

**MC1 of 2018****MONTHLY FINANCE REPORT – NOVEMBER 2017 (CFO) (6/4/1)****PURPOSE**

To submit to the Mayoral Committee the Monthly Finance Report for November 2017 in terms of Section 71 of the Municipal Finance Management Act, number 56 of 2003.

**BACKGROUND**

Section 71 of the Municipal Finance Management Act no 56 of 2003 states that the Accounting Officer must submit to the Executive Mayor a statement in a prescribed format on the state of the municipality's budget reflecting the following particulars for that month and for the financial year up to the end of that month:

- 1) Actual revenue per revenue source
- 2) Actual borrowings
- 3) Actual expenditure per vote
- 4) Actual capital expenditure per vote
- 5) The amount of any allocations received
- 6) Actual expenditure on allocations received

The compilation of the Section 71 report is as follows:

1. After the billing cycle the Income Department compile the income reports which consist of the following and submit to the Budget Department:
  - Billing and Income per month
  - Top Outstanding debtors for the month
  - Income per ward
  - Debtors age analysis per service
2. After month end the ICT Department runs all the month end reports.
3. The Budget Department then extracts the required income and expenditure information from Solar. This is done with the GS 560 procedures. This report shows the transactions for the month VAT EXCLUSIVE.
4. The Expenditure Department provides the Budget Department with the creditor's age analysis and the top 20 outstanding creditors.
5. The Costing Section provides the Budget Department with the employee related reports and the overtime per department.
6. The Section 71 report is then compiled with all the information received from other sections and extracted from the Solar System.

**DISCUSSIONS**

\*\*\* The finance report for November 2017 is attached on page 1 to page 13 of the Annexures.

## FINANCIAL IMPLICATIONS

<b>TABLE 1</b>	<b>Actual For the Month (November 2017)</b>	<b>For Year to date (2017/2018)</b>
All Grants Received	-	241 475 000
Actual Revenue Received	83 573 053	444 993 478
Actual Expenditure	102 356 169	578 363 376
Salaries	57 129 073	282 617 811
Water	5 000 000	88 859 649
Electricity	1 586 635	37 935 694
Other Expenditure	38 640 461	268 950 222
<b>Sub-Total</b>	<b>-18 783 116</b>	<b>8 105 102</b>
Loan Redemptions	-	-
<b>Net Surplus/(Deficit) before Capital payments</b>	<b>-18 783 116</b>	<b>8 105 102</b>
MIG Payments	19 040 223	64 093 722
INEG Payments	-	882 659
WSIG Payments	-	2 198 641
<b>Capital Assets procured - Equitable Share</b>	<b>1 013 544</b>	<b>2 334 389</b>
Fleet & Equipment	-	27 300
Office convention/ Furniture	1 013 544	2 307 089
<b>Net Surplus/(Deficit) after Capital payments</b>	<b>-38 836 883</b>	

Table 1: The municipality had a deficit of R38 836 883 for the month of November after capital payments. This deficit indicates that the expenditure incurred is more than the revenue received for month.

<b>TABLE 2</b>	<b>Actual For the Month (November 2017)</b>	<b>For Year to date (2017/2018)</b>
Total Billings	135 859 891	754 984 745
Less: Indigent Billings	3 304 325	17 386 553
Actual Billings	132 555 566	737 598 192
Actual Revenue Received	82 157 915	424 391 259
Consumer Revenue	76 408 751	384 656 987
Other	5 749 164	39 734 272
Grants & Subsidies	-	241 475 000

<b>Pay rate for November 2017 (Total Billings)</b>	<b>62%</b>
<b>Total income percentage - November 2017</b>	<b>63%</b>
<b>Total income percentage – YTD</b>	<b>60%</b>

The pay rate for November 2017 was 62%

The total income percentage November 2017 was 63%.

In order for the municipality to be financially sustainable the pay rate will have to be increased to 80% monthly on the consumer services.

## **LEGAL IMPLICATIONS**

The Finance Report is submitted in compliance with Section 71 of the MFMA no 56 of 2003.

## **RECOMMENDATIONS**

1. That the Finance Report for November 2017 in terms of Section 71 of the Municipal Finance Management Act, number 56 of 2003, be noted.
2. That the Finance Report for November 2017 in terms of Section 71 of the Municipal Finance Management Act, number 56 of 2003, be submitted to Provincial and National Treasury.

