

NTABANKUL LOCAL MUNICIPALITY																			
COMMUNITY SERVICES DEPARTMENT SDBIP TURNAROUND 2021/2022																			
Supported KPA	Priority Area	IDP Objective	IDP Objective Number	IDP Strategies	Indicator	KPI Number	Baseline on the date of review (July 2020-June 2021)	Annual Target	Activities	2021/2022 Quarter 3 target (January - March)	POE	2021/2022 Quarter 4 target (April - June)	POE	Measurement Source & Frequency	Budget Amount	Funding Source	Custodian		
				Input	Output	Outcome													
Basic Service Delivery	Solid Waste	To ensure the implementation of the Intergrated Waste Management Plan (IWMP) by 2024	BSD 09	Implement the integrated Waste Management Plan by collecting and transporting waste from the urban area	IWMP, Cleaning Schedule	IWMP implementation report	Improved cleanliness of the urban area	1.9.1	The IWMP has been implemented through the following programs: (1)Waste fleet management and receptacles-procurement of 01 compact truck and 09 steel cages(public space receptacles). (2) Waste Collection and transportation- cleaning schedule has been developed. Street sweeping and litter picking conducted . Spot checks were conducted and collected waste transported to the landfill site. (3) Recycling- the recyclable material had been collected and sorted for reuse purposes.	Implemented IWMP by conducting cleaning services through waste collection, transport, disposal and spot checks in the urban area and acquisition of 3 waste receptacles by June 2022	1. Conduct cleaning services through waste collection, transport, disposal and spot checks. 2. Management of waste fleet 3. Acquisition Waste receptacles	Conducted cleaning services through waste collection, transport, disposal & spot checks	IWMP implementation report, Spot checks Report and schedules	Conducted cleaning services through waste collection, transport, disposal & spot checks	IWMP implementation report, Spot checks Report and schedules	Quarterly reports	R2 225 000,00	ES	Director: Community Services
				Implement landfill Site Management Plan by recording and reporting on collected and recyclable waste	IWMP, Landfill site Management Plan and Landfill Site Permit	Landfill Site Management report and waste data collected	Accurate recorded waste data	1.9.2	Landfill site management plan has been implemented through the following programs: (1) Waste data capturing- the incoming and outgoing waste has been recorded in the landfill site by using weighbridge scale. (2) Waste data reporting- the recorded waste data has been reported to SAWIS, and an incoming waste tonnage of 530 tons and outgoing recyclable waste material of 20 tons has been recorded and reported. (3) Waste compaction- the disposed waste in the operational cell has been compacted using contracted service providers .	Implemented Landfill Site Management Plan by recording waste data and recycling waste in line with IWMP by June 2022	1. Recording waste data and recycling waste	Report on recorded waste data and recyclable waste	Landfill site management report	Report on recorded waste data and recyclable waste	Landfill site management report	Quarterly reports			
	Environmental Management	To contribute and support climate change initiatives by 2024	BSD 11	Implement Climate Change Response Strategy	Climate Change Reponse strategy	Number of Climate Change Response Strategy implementation reports	Reduced harmful effect of Climate conditions	1.11.1	There were three (03) environmental awareness campaigns conducted on the following dates; 04 November 2021 at ward 04, Isilindini Location and 25-26 March , 28 April 2021 at ward 08, Ntabankulu Town area. The programmes conducted to create awareness to the communities about environmental management. This includes negative impact on environment due to improper waste disposal. However, the Climate Change Response Strategy has been reviewed but not adopted by the Council. The strategy was erroneously omitted in the listing of policies submitted to council for adoption. The Climate Change Response Strategy will be submitted to the Council meeting of August 2021 for adoption.	Implemented Climate Change programs by conducting Environmental awareness program, Allien plant removal and Planting trees at MPCC by June 2022	1. Removal of Allien Plants 2. Planting of plants at MPCC. 3. Conduct awareness campaign on environmental management	1. Conducted environmental awareness program	Report on environmental awareness program, attendance register	Conduct planting of trees at MPCC	Concept documen and report on planting of trees at MPCC	Quarterly reports	R200 000,00	Nil	
