

**KZN COGTA : COMPREHENSIVE MONITORING AND EVALUATION TOOL  
BACK TO BASICS TEMPLATE WITH INDICATORS  
2018 - 2019 MUNICIPAL FINANCIAL YEAR**

BACK TO BASICS INFORMATION SHEET		MUNICIPAL PROFILE										
PERIOD FOR THIS REPORT (i.e. period on which you are reporting, State Quarter)	Q1	1. No. & Name of Municipality	Ulundi Local Municipality							MASTER DOC		
DATE (i.e. date on which this report was written)	Oct 18	2. Category of Municipality	B							VERSION : B2B - October 2018		
TEAM LEADER - (COGTA Official)	N. Mncwabe	3. Population size per municipality	188 319									
NAME OF PERSON COMPLETING REPORT (Person Capturing)	N.G. Gumede	4. Number of wards per municipality	24									
CONTACT DETAILS OF PERSON COMPLETING THIS REPORT	ngumede@ulundi.gov.za	5. Number of Councillors per municipality	47							Phone (landline)	035 874 5100	
	0837087465	6. Number of households in municipality	35 198							Phone (cell)	083 708 7465	
	035 874 5100	7. Number of Traditional Councillors participating in municipal council	6							Email	ngumede@ulundi.gov.za	

INTERPRETATION OF RESULTS	
Good	
Satisfactory	
Critical	

**PROVINCIAL SCORING**

Municipality to state which indicators are not applicable in line with the Powers and Function performed												
Score the municipality from 1 (lowest) to 10 (highest) in terms of :		WEIGHTING	POINTS Q1	SCORE Q1	POINTS Q2	SCORE Q2	POINTS Q3	SCORE Q3	POINTS Q4	SCORE Q4	ANNUAL POINTS	ANNUAL SCORE
A	Putting People first	8			8,0	100%						
B	Delivering basic services	19			17,0	89%						
C	Good Governance	15			10,0	67%						
D	Sound Financial Management	16			15,0	94%						
E	Building Capable Local Government Institutions	8			1,0	13%						
<b>TOTALS</b>		<b>66</b>			<b>51,0</b>	<b>77%</b>						

- Notes for completing the template :**
- Do not make any amendments to the template i.e. change weightings or indicators
  - Assistance in respect of the financial indicators would be provided by the COGTA : Municipal Finance Business Unit
  - Any Municipality that is currently under any COGTA intervention will be categorised as "Requiring Intervention" regardless of the scoring of this template.
  - LM = Local Municipality , DM = District Municipality & SC = Secondary Cities : Complete the indicators applicable to your municipality

A	PUTTING PEOPLE FIRST	APPLICABLE TO:	WEIGHTING (Do not Amend)	SCORING RANGE	Norm/Standard	Portfolio of Evidence	QUARTER 1 - (Answer Column)		POINTS AWARDED		QUARTER 2 (Answer Column)		POINTS AWARDED		QUARTER 3 (Answer Column)		POINTS AWARDED		CHALLENGES	PROPOSED INTERVENTION	COMMENTS
							Target	Actual			Target	Actual			Target	Actual					
1	Number of Ward Committee meetings held per month in the past quarter (per ward)	LM/SC	2	For all meetings held 100% to 67% = 2 / 66% to 34% = 1 / 33% to 0% = 0	Functionality as determined by 6 key criteria at least 3 meetings per quarter per ward (DCOGTA)	Ward committee meeting Minutes, attendance registers	72	72			72	72	2								
FOLLOW-UP QUESTIONS							QUARTER 1		QUARTER 2		QUARTER 3		QUARTER 4								
Percentage attendance at ward committee meetings:							98%														
What are the main reasons for non-functional Ward Committees? E.g. meetings no held, reports not submitted, Quorums not reached, or Other reasons																					
Comments:							Sitting was 100%														
2	Number of ward reports on planned activities per ward per quarter?	LM/SC	2	For one report submitted per ward per quarter 100% to 67% = 2 / 66% to 34% = 1 / 33% to 0% = 0	Functionality as determined by 6 key criteria at least 1 report per quarter per ward(DCOGTA)	Reports on planned activities	24	38			24	36	2								
FOLLOW-UP QUESTIONS							QUARTER 1		QUARTER 2		QUARTER 3		QUARTER 4								
What are the main reasons for non-submission of reports?																					