**MC2 of 2018****MONTHLY FINANCE REPORT – DECEMBER 2017 (CFO) (6/4/1)****PURPOSE**

To submit to the Mayoral Committee the Monthly Finance Report for December 2017 in terms of Section 71 of the Municipal Finance Management Act, number 56 of 2003.

**BACKGROUND**

Section 71 of the Municipal Finance Management Act no 56 of 2003 states that the Accounting Officer must submit to the Executive Mayor a statement in a prescribed format on the state of the municipality's budget reflecting the following particulars for that month and for the financial year up to the end of that month:

- 1) Actual revenue per revenue source
- 2) Actual borrowings
- 3) Actual expenditure per vote
- 4) Actual capital expenditure per vote
- 5) The amount of any allocations received
- 6) Actual expenditure on allocations received

The compilation of the Section 71 report is as follows:

1. After the billing cycle the Income Department compile the income reports which consist of the following and submit to the Budget Department:
  - Billing and Income per month
  - Top Outstanding debtors for the month
  - Income per ward
  - Debtors age analysis per service
2. After month end the ICT Department runs all the month end reports.
3. The Budget Department then extracts the required income and expenditure information from Solar. This is done with the GS 560 procedures. This report shows the transactions for the month VAT EXCLUSIVE.
4. The Expenditure Department provides the Budget Department with the creditor's age analysis and the top 20 outstanding creditors.
5. The Costing Section provides the Budget Department with the employee related reports and the overtime per department.
6. The Section 71 report is then compiled with all the information received from other sections and extracted from the Solar System.

**DISCUSSIONS**

\*\*\* The finance report for December 2017 is attached on **page 14 to page 26 of the Annexures.**

## FINANCIAL IMPLICATIONS

<b>TABLE 1</b>	<b>Actual for the Month (December 2017)</b>	<b>For Year to date (2017/2018)</b>
All Grants Received	<b>162 746 000</b>	<b>404 221 000</b>
Actual Revenue Received	<b>82 779 656</b>	<b>527 773 134</b>
Actual Expenditure	<b>217 886 217</b>	<b>896 249 593</b>
Salaries	55 926 284	338 544 095
Water	55 000 000	143 859 649
Electricity	38 652 415	76 588 109
Other Expenditure	68 307 518	337 257 740
<b>Sub-Total</b>	<b>27 639 439</b>	<b>35 744 541</b>
Loan Redemptions	-	-
<b>Net Surplus/(Deficit) before Capital payments</b>	<b>27 639 439</b>	<b>35 744 541</b>
MIG Payments	<b>3 725 823</b>	<b>67 819 545</b>
INEG Payments	-	<b>882 659</b>
WSIG Payments	-	<b>2 198 641</b>
<b>Capital Assets procured - Equitable Share</b>	<b>263 731</b>	<b>2 598 120</b>
Fleet & Equipment	-	27 300
Office convention/ Furniture	263 731	2 570 820
<b>Net Surplus/(Deficit) after Capital payments</b>	<b>23 649 886</b>	

Table 1: The municipality had a surplus of R23 649 886 for the month of December after capital payments. This surplus indicates that the expenditure incurred is less than the revenue received for month. This surplus is due to grants received for reporting period.

<b>TABLE 2</b>	<b>Actual For the Mont (December 2017)</b>	<b>For Year to date (2017/2018)</b>
Total Billings	136 739 739	891 724 484
Less: Indigent Billings	3 383 641	20 770 194
Actual Billings	<b>133 356 098</b>	<b>870 954 290</b>
Actual Revenue Received	<b>81 097 167</b>	<b>505 488 426</b>
Consumer Revenue	71 374 350	456 031 337
Other	9 722 816	49 457 088
Grants & Subsidies	-	<b>404 221 000</b>

<b>Pay rate for December 2017 (Total Billings)</b>	<b>61%</b>
<b>Total income percentage - December 2017</b>	<b>62%</b>
<b>Total income percentage – YTD</b>	<b>61%</b>

The pay rate for December 2017 was 61%

The total income percentage December 2017 was 62%.

In order for the municipality to be financially sustainable the pay rate will have to be increased to 80% monthly on the consumer services.

**LEGAL IMPLICATIONS**

The Finance Report is submitted in compliance with Section 71 of the MFMA no 56 of 2003.