				Implement disaster management plan level 1	Disaster management plan	Number of Reports on Disaster Management Plan Level 1	Reduced harmful effects of Disaster occurrences	1.11.3	The Disaster Management Plan level 1 has been approved by the Council on the 28 May 2021. In Quarter 02 there were three families that were provided with the assistance of groceries as they were reported as destitutes. The families were in ward 05 and ward 08 In Quarter 03: There were no requested submitted for assistance. In quarter 04: Only 01 family that was assisted with groceries as it was reported as destitute in Ward 05. The Disaster Management Plan level 1 was reviewed and approved by the Council on the 28 of May 2021	Implemented Disaster Management Plan level 1 through provision of immediate relief support and Disinfection of all community halls in response to COVID 19 pandemic by June 2022.	1. Provide immediate relief 2. Disinfection of all community halls	Disinfection of all community halls	Itinerary, Report on disinfected community halls	Disinfection of all community halls	Itinerary, Report on disinfected community halls	Quarterly reports	R230 000,00	ES	Director :Community Services
	Public Amenities	To ensure effective management of public amenities through regulatory framework by 2024	BSD 12	Ensure adherence to Cemetery by-law	Cemetery By-law	Management of Cemetery	Improved cemetery management	1.12.3	There were seven double graves and three single graves sold at cemetery and an amount of R9 656.01.00 was generated. The total revenue collected at pound and cemetery was R69 936.76.	Implemented cemetery by-law grass cutting by June 2022	1. Maintenance of cemetery 2. Landscaping 3. Numbering of grave sites.	Implemented cemetery management by-law	Cemetery management report, reconciliation report.	Implemented cemetery management by-law	Cemetery management report, reconciliation report.	Quarterly reports	R20 000-00	ES	Director :Community Services
Implement Public Amenities Management Plan				Public Amenities Management Plan and working schedule	Public Amenities Management Plan implementation report	Improved Public Amenities Management	1.12.1	The Public Amenities Management Plan was reviewed and approved. A working schedule was developed to implement the plan for 2020/2021 financial year. Grass cutting services were conducted in all municipal sites. Soil mulching was conducted at ERF 85, Traffic Offices, MPCC and state house, including pruning of planted trees within the sites. The sprinkling of water in the sportfield was also conducted.	Implemented Public Amenities Management Plan through cleaning of municipal sites, grass cutting and landscaping of public walkways by June 2022	1. Cleaning of municipal sites. 2. Conduct grass cutting and landscaping in the public walkways	Implemented Public Amenities Management Plan through cleaning of municipal sites, grass cutting and landscaping of public walkways	Public Amenities Management Report, working schedule	Implemented Public Amenities Management Plan through cleaning of municipal sites, grass cutting and landscaping of public walkways	Public Amenities Management Report, working schedule Approved Public Amenities Management Plan Reviewed Public Amenities Managemement Plan	Quarterly reports	R269 000,00	ES	Director :Community Services	
Implement pound by-law and pound policy				Pound By-law and Policy	Reports on impounded animals	Improved control of stray animals	1.12.2	There were 633 stray animals impounded (428 cattle, 49 horses ,135 goats,11 sheep and 09 donkeys). The total amount generated at pound upon release of impounded animals was R60 280.75 during 2020/2021 financial year.	Implemented Pound Policy and Pound By-Law by impounding stray animals by June 2022	1. Conduct impounding of stray animals. 2. Facilitate the procurement of feed and vaccine for impounded animals 3. Facilitate management of pound site Reconciliation report	Management of pound and safe keeping of impounded animals conducted	Report on impounded animals, pound reconciliation report	Management of pound and safe keeping of impounded animals conducted	Report on impounded animals, pound reconciliation report	Management of pound and safe keeping of impounded animals conducted	Report on impounded animals, pound reconciliation report	Quarterly reports	R150 000,00	ES
LED	EPWP	To create job opportunities through EPWP by	LED 05	Identify EPWP projects through implementation of	EPWP Policy and Ministerial Determination	Number of job opportunities created	Reduction of unemployment	3.5.1	The municipality has managed to create 324 work opportunities out of targeted 384 job opportunities. The EPWP projects were reported in the national EPWP	Report on 384 Job opportunities created , Establishment of EPWP	1. Recruitment of beneficiaries. 2. Report on EPWP programs. 3.	288 Job opportunities created and	Report on created job opportunities	384 Job opportunities created	Report on created job opportunities	Quarterly report on created FTE's	R6 914 800,00	DORA & ES	Director :Community Services