Comments:																					
3	Number of sectoral reports submitted per ward committee per month	LM/SC	2	Sector reports submitted 100% to 67% = 2 / 66% to 34% = 1 / 33% to 0% = 0	Functionality as determined by 6 key criteria depending on the number of ward committee members in a ward(DCOGTA)	Ward committee reports	720	655			720	665	2								
FOLLOW-UP QUESTIONS							QUARTER 1		QUARTER 2		QUARTER 3		QUARTER 4								
What are the main reasons for non-submission of reports?									Some Wards are due for by-elections of members												
Does the municipality have a:																					
Batho Pele Policy and Procedure Manual?							Yes		Yes												
Service Delivery Charter and Standards?							Yes		Yes												
Service Delivery Improvement Plan (SDIP)?							Yes		Yes												
Does the SDIP for the municipality identify at least 3 services to be improved							Yes		Yes												
Comments:							none		none												
4	Number of wards where community meetings were held	LM/SC	2	Ward reports submitted 100% to 67% = 2 / 66% to 34% = 1 / 33% to 0% = 0	Functionality as determined by 6 key criteria at least 1 meeting per quarter per ward(DCOGTA)	Minutes and attendance registers of community meetings	24	24			24	75	2								
FOLLOW-UP QUESTIONS							QUARTER 1		QUARTER 2		QUARTER 3		QUARTER 4								
What are the main reasons for non-submission of reports?									n/a												
Comments:									n/a												
TOTAL WEIGHTING FOR PILLAR			8				840	789	0		840	848	8	0	0	0	0	0			
B	SERVICE DELIVERY	APPLICABLE TO:	WEIGHTING (Do not Amend)	SCORING RANGE	Norm/Standard	Portfolio of Evidence	QUARTER 1 - (Answer Column)		POINTS AWARDED		QUARTER 2 (Answer Column)		POINTS AWARDED		QUARTER 3 (Answer Column)		POINTS AWARDED		CHALLENGES	PROPOSED INTERVENTION	COMMENTS
							Target	Actual			Target	Actual			Target	Actual					



8	Percentage of planned new housing units constructed	LM/SC	2	100 % = 2 80 % → 99 % = 1 < 80 % = 0	• Calculation : Number of new housing units constructed divided by planned number of new housing units (from IDP or SDBIP targets) X 100 (%) • Norm 100%	Project completion reports, quarterly reports, mid-year and annual reports	60%	89%		60%	89%	2							
FOLLOW-UP QUESTIONS							QUARTER 1	QUARTER 2			QUARTER 3			QUARTER 4					
What is the housing backlog ? - number of houses							10 000												
What are blockages challenge it terms of backlog alleviation? E.g. Funding, PMU Capacity, or SCM Delays etc.							Slow approval of houses by the department of human settlement												
Do you have an approved Housing Sector Plan?							Yes												
Comments							None												
9	Percentage of households which have access to refuse removal	LM/SC	2	0 → 30 % = 0 31 % → 67 % = 1 > 67 % = 2	• Calculation : number of households provided with a refuse collection service divided by total number of households in the municipal area X 100 (%) [Include households where street collection service provided in loco PLUS households for which communal facilities are provided e.g. skips ; include municipal service or contracted services] • Norm 100%	Billing system AND roster				100%	100%	2							
FOLLOW-UP QUESTIONS							QUARTER 1	QUARTER 2			QUARTER 3			QUARTER 4					
Households										19962									
Frequency of refuse removal? (Daily / weekly ?)										CBD Households - Weekly									
How many households receive other forms of refuse removal, define (rural areas)										None									
What are blockages and challenges in terms refuse removal?										None									
Number of land-fill sites.										1									
Number of land-fill sites registered?										1									
Comments										None									