**RECOMMENDATIONS**

1. That the Finance Report for December 2017 in terms of Section 71 of the Municipal Finance Management Act, number 56 of 2003, be noted.
2. That the Finance Report for December 2017 in terms of Section 71 of the Municipal Finance Management Act, number 56 of 2003, be submitted to Provincial and National Treasury.

**MC3 of 2018****THREE MONTHS FINANCE REPORT: OCTOBER-DECEMBER 2017 (CFO) (12/1/2/3)****PURPOSE**

To submit to the Mayoral Committee the three Months Finance Report for October – December 2017 in terms of Section 52(d) of the Municipal Finance Management Act, number 56 of 2003.

**BACKGROUND**

Section 52(d) of the Municipal Finance Management Act no 56 of 2003 states that the Accounting Officer must submit to the Executive Mayor a statement in a prescribed format on the state of the municipality's budget reflecting the following particulars for that quarter and for the financial year up to the end of that quarter:

- 1) Actual revenue per revenue source
- 2) Actual borrowings
- 3) Actual expenditure per vote
- 4) Actual capital expenditure per vote
- 5) The amount of any allocations received
- 6) Actual expenditure on allocations received

The compilation of the Section 52 report is as follows:

1. After the billing cycle the Income Department compile the income reports which consist of the following and submit to the Budget Department:
  - Billing and Income per month
  - Top Outstanding debtors for the month
  - Income per ward
  - Debtors age analysis per service
2. After month end the Information Communication Technology Department runs all the month end reports.
3. The Budget Department then extracts the required income and expenditure information from Solar. This is done with the GS 560 procedures. This report shows the transactions for the month VAT EXCLUSIVE.
4. The Expenditure Department provides the Budget Department with the creditor's age analysis and the top 20 outstanding creditors.
5. The Costing Section provides the Budget Department with the employee related reports and the overtime per department.
6. The Section 52(d) report is then compiled with all the information received from other sections and extracted from the Solar System.

**DISCUSSIONS**

\*\*\* The finance reports for October – December 2017 are attached on **page 27 to 37 of the Annexures.**

## FINANCIAL IMPLICATIONS

<b>TABLE 1</b>	<b>Budget for three months</b>	<b>Actual for three months (2017/2018)</b>
Actual Revenue Received	479 349 340	265 603 840
All Grants Received	140 748 000	2173 496 000
<b>Total Income</b>	<b>620 097 340</b>	<b>439 099 840</b>
<b>Actual Expenditure</b>	<b>580 705 415</b>	<b>431 222 971</b>
Salaries	176 727 823	169 372 564
Water	109 856 301	70 000 000
Electricity	103 016 971	40 778 776
Other Expenditure	191 104 320	151 071 631
<b>Net Surplus/(Deficit) before Capital payments</b>	<b>39 391 925</b>	<b>7 876 870</b>
MIG Payments		<b>33 969 534</b>
INEG Payments		-
WSIG Payments		-
<b>Capital Assets procured - Equitable Share</b>		<b>1 717 992</b>
Fleet & Equipment		27 300
Office convention/ Furniture		1 690 692

<b>Net Surplus/(Deficit) after Capital payments</b>	<b>-27 810 656</b>
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Table 1: The municipality had a deficit of R27 810 656 for the quarter after capital payments, this indicates that the expenditure incurred is more than the revenue received for quarter.

<b>TABLE 2</b>	<b>Actual for three months (2017/2018)</b>
Total Billings	417 390 651
Less: Indigent Billings	9 807 472
<b>Actual Billings</b>	<b>407 583 180</b>
<b>Actual Revenue Received</b>	<b>260 873 743</b>
Consumer Revenue	238 355 746
Other	22 517 997
<b>Grants &amp; Subsidies</b>	<b>173 496 000</b>

<b>Pay rate for second quarter (Total Billings)</b>	<b>64%</b>
<b>Total income percentage - second quarter</b>	<b>65%</b>
<b>Total income percentage – YTD</b>	<b>61%</b>

The pay rate for the second quarter 2015 was 64%

The total income percentage for the second quarter was 65%.

In order for the municipality to be financially sustainable the pay rate will have to be increased to 80% monthly on the consumer services.