		June 2024		EPWP Policy					system. The projects were funded by Equitable Share, DORA Incentive Grant and MIG. The MIG projects were mainly registered with COGTA and were only reported to the EPWP system in terms of the jobs created. The MIG projects were poorly coordinated and that impacted negatively in the management of the database base of jobs created.	Steering committee and 3 sitting of EPWP Steering committee by 30 June 2022	Establishment of EPWP steering committee 4. Sitting of EPWP steering committee	Sitting of EPWP steering committee	Invitations, munites, attendance register	Sitting of EPWP steering committee	Invitations, munites, attendance register	Munites on sitting of steering committee				
BSD	Indigent	To subsidize indigent households in line with the approved indigent register by 2024	BSD 10	Review and implement indigent register in line with the indigent policy	1. Indigent registration forms 2. Indigent policy 3. Indigent register	Number of indigent beneficiaries registered and verified.	Subsidised indigent beneficiaries.	1.10.1	Indigent beneficiaries were subsidised by providing 5litres of paraffin and it was delivered on the following dates: (Q1) 20-31 July, 24-31 August and 16-30 September 2020. (Q2) 14-30 October, 16-30 November and 09-17 December 2020. - (Q3) 11-18 January, 02-11 February and 24-31 March 2021. (Q4) 05-12 April, 10-17 May and 07-24 June 2021. Grid electricity beneficiaries received electricity vouchers of 50kWh when purchasing prepaid electricity from Eskom vendors. An Indigent Verification was conducted in in three (3) quarters during the period under consideration. The indigent verification program for the first quarter was conducted in 07 wards, namely 02, 03, 12, 14, 15, 16 & 17. The program was conducted on the 11-19 August 2020. The indigent verification for the second quarter was conducted in 07 wards, namely 01,04,05,06,07,10,11. The program was conducted on the 09 -13 November 2020. The indigent verification program for the third quarter	Subsidised approved indigent beneficiaries with alternative energy and grid electricity by June 2022.	1. Facilitate availability of alternative energy to eligible beneficiaries. 2. Reconcile indigent beneficiaries that have collected electricity voucher from Eskom with the indigent register.	Subsidised alternative energy beneficiaries for 2021/2022 indigent register	Report on alternative energy beneficiary and collection register	Subsidised alternative energy beneficiaries for 2021/2022 indigent register	Report and the list of grid electricity beneficiaries for 2020/2021 indigent register	Report and the list of grid electricity subsidized beneficiaries	Quarterly report on alternative energy subsidized beneficiaries	R1 100 000,00	ES	Director :Community Services
									The indigent verification program for the first quarter was conducted in 07 wards, namely 02, 03, 12, 14, 15, 16 & 17. The program was conducted on the 11-19 August 2020. The indigent verification for the second quarter was conducted in 07 wards, namely 01,04,05,06,07,10,11. The program was conducted on the 09 -13 November 2020. The indigent verification program for the third quarter	Approved Indigent Register for 2021/2022 by June 2022.	1. Perform physical verification of existing beneficiaries and new indigent applicants.	Verified indigent beneficiaries in 10 wards for 2021/2022 Indigent Register.	Verification report, Attendance register	Verified indigent beneficiaries in 09 wards for 2021/2022 indigent register.	Verification report, Attendance register	Quarterly report on indigent verification				
												Registration of new applicants for 2022/2023	Report on indigent registration for 2022/2023 financial year.	Verified and Approved indigent register for 2022/2023	Approved Indigent Register Council Resolution	Indigent Register				
LED	Poverty Alleviation	To Alleviate poverty through Food Security by June 2024	LED 06	Provide food security support through chicks, seedlings	1. Indigent register 2. Poverty Alleviation Policy	Number of households supported with seedlings and chickens	Reduction of poverty levels	3.6.1	A concept document was developed and approved. Chicks and seedlings were distributed to the identified beneficiaries on the following dates; 12 of December 2020 and 29 June 2021 respectively to all wards. Each beneficiary received 60 coloured chicks, vaccines and equipment. Vegetable seedlings were given to 60 beneficiaries where each beneficiary received carrots, cabbage, potatoes, spinach and fertilizer. The monitoring of poverty alleviation beneficiaries received poverty alleviation support was conducted on the following dates; 13-20 January 2021 and 25-30 May 2021 respectively.	Provide support (chicks and seedlings) to 72 identified indigent beneficiaries for poverty alleviation by June 2022	1. Facilitate for the procurement of chicks, seedlings and vaccine . 2. Coordinate the delivery chicks and seedlings 3. Conduct monitoring of progress on projects	Delivered chicks and seedling and vaccines to beneficiaries	Concept document, Report on supported beneficiaries, Indigent register and distribution register	Monitored beneficiaries	Monitoring Report on projects	Quarterly reports	R262 000,00	ES	Director :Community Services	