10. A	Does the municipality have an approved roads maintenance plan for the year ?	All	2	Approved roads maintenance plan = 2 No plan = 0	• Calculation : Confirm yes or no • Norm : yes	Approved roads maintenance plan / SDBIP	Yes	Yes		Yes	Yes	2							
FOLLOW-UP QUESTIONS							QUARTER 1	QUARTER 2			QUARTER 3			QUARTER 4					
Comments							None			None									
10. B	Percentage of targetted municipal roads maintained in terms of the Municipality's approved maintenance plan	All	2	100 % = 2 80 % → 99 % = 1 < 80 % = 0	• Calculation : Number of kilometres of roads maintained divided by planned number of kilometres of roads to be maintained ( from IDP or SDBIP targets) X 100 (%) • Norm 100%	Project completion reports, quarterly reports, mid-year and annual reports	600m2	1390.82m2		600m2	800m2	2							
FOLLOW-UP QUESTIONS							QUARTER 1	QUARTER 2			QUARTER 3			QUARTER 4					
Reasons for non-achievement the target																			
Comments																			
11	Indigent Register	All	2	Yes & Updated Register = 2, Yes but not updated = 1, No = 0	Municipality to have Indigent Register based on an approved Indigent Policy		Yes	Yes		Yes	Yes	2							
FOLLOW-UP QUESTIONS							QUARTER 1	QUARTER 2			QUARTER 3			QUARTER 4					
Number of registered indigent households:							5843			6241									
How regular does the municipality update the indigent register?							As an when there is a new applicant, approved by Council			As an when there is a new applicant, approved by									
Comments							none			none									
12	Percentage of registered indigent households receiving Free Basic Water	DM/SC	0	0 → 59% = 0 60%→100% = 1	• Calculation : number of indigent households receiving free basic water (from the approved and updated indigent register) divided by total number of registered indigent households X 100 (%) • Norm 100%	Indigent register and billing system	N/A - ZDM	N/A - ZDM											
FOLLOW-UP QUESTIONS							QUARTER 1	QUARTER 2			QUARTER 3			QUARTER 4					
Reasons for non-achievement of the target							N/A			n/a									
Comments							None			None									
13	Percentage of registered indigent households receiving Free Basic Electricity	LM/SC	1	0 → 59% = 0 60%→100% = 1	• Calculation : number of indigent households receiving free basic electricity (from the approved and updated indigent register) divided by total number of registered indigent households X 100 (%) • Norm 100%	Indigent register and billing system				100%	100%	1							
FOLLOW-UP QUESTIONS							QUARTER 1	QUARTER 2			QUARTER 3			QUARTER 4					
Reasons for non-achievement of the target										n/a									
Comments										n/a									
14	Percentage of registered indigent households receiving Free Basic Refuse Removal	LM/SC	1	0 → 59% = 0 60%→100% = 1	• Calculation : number of indigent households receiving free basic refuse removal (from the approved and updated indigent register) divided by total number of registered indigent households X 100 (%) • Norm 100%	Indigent register and billing system				100%	100%	1							
FOLLOW-UP QUESTIONS							QUARTER 1	QUARTER 2			QUARTER 3			QUARTER 4					
Reasons for non-achievement of the target																			
Comments																			
15	Percentage of jobs maintained in the CWP programme	LM/SC	2	0 - 40% = 0 41% - 60% = 1 >60% = 2						550	543	2							
FOLLOW-UP QUESTIONS							QUARTER 1	QUARTER 2			QUARTER 3			QUARTER 4					
Reasons for non-achievement of the target																			
Comments																			
16	Percentage of Municipal budget set aside for SMME's / Coops supported in implementing projects towards job	ALL	2	0% = 0 1% = 1 =>2% = 2	Minimum 2% of the total budget, excluding LED Economic Infrastructure budget		0,33%	0%		0,33%	0%	0							
FOLLOW-UP QUESTIONS							QUARTER 1	QUARTER 2			QUARTER 3			QUARTER 4					