**LEGAL IMPLICATIONS**

The budget report is submitted in compliance with Section 52(d) of the MFMA no 56 of 2003. Section 52(d) stipulates that the mayor of the Municipality must, within 30 days of the end of each quarter, submit a report to council on the implementation of the budget and the financial state of the Municipality.

**RECOMMENDATIONS**

1. That the Finance Report for the Quarter (October - December 2017) in terms of Section 52(d) of the Municipal Finance Management Act, number 56 of 2003, be noted.
2. That the Finance Report for the Quarter (October - December 2017) in terms of Section 52(d) of the Municipal Finance Management Act, number 56 of 2003, be submitted to Provincial and National Treasury.

**MC4 of 2018**

**MID-YEAR BUDGET AND PERFORMANCE REPORT - 1 JULY 2017- 31 DECEMBER 2017 (CFO) (12/1/1)**

**PURPOSE**

To present to the Mayoral Committee a report on the Mid- year Budget and Performance Report of the Municipality for the period 1 July 2017 to 31 December 2017 as required by Section 72 of the Municipal Finance Management Act No 56 of 2003 .

**BACKGROUND**

In accordance with Section 72 of the Municipal Finance Management Act, 2003 (Act No. 56 of 2003), hereafter referred to as the “MFMA”, the Accounting Officer of a municipality must by 25 January of each year-

1. Assess the performance of a Municipality during the first half of the financial year, taking into account-
  - a) The monthly statements submitted for the first half of the financial year in accordance with Section 71 of the MFMA;
  - b) The Municipality’s service delivery targets and performance indicators set in the service delivery and budget implementation plan (SDBIP);
  - c) The past year's annual report, and progress in resolving problems identified in the annual report; and
  - d) The performance of every Municipal entity under the sole or shared control of the Municipality, taking into account reports in terms of section 88 of the MFMA from any such entities.

Section 72 further states that the Accounting Officer must submit to the Executive Mayor a statement in a prescribed format on the state of the municipality’s budget reflecting the following particulars for the six month period from July 2016 – December 2016:

- Actual revenue per revenue source
- Actual borrowings
- Actual expenditure per vote
- Actual capital expenditure per vote
- The amount of any allocations received
- Actual expenditure on allocations received

The compilation of Section 72 report is as follows:

- After the billing cycle the Income Department compile the income reports debtors’ age analysis and the top 20 outstanding debtors.

- After month end the Information Communication Technology Department runs all the month end reports.
- The Budget Department then extracts the required income and expenditure information from Solar. This is done with the GS 560 procedures. This report shows the transactions for the month VAT EXCLUSIVE.
- The Expenditure Department provides the Budget Department with the creditor's age analysis and the top 20 outstanding creditors.
- The Costing Section provides the Budget Department with the employee related reports and the overtime per department.
- The Section 72 report is then compiled with all the information received from other sections and extracted from the Solar System.

\*\*\* Attached is the Mid-Year Budget and Performance Report- 1 July 2017 - 31 December 2017 **on page 38 to 48 of the Annexures.**

\*\*\* Attached on **SEPARATE COVER (3)** is the section 72 non-financial report.

## DISCUSSIONS

The finance reports for July - December 2017

## FINANCIAL IMPLICATIONS

<b>TABLE 1</b>	<b>Budget for six months</b>	<b>Actual for Six months (2017/2018)</b>
Revenue	958 698 680	527 773 133
Grants & Subsidies	281 496 000	404 221 000
<b>Total Income</b>	<b>1 240 194 680</b>	<b>931 994 133</b>
<b>Total Expenditure</b>	<b>1 018 367 192</b>	<b>896 249 593</b>
Salaries	353 455 647	338 544 095
Water	145 855 229	143 859 649
Electricity	192 362 881	76 588 109
Other/Stationery, Telephone	326 693 436	337 257 740
<b>Sub-Total</b>	<b>221 827 488</b>	<b>35 744 540</b>
Loan Redemptions	-	-
<b>Net Surplus/(Deficit) before Capital Payments</b>	<b>221 827 488</b>	<b>35 744 540</b>

<b>MIG Payments</b>	<b>67 819 544</b>
<b>INEG Payments</b>	<b>882 659</b>
<b>WSIG Payments</b>	<b>2 198 641</b>

<b>Capital Assets procured – Equitable Share</b>	<b>2 598 120</b>	<b>1 350 000</b>
Fleet & Equipment	27 300	<b>850 000</b>
Office convention / Furniture	2 570 820	

<b>Net Surplus/(Deficit) after Capital Payments</b>	<b>-37 754 424</b>
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Table 1: The Municipality had a deficit of R37 754 424 for the period after Capital Payments, this means that the amount received is below the amount paid.

