Thabong: Construction of 1.26km paved streets and storm water channel in Themba, Lonenly	-	-	-	-	-	-	-	448 347,59	-	-	R,ST
MIG/FS1060/R,ST/14/16	Thabong: Construction of 1.54km paved streets and storm water channel in Thokoza, Hlahala	-	-	-	507 179,50	-	-	-	857 647,42	-	-	R,ST
MIG/FS1065/CF(TR)/15/17	Welkom Regional Taxi Centres	-	-	-	-	-	-	-	603 673,56	1 511 438,40	1 440 964,60	TR
MIG/FS1066/R,ST/15/16	Constrution of Dr Mgoma road in Thabong	-	-	-	-	-	-	-	4 651 476,72	222 500,00	-	R,ST
MIG/FS1104/W/15/17	Mmamahabane: Installation of water reticulation to 53 stands (MIS:228886)	-	-	-	-	-	-	-	195 519,36	19 730,94	-	W
MIG/FS1150/S/16/19	Mmamahabane: Upgrading of waste water treatment works (MIS:250912)	-	838 473,07	1 382 145,24	695 149,66	965 912,83	976 013,54	986 114,25	5 843 808,59	5 289 727,71	658 692,01	S
MIG/FS1151/W/16/17	Thabong: Installation of bulk zonal water meters and valves (MIS:250932)	209 754,52	610 687,80	1 064 754,52	766 130,12	226 600,52	-	-	3 642 682,00	590 900,00	-	W
MIG/FS1152/R,ST/16/17	Virginia/Meloding: Construction of 2km paved roads and storm water drainage (MIS:248971)	961 907,10	-	-	-	-	-	-	9 029 447,93	868 766,80	-	R,ST
MIG/FS1182/S/17/19	Phomolong: Upgrading of sewage pumping station outfall and rising main (MIS:253902)	835 000,00	935 333,33	1 539 575,11	1 638 189,09	1 864 629,10	1 688 333,33	-	15 130 738,39	650 000,00	-	S
	Kutlwanong: Upgrading of Outfall sewer	-	-	-	495 622,72	545 622,72	595 622,72	602 500,00	2 239 368,16	10 223 369,00	7 068 759,83	S
	Upgrading & Refurbish T8 sewer pumpstation to address new developments	-	-	-	473 750,00	568 750,00	673 750,00	773 750,00	2 490 000,00	12 945 023,72	6 010 000,00	S
	Mmamahabane: Creation and Upgrading of Cemeteries	-	-	-	300 333,34	403 333,33	450 000,00	500 333,33	1 654 000,00	15 789 171,73	12 527 217,05	C
	Upgrading of Old Thabong gravel roads to concrete paving blocks ward 28	-	-		550 000,00	726 347,38	776 347,38	926 347,38	2 979 042,14	11 891 180,57	2 111 602,45	R,ST
	Welkom:Upgrading of Landfill Site	-	-	-	353 841,61	423 589,23	540 957,83	611 916,09	1 930 304,76	8 198 515,68	7 892 299,56	SWD
	Meloding: Construction of Multipurpose Sports Complex	-	-	-	726 159,63	816 159,63	886 159,63	899 181,42	3 327 660,31	14 391 169,74	27 311 169,95	SP
	Allanridge/Nyakallong: replacement of old galvanized steel with pvc pipes(Vuk'uphile	-	-	-	-	-	256 910,63	400 000,00	656 910,63	4 068 089,75	274 999,62	W
	Virginia: WWTW Sludge Management Phase 2					788 256,20	888 256,20	979 332,37	2 655 844,77	13 000 000,00	20 897 526,92	S
	Thabong X20 (Hani Park): Extension of water network, house connections and meters (180	-	-	-	-	-	250 000,00	350 000,00	600 000,00	825 000,00	75 000,00	W
	Kutlwanong X9, K2, Block 5 Water connections and meters (200 stands)(-	-	-	-	-	250 000,00	350 000,00	600 000,00	825 000,00	75 000,00	W
	Allanridge Cemetery: Upgrading of Sewer Facility & Reticulation	-	-	-	-	-	300 000,00	450 000,00	750 000,00	1 050 000,00	200 000,00	S
	Thabong: Twenty Ten Provision and Installation of 5 High Mast Lights						300 000,00	426 011,44	726 011,44	1 248 248,97	275 739,59	HL

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6 681
759,54
3 248 071,61
8 083 616,68
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4 802 857,48
3 646 857,79
4 783 088,14
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45 411,91
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-8 317 770,78
417 791,03
1 645 686,14
-603 673,56

MIG Reference Nr	Project Description								Total Planned Expenditurefor 2017/2018	Planned MIG Expenditurefor 2018/2019	Planned MIG Expenditurefor 2019/2020	Category	
		Dec-17	Jan-18	Feb-18	Mar-18	Apr-18	May-18	Jun-18					
	Kutlwanong: Replacement of old asbestos sewer pipes with pvc pipes	-	-	-	-	-	-	-	-	1 500 000,00	4 800 000,00	S	1 300 000,00
	Kutlwanong: Upgrading of WWTW phase 2 to accommodate the new 3000 stands to be	-	-	-					-	4 711 678,29	23 572 658,32	S	13 611 848,99
	Replacement of water asbestos pipes in Thabong	-	-	-	-	-	-	-	-	-	3 275 000,00	W	4 725 000,00
	Upgrading of Odendaalsrus Landfill site	-	-	-	-	-	-	-	-	-	5 319 000,22	SWD	6 069 421,06
	Thabong Ext 15 Bronville: Bucket Eredication 173 Stands								-		2 464 756,33	S	3 535 243,67
	Constantia Street Provision and Installation of Street lights								-		1 000 000,00	SL	1 000 000,00
	Mothusi Road Provision and Installation of Street lights								-		1 000 000,00	SL	1 000 000,00
									-				-
									-				-
									-				-
Total		7 246 213,56	6 349 338,20	8 936 818,35	11 731 518,87	10 852 606,10	11 723 280,65	10 117 809,56	121 216 000,00	128 420 000,00	136 023 000,00		
		61 504 628,27	67 853 966,47	76 790 784,82	88 522 303,69	99 374 909,79	111 098 190,44	121 216 000,00	121 216 000,00	128 420 000,00	136 023 000,00		
		51%	56%	63%	73%	82%	92%	100%	-0,00	0,00	-		
	Municipal Manager	44%	50%	62%	72%	82%	92%	100%	21 895 758,50	16 545 748,27	27 311 169,95	SP	
	Name:	44 425 215,18							18,1%	12,9%	20,1%		
	Date:	43 614 000,00											

Contact Details

	Name
Municipal Manager	Mr T Tsoaeli
Chief Financial Officer	Mr S Sejake
Technical Director	Mrs HB Maswanganyi
PMU Manager/Coordinator	Ms NF Marai
PMU Data Capturer	Ms S Sethole/ Me Y Mereko
PMU (Engineer)	Ms NV Xamesi
PMU (Senior Technician)	Ms M Maboza
PMU (EPWP Coordinator)	Ms N Mabini
PMU (Other)	
PMU (Other)	

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