Reasons for non-achievement of the target																			
Comments							Due to financial constrains there was no expenditure for the first quarter			Due to financial constrains there was no expenditure for the first quarter									

17	Age analysis (updating) of the LED Strategy	ALL	1	>5 years = 0 <5 years = 1	Not more than 5 years	N/A	4 years		N/A	4 years	1									
Comments																				
To be reviewed in the next financial year																				
TOTAL WEIGHTING FOR PILLAR																				
19																				
17																				
C	GOOD GOVERNANCE	APPLICABLE TO:	WEIGHTING	SCORING RANGE	Norm/Standard	Portfolio of Evidence	QUARTER 1 - (Answer Column)		POINTS AWARDED	QUARTER 2 (Answer Column)		POINTS AWARDED	QUARTER 3 (Answer Column)		POINTS AWARDED	QUARTER	POINTS AWARDED	CHALLENGES	PROPOSED INTERVENTION	COMMENTS
							Target	Actual		Target	Actual		Target	Actual		Target	Actual			
18	Number of Council meetings held over	ALL	2	1 meeting = 2 / 0 meeting = 0	1 meeting per quarter		1	2		1	3	2								
FOLLOW-UP QUESTIONS																				
What are the main reasons for Council not meeting?																				
None																				
Quorums not reached:																				
None																				
Reports not submitted:																				
N/A																				
Comments																				
None																				
19	Number of EXCO meetings held	All	2	3 meeting = 2 / 2 meeting = 1 / 0 - 1 meeting = 0	1 meeting per month		3	3		3	3	2								
FOLLOW-UP QUESTIONS																				
Reasons for EXCO meeting not being held:																				
None																				
Comments																				
None																				
20	Percentage of functional Portfolio Committees	ALL	2	Functionality of Portfolio Committees: 100% to 67% = 2 / 66% to 34% = 1 / 33% to 0% = 0	1 meeting per quarter for each portfolio committee		100%	100%		100%	75%	2								
FOLLOW-UP QUESTIONS																				
Number of Portfolio Committees																				
6																				
Number of functional Portfolio Committees																				
4																				
Number of meetings held per committee per quarter																				
3																				
Reasons for Portfolio Committee meeting not being held:																				
None																				
Quorums not reached																				
None																				
Reports not submitted:																				
n/a																				
Other																				
None																				
Comments																				
LED and Tourism Portfolio Committees meetings are not convened monthly																				
Tourism Portfolio Committees meetings are not convened monthly(Inconsistency)																				
21	Number of council meetings with the participation of traditional leaders	ALL	1	Traditional leaders representation/attendance at Council meetings: 0 = 0 / >0 = 1	1 Council meeting per quarter		1	2		1	3	2								
FOLLOW-UP QUESTIONS																				
QUARTER 1																				
QUARTER 2																				
QUARTER 3																				
QUARTER 4																				
22	Number of Audit Committee meetings	ALL	2	1 meeting = 2 / 0 meeting = 0	1 meeting per quarter		1	1		1	0	0								
FOLLOW-UP QUESTIONS																				
Reasons for Audit Committee meeting not being held:																				
None																				
Comments																				
Meeting was rescheduled for the 23rd January 2019																				
23	Number of Audit Committee reports	ALL	2	1 report = 2 / 0 report = 0	1 report per quarter		1	0		1	1	2								
FOLLOW-UP QUESTIONS																				
Reasons for non-submission of reports to Council:																				
The Audit committee chair still awaiting for Auditor General result or Report .																				