IDOT	Library	To reduce illiteracy rate through provision of relevant information services by June 2024	IDOT 08	Improve access to library information facilities through library programmes	SLA between NLM & DSRAC, Ntabakulu Public Library, Sukude modular library and Sipetu modular library	Number Library programs conducted	Improved literacy	2.8.1	International Library Week was conducted on the 15-19 March 2021. The World Book Day was conducted on the 25-27 May 2021. The above library programmes were conducted in various schools that fall within the zones of the Ntabankulu Main Library, Sukude Modular Library and Sipethu Modular Library.	Conduct two Library programs (National Book Week, International Library Week) by June 2022	Develop concept document facilitate requisitions Coordinate two library programs	International Library week conducted	Concept document, attendance register and report	No target	None	Quarterly report	R500 000,00	DSRAC	Director :Community Services	
IDOT	Sport and recreation	To promote community sport development and participation in organised sports and recreation, targeting youth by 2024	IDOT 07	Review and implement sport plan	Reviewed Integrated sport plan	Report on the integrated sport plan	Improved wellness through Sport Activity	2.7.1	The Integrated Sport Plan has been reviewed and implemented. The Aerobics Programme was conducted during the third quarter on the 27 February 2021 at MPCC. The municipality also conducted the Fun Run Programme on the 16 June 2021.	Three sport activities: (Aerobics, netball tournament and fu-run) implemented by 2022	Conduct three sport plan programs (Aerobics, Netball tournament and fu-run)	NA	NA	NA	NA	Quarterly Reports	Nil	ES	Community Services Director	
	Public safety	To improve traffic law enforcement on public safety through the implementation of National Road Traffic Act, AARTO Act, NLT Act and Municipal Traffic and Roads By-Law by June 2024	IDOT 09	To implement the National Road Traffic Act, AARTO Act, NLT Act and Municipal Traffic and Roads By-Law.	National Road Traffic Act, Municipal Roads and Traffic By-Laws. Integrated Law Enforcement Plan.	Number of Integrated Law Enforcement Programs conducted	Improved Community Safety	2.9.1	04 Integrated Law Enforcement programs were conducted on the following dates: 24 September 2020, 10 December 2020, 24 February 2021 and 27 May 2021 during the 2020-2021 financial year.	Four integrated Law Enforcement Programmes conducted by June 2022	1. Distribute Invitation to relevant stakeholders 2. Conduct integrated Law Enforcement program	One integrated Law Enforcement program conducted	Invitations, Report on integrated program and attendance register	One integrated Law Enforcement program conducted	Invitations, Report on integrated program and attendance register	Quarterly Reports	R329 597,00	ES		
					National Road Traffic Act, Land Transportation Act and Integrated Law Enforcement Plan.	Number of stopped and checked motor vehicles	Community Safety	2.9.2	5 346 motor vehicles were stopped and checked during 2020/2021 financial year.	Conduct stop and check of 2 500 motor vehicles by June 2022	Stop and check of 2 500 motor vehicles	625 motor vehicles stopped and checked	Reports on motor vehicles stopped and checked	625 motor vehicles stopped and checked	Reports on motor vehicles stopped and checked	Quarterly reports				
						Number of issued traffic fines		2.9.3	1 184 traffic fines were issued during the 2020/2021 financial year.	Issue 1000 traffic fines by June 2022	Issue 1000 traffic fines	250 Traffic Fines issued	List of Traffic Fines issued	250 Traffic Fines issued	List of Traffic Fines issued	Quarterly reports				
					National Road Traffic Act, Land Transportation Act and Integrated Law Enforcement Plan.	Number of Executed warrants	Community Safety	2.9.4	20 warrants of arrest executed during 2020/2021 financial year.	Execute 10 warrants of arrests by June 2022	execute 10 warrants of arrest	04 warrants of arrest Executed	Copies of executed warrants	04 warrants of arrest Executed	Copies of executed warrants					

					DLTC Stationary and ENATIS system	Number of booked Learner's license, PrDP and driving licenses applications	Report on revenue generated	2.9.5	744 Driving licences renewals, 757 Learners' Licence, 704 PrDPs. Applications were processed during 2020/2021 financial year.	300 driving licence renewals, 240 learners' licence applications and 120 PrDPs applications by June 2022	Conduct learners' licence applications, learners' licence classes, driving licence renewals and PrDPs	75 driving licence renewals, 60 Learners licence applications and 30 PrDPs applications	Driving and Learners licences report	75 driving licence renewals, 60 Learners licence applications and 30 PrDPs applications	Driving and Learners licences report	Quarterly Reports			