<b>TABLE 2</b>	<b>Actual for Six months (2017/2018)</b>
Total Billings	891 724 483
Less: Indigent Billing	20 770 194
Actual Billings	<b>870 954 290</b>
Actual Revenue Received	<b>505 488 426</b>
Consumer Revenue	456 031 337
Other	49 457 089
Grants & Subsidies	<b>404 221 000</b>

<b>Pay rate – (July - December 2017) Billing</b>	<b>58%</b>
<b>Total income percentage – (July - December 2017)</b>	<b>61%</b>

The pay rate on consumer services for January – December 2017 was 58% and the total income percentage for January – December 2017 was 61%. In order for the Municipality to be financially sustainable the pay rate will have to be increased to 80% on the consumer services.

## **LEGAL IMPLICATIONS**

Both the financial and non-financial reports are submitted in terms of Section 72. (1), Local Government: Municipal Finance Management Act, 2003 (Act 56 of 2003)

Local Government: Municipal Systems Act, 2000 (Act 32 of 2000) (Chapter 6 and Sections 16 and 26 of Chapters 4 and 5, respectively), as read with the Local Government: Municipal Systems Amendment Act, 2003 (Act 44 of 2003).

## **FINANCIAL IMPLICATIONS**

The municipality has currently a pay rate of **58%** and a total income percentage of **61%** as at 31 December 2017 which below budgeted percentage of **80%**.

## **RECOMMENDATIONS**

1. That the financial and non-financial Reports for period of Six Months (July - December 2017) in terms of Section 72 of the Municipal Finance Management Act, number 56 of 2003, be noted.
2. That both the Financial and non-financial Reports for period of Six Months (July - December 2017) in terms of Section 72 of the Municipal Finance Management Act, number 56 of 2003, be submitted to provincial and national treasury.

**MC5 of 2018****DRAFT AUDITED ANNUAL REPORT 2016/2017: MATJHABENG MUNICIPALITY (MM) (12/1/1****PURPOSE**

The purpose of the item is to table the draft Annual Report of the financial year 2016/2017 to Mayoral Committee for consideration.

**BACKGROUND**

After the end of each financial year, the law requires Municipalities to develop draft annual reports for submission to Office of the Auditor General by the end of August which is the first two months of the succeeding financial year.

The purpose of drafting an annual report is to provide evidence of planned tasks and the actual achievements for work that was planned and achievements realized during the financial year has past. In other words, the Municipality makes public a record of performance for the past financial year and in the report we indicate areas that were challenges and how we anticipate solving such challenges going forward.

According to the MFMA, the Annual Report should include:

- The Annual Financial Statements of the Municipality, and consolidated Annual Financial statements as submitted to the Auditor-General for auditing in terms of section 126(1) of the MFMA
- The Auditor General's Audit Report in terms of Section 126(3) of the MFMA on the financial statements in (a) above;
- The Annual performance report of the Municipality as prepared by the Matjhabeng Local Municipality in terms of Section 46 of the Local Government: Municipal Systems Act 32 of 2000 (MSA)
- An assessment of the Municipality's performance against the measurable objectives referred to in Section 17 (3)(b) of the MFMA for revenue collection from each revenue source and for each vote in the Municipality's approved budget for the financial year 2013/2014

The Municipality submitted the draft annual report to the Office of the Auditor General which was audited during the months of August until November 2017. The draft unaudited annual performance report was also submitted to council of the 30<sup>th</sup> August 2017 and the following were the resolutions from the council meeting:

**COUNCIL RESOLVED: (30 AUGUST 2017)**

1. That Council **TAKES NOTE** of the draft unaudited annual performance report for the Financial Year 2016/17.
2. That the draft unaudited annual performance report **BE SUBMITTED** to Office of the Auditor General on or before the 31<sup>st</sup> of August 2017, for audit purposes.

There were audit steering committee meetings scheduled for Thursdays throughout the four months from August until end November 2017. In the last audit steering committee meeting, office of the Auditor General presented the final audit report which indicated that the municipality received an unqualified audit opinion. The report forms part of the audited draft annual report as presented.