1 Report submitted																				
Report submitted																				
N/A																				
Comments																				
n/a																				
24	Number of MPAC meetings held	All	2	1 meeting = 2 / 0 meeting = 0	1 meeting per quarter		1	2		1	0	0								
FOLLOW-UP QUESTIONS																				
What are the main reasons for MPAC not meeting? E.g. Quorums not reached, reports not submitted etc.																				
None																				
Comments																				
Meeting was rescheduled for the 23rd January 2019																				
25	Is the District Intergovernmental Relations Forum (Mayors Forum) established and functional in accordance with the IGR Framework	DM	2	Functionality: of IGR structures 100% to 67% = 2 / 66% to 34% = 1 / 33% to 0% = 0	District Mayors Forum, MM's forum and District technical Fora meeting once a quarter		N/A - ZDM	N/A - ZDM		District Function										
FOLLOW-UP QUESTIONS																				
How often do the IGR structures meet?																				
n/a																				
Are Municipalities consulted in drafting the Agenda's?																				
n/a																				
Have the IGR Forums implemented a Resolution Register / Decision Matrix to track the implementation of resolutions?																				
n/a																				
Are matters from District Mayors Forum/ Municipal Managers Forum escalated to Cogta MuniMec / Technical MuniMec respectively?																				
n/a																				
Is there a District Wide Integrated IGR Calendar?																				
n/a																				
Is there a dedicated IGR official in the Municipality?																				
n/a																				
Do Sector Departments attend/support District IGR Meetings?																				
n/a																				
Comments																				
None																				
TOTAL WEIGHTING FOR PILLAR																				
15																				
10																				
D	SOUND FINANCIAL MANAGEMENT	APPLICABLE TO:	WEIGHTING	SCORING RANGE	Norm/Standard	Portfolio of Evidence	QUARTER 1 - (Answer Column)		POINTS AWARDED	QUARTER 2 (Answer Column)		POINTS AWARDED	QUARTER 3 (Answer Column)		POINTS AWARDED	QUARTER	POINTS AWARDED	CHALLENGES	PROPOSED INTERVENTION	COMMENTS
							Target	Actual		Target	Actual		Target	Actual		Target	Actual			
26	% of Audit Queries resolved as per the AG action plan in accordance with timeframes.	ALL	0	< 60 % = 0 60 % → 80 % = 1 81 % → 90 % = 2 > 90 % = 3	90%		50%	85%		District Function										
FOLLOW-UP QUESTIONS																				
Number of Audit findings:																				
4																				
What were the key findings:																				
Going Concern																				
Audit action plan comments and status:																				
3 resolved																				
Reasons for not resolving queries:																				
Payment plan has been signed with Eskom																				
Comments:																				
17-18 Financial year audit is still in progress																				
n/a																				
27	% of MIG Expenditure spent compared to accumulative budget for the period: Actual MIG/ Planned MIG for the relevant period *100	If applicable	2	90%→100%=2, <90%=0	100%	AG Report, Audit Committee agenda and register, Audit action plan and status report	25%	71,38%		25%	100%	2								
FOLLOW-UP QUESTIONS																				
What are blockages and challenges in respect of MIG Expenditure? E.g. PMU Capacity, SCM Delays etc.																				