## LEGAL IMPLICATIONS

### **Local Government: Municipal Finance Management Act 2003(Act No. 56 of 2003)**

Section 121(1) states as follows: ... “The council of a Municipality must within nine months after the end of a financial year deal with the annual report of the municipality and of any municipal entity under the municipality’s sole or shared control in accordance with section 129”.

### **Local Government: Municipal Systems Act 2000 (Act No 32 of 2000):**

Section 46 (1) “A municipality must prepare for each financial year a performance report reflecting-

*(a) The performance of the municipality and of each external service providers during the financial year;*

(2) An annual performance report must form part of the municipality’s annual report in terms of Chapter 12 of the Municipal Finance Management Act.”

\*\*\* Attached on **SEPARATE COVER (4)** is the draft audited annual report 2016/2017.

## FINANCIAL IMPLICATIONS

There were no financial implications for the drafting of draft annual performance report as it was compiled internally.

## RECOMMENDATIONS

1. That Mayoral Committee considers the Draft audited Annual Report for the Financial Year 2016/17.
2. That the draft annual report be submitted to Council for adoption as a Draft.

**MC6 of 2018**

**PROPOSED ORGANISATIONAL STRUCTURE: (MARCH 2017) (ED: CSS) (2/1)**

**PURPOSE**

To present and request consideration of the newly reviewed Organizational Structure by the Mayoral Committee.

**BACKGROUND AND DISCUSSION**

Matjhabeng Local Government Organizational Structure has not been reviewed since 2009 and this anomaly has been raised repeatedly by the Auditor General.

In terms of Section 66 (1) (a) of the Municipal System Act of 2000 as amended; the staff establishment must be submitted to municipal council for approval.

The Organizational Structure was thus reviewed and the Final Draft is submitted herewith for approval.

**DISCUSSION**

During previous submissions of the Draft Organizational Structure, Council resolved as follows:-

1. That a Task Job Evaluation System be undertaken in the Structure.
2. That the TASK Job Evaluation System must be applied to ensure that salaries are correlating with the job that are performed, within a period of 30 days.
3. That only critical positions must be filled.
4. That a Workshop on the structure with Councilors be held.
5. That the organogram must be re-submitted at the next Ordinary Council meeting.
6. That Municipal Manager should identify critical positions.

The TASK Job Evaluation System was duly undertaken by SALGA together with Deloitte on 21-25 August 2017. Further Evaluation was undertaken at Matjhabeng from 13-14 November 2017. This TASK Job Evaluation is still continuing for Matjhabeng Municipality and other municipality in Lejweleputswa District.

It was proposed that two (2) new Directorates be established namely, Directorate Human Settlement and Directorate of Safety and Security.

**PERSONNEL IMPLICATIONS**

The current Draft Proposed Organisational Structure (March 2017) **attached as SEPARATE COVER (1)** is a product, devised from the Draft Proposed Organisational Structure (February 2017) with amendments from different Directorates as per the abovementioned Mayoral Committee Resolutions.

The table below is a summary of staff complement of the current Draft Organisational Structure (**March 2017**) compared to the “**Current Approved**” and the Proposed (**February 2017**) Organisational Structures:-



	TOTAL STAFF COMPLEMENT		
	Approved	Proposed February 2017	Proposed March 2017
TOTAL COMPLEMENT:	3727	4 648	4 233
PERCENTAGE UTILISATION	100	125	114
TOTAL MANAGEMENT POSTS	79	90	75
Savings: "February 2017" - "March 2017." (Posts)			415
Savings: "February 2017" - "March 2017." (%)			8.93

### FINANCIAL IMPLICATIONS

\*\*\* The financial implications are attached as SEPARATE COVER (2).

The table below is a summary of "Separate Cover":

Total Staff Complement		Total Costs	Percentage
Approved	3 727	872 465 257	100%
Filled	2 306	497 600 088	62%
Critical Posts	412	173 583 817	11%

### POLICY STATEMENT

Local Government Municipal Systems Amendment Act, 2011.

Local Government Structure Act

Municipal Financial Management Act.

Approved Organisational Structure

Basic Conditions of Employment Act

### RECOMMENDATIONS

1. That the Draft Organisational Structure be considered by Mayoral Committee for approval.
2. That only critical – and scarce skills posts should be addressed in the current financial year.