None																				
What measures have been put in place to achieve targets if not achieved:																				
Target achieved																				
Comments:																				
N/A																				
28 (a)	% of INEP expenditure spent compared to accumulative budget for the period: Actual INEP/ MWIG planned for the relevant period*100 (If applicable)		0		100%		25%	100%		27%	100%	0								
28 (b)	% spent of the municipalities operating budget on the free basic services in the	ALL	0			GL, Equitable share, budget	25%	20%		25%	21%	0								INEP = Integrated Electrification Program MWIG = Municipal Water Infrastructure Grant
FOLLOW-UP QUESTIONS																				
Allocation:																				
R750																				
Actual % spent:																				
20%																				
Reasons for under expenditure if not achieved																				
None																				
QUARTER 1																				
QUARTER 2																				
QUARTER 3																				
QUARTER 4																				

29	% of the annual operating budget spent in the past quarter. Formula : Operating Expenditure Budget ; Formula : Actual Operating Expenditure/Budgeted Operating Expenditure x 100 The indicator measures the extent to which budgeted	ALL	2	90%-100%=2 / <90%=0	R	GL, Budget	25%	90%	25%	100%	2							
FOLLOW-UP QUESTIONS							QUARTER 1		QUARTER 2			QUARTER 3		QUARTER 4				
Allocation:									54 923 122.00									
Budget:									53 146 891.00									
Actual % of Budget spent:									100%									
Reasons for under expenditure if targets not achieved:									n/a									
30	Actual Repairs and Maintenance as a % of budgeted Repairs and Maintenance expenditure Formula: (actual R&M/ Budgeted R&M)*100	ALL	2	90%→100%=2/ <90%=0			25%	44,54%	25%	100%	2							
FOLLOW-UP QUESTIONS							QUARTER 1		QUARTER 2			QUARTER 3		QUARTER 4				
What percentage of the total municipal budget has been allocated for repairs and maintenance?							8%		4,7%									
What percentage of the repairs and maintenance budget was spent on infrastructure maintenance?							none		4,7%									
Comments:							none		n/a									
31	DEBTORS MANAGEMENT - Collection Rate Formula : (Gross Debtors Opening Balance + Billed Revenue - Gross Debtors Closing Balance - Bad Debts Written Off)/Billed Revenue) x 100 - The Ratio indicates the collection rate	ALL	2	<80%=0/ 80-95=1/ >95=2			50%	30%	100,00%	126,00%	2							
FOLLOW-UP QUESTIONS							QUARTER 1		QUARTER 2			QUARTER 3		QUARTER 4				
Total Billed Revenue (R):							54 417 226		21 170 707.23									
Actual Collected Revenue (R):							16 160 374		26 717 834.59									
Reasons for under collection:							ITB land, High level of unemployment, indigent.		None									
Comments:							Still awaiting payment from government		There is no undercollection									
32	Percentage of debtors outstanding for	ALL	1	0%=1/ >0%=0		Debtors age analysis	50%	77%	50%	87%	0							
FOLLOW-UP QUESTIONS							QUARTER 1		QUARTER 2			QUARTER 3		QUARTER 4				
Rand Value >120 days:							93 945 522,00		81 494 413.18									
What measures have been put in place to collect long outstanding debt:							data cleansing,financial Recovery Plan		Data Cleansing, Financial Recovery Plan									
Comments:							none		None									
33	SUSTAINABILITY - Level of Cash Backed Conditional grants. Formula : (cash and	ALL	2	positive=2/0=1/negative=0		TB, GL, Grant Register	17 146 118.95	17 146 118.95	1 248 645	1 248 645	2							
FOLLOW-UP QUESTIONS							QUARTER 1		QUARTER 2			QUARTER 3		QUARTER 4				
If not cash backed, what are the reasons?:							100% spending on Grant		n/a									
Comments:							Municipality Operate on the Positive		None									
34	EXPENDITURE MANAGEMENT -	ALL	2	0%=2 / >0%=0					25%	0%	2							
FOLLOW-UP QUESTIONS							QUARTER 1		QUARTER 2			QUARTER 3		QUARTER 4				
Reasons for the irregular, fruitless and wasteful expenditure:									Interest is due to Eskom debt									
Number of S36 deviations?:									None									
Total value of S36 deviations?:									R0.00									
Number of S36 deviations approved by Council?:									0									
Has the S36 deviation register been updated?:									n/a									
Comments:									n/a									
35	% of Irregular, Fruitless and Waste Expenditure resolved	ALL	1	75%→100%=1 <75%=0			25%	0%	25%	0%	1							
FOLLOW-UP QUESTIONS							QUARTER 1		QUARTER 2			QUARTER 3		QUARTER 4				
Did the municipality apply Section 32 of the MFMA in resolving the UIFW expenditure?:							Yes		Yes									
If some were not resolved, what is their current status?:							Awaiting Council Resolution		Awaiting Council Resolution									
Is the UIFW Register complete?:							Yes		Yes									
Comments:							None		None									
36	Budget implementation - Capital Expenditure Budget Implementation Indicator. Formula - Actual Capital Expenditure / Budget Capital Expenditure x 100 . Indicates the extent	ALL	2	90%→100%=2/ <90%=0		Statement of Financial Position, Budget, AFS, Appendices, In year reports	25%	79,00%	90%	96%	2							
FOLLOW-UP QUESTIONS							QUARTER 1		QUARTER 2			QUARTER 3		QUARTER 4				
What are blockages and challenges in respect of Capital Expenditure? E.g. PMU Capacity, SCM Delays etc.							N/A		N/A									
What measures have been put in place to achieve targets if not achieved:							N/A		N/A									
Comments:							N/A		N/A									
TOTAL WEIGHTING FOR PILLAR							16		15									
E	BUILDING CAPABLE LOCAL GOVERNMENT INSTITUTIONS	APPLICABLE TO:	WEIGHTING	SCORING RANGE	Norm/Standard	Portfolio of Evidence	QUARTER 1 - (Answer Column)		QUARTER 2 (Answer Column)		QUARTER 3 (Answer Column)		QUARTER 4(Answer		CHALLENGES	PROPOSED INTERVENTION	COMMENTS	
							Target	Actual	Target	Actual	Target	Actual	Target	Actual				
37	Number of Section 54/56 posts filled	ALL	3	80%-100%=3 50%-79%=2 33%-49%=1 <33%=0	• Critical posts vacant – Section 54 & 56 posts filled within 2 quarters (6 months) after post is vacant • Critical posts filled in terms of Municipal Systems Act Regulations Calculation : % of filled S54 – S56 posts		0	0	2	0	0							
FOLLOW-UP QUESTIONS							QUARTER 1		QUARTER 2			QUARTER 3		QUARTER 4				
Number of approved posts									7			5		Percentage of filled posts				
FOLLOW-UP QUESTIONS							QUARTER 1		QUARTER 2			QUARTER 3		Quarter 4				
Number of vacant post?							0		2									
Reasons for vacancy							n/a		Contracts Expired									
Period of vacancy (provide details for each post):							n/a		3 months									
Have all employment contracts been signed and submitted to the MEC within the stipulated statutory timeframes?:							Yes		No									
Comments:							None		Started the process of renewal of contract, MEC for COGTA did not approve. Process of advertising the positions has started.									
38	Number of vacant budgetted posts against approved organogram	ALL	2	Vacancy rate : 0%-10% = 2 11%-50%=1 51%-100%=0	• Approved and funded organizational structure Calculation : Vacancy rate should be less than 10% of the entire staff establishment		25%	10%	25%	12%	1							
FOLLOW-UP QUESTIONS							QUARTER 1		QUARTER 2			QUARTER 3		QUARTER 4				
Number approved posts							367		367									
Number filled							322		322									
Vacancy rate							10,00%		12,00%									
Date of review of the organogram by the Council? (note that all municipalities had 12 months from the election of new councils to review their organograms)							24		5			2018		24		5		
Any other Comments							None		None									
39	% of budget spent on implementing Workplace Skill Plan.	ALL	3	67%-100%=3 /34%-66%=2 / 1% - 33%=1 / 0%=0	% expenditure against quarterly target as per IDP and SDBIP		25%	0%	25%	0%	0							
FOLLOW-UP QUESTIONS							QUARTER 1		QUARTER 2			QUARTER 3		QUARTER 4				
Performance Assessments conducted for each manager: (Yes/No)							Yes		Yes			Yes						