FV	DLTC	To increase revenue by 5% of R1 000 000 by June 2024	FV03	Ensure adherence to NRTA for effective management of revenue generated at traffic section	DLTC Stationary and ENATIS system	Amount of revenue generated through booked Learner's license, PrDP and driving licenses applications	Increased revenue generated	4.3.1	The revenue collected at DLTC amounted to R602 643, and the revenue collected at Law Enforcement amounted to R116 113.00 The total revenue generated at Traffic Section during 2020-2021 financial year amounted to R735 005.00.	Increase revenue generation at DLTC to R700 000 by June 2022	Generate the revenue at DLTC	Revenue generation at 75 % (R375 000.00)	Quarterly revenue reconciliation reports	Revenue generation at 100 % (R500 000)	Quarterly revenue reconciliation reports	Quarterly reports on revenue generated at DLTC			Director .Community Services
IDOT	Law Enforcement	To Improve law enforcement through implementation of Municipal By-Laws by June 2024	IDOT10	To enforce Municipal By-Laws	By-Law Enforcement Plan	Conducted Law enforcement programs	Improved Community Safety	2.10.1	The year 2020 and 2021 has a lot of enforcement activities and afew is reported hereunder:- The Local Safety Forum was convened on the 22 September 2020. The Trading By-laws were enforced in deferent businesses within the CBD. There were shops forced to comply with the by-laws and remove goods displayed at the front of shops. The Street Trading By-law was enforced and two abandoned poultry stands were confiscated and disposed at land fill-site. Four dilapidated containers were also impounded. An Integrated Law Enforcement program was conducted on the 11 November 2020, wherein seven deferent stakeholders were invited to enforce by-laws and conduct awareness on municipal by-laws. There were 12 shop-owners fined for merchandising or displaying goods in front of their businesses. The Integrated Law Enforcement program has been conducted on the 27 May 2021. There were 87 cattle impounded when the municipality enforced pound By-law. The Sale of Food By-law was enforced and two shops were inspected for expired food on the life shelf from Petela Store and Jerusalem Store, Tweents Baby Shop and Siyakhula Store and the expired food was confiscated and disposed off.	Implemented By-Law Enforcement Plan through enforcement of Business License Inspections, street trading, food handling and pound by-laws by June 2022	1.Facilitate the sitting of By-laws Enforcement Committee. 2.Conduct awareness campaigns and enforcement of municipal by-laws.	1.Facilitate the sitting of By-laws Enforcement Committee 2. Municipal By-laws Enforcement	Invitations, attendance register and Report on municipal by-laws enforced	1. Reviewed By-Law Enforcement Plan. 2. Municipal By-laws Enforcement conducted (Pound by-law, Business License Inspections and street trading by-laws)	Approved By-Law Enforcement Plan, Report on municipal by-laws enforced	Quarterly reports	ES	Director .Community Services	
	Municipal security	Improve safety of municipal assets and personnel by June 2024	IDOT 11	Improve safety of municipal assets and personnel through provision of outsourced security.	SLA for outsourced security	Provision of security services	Secured municipal assets	2.11.1	The performance of the out-sourced security company has been assessed and/ or monitored quarterly. The services of the security company were rendered according to the service level agreement. There has been a reported case of the lost asset (CFO's computer), but this was not based on forced entry or burglary. The municipality did not record a case wherein the guards were found without firearms whilst on duty. The service of the security company was satisfactory during 2020/2021 financial year	Provide Security services through outsourced security services by June 2022	Report on the performance of outsourced security	Monitored Security services	Monitoring Report	Monitored Security services	Monitoring Report	Quarterly reports on monitoring of security services	R5 770 000,00	ES	Director .Community Services
GG	Public participation	To promote effective participation of stakeholders in the affairs of governance by June 2024	GG 01	To strenthen community participation through community engagement programs.	Public participation policy and Strategy	Number of community participation programs conducted	Improved Community participation	5.1.5	The ward conferences and final ward delimitation program were conducted simultaneously on the 14-19 August 2020 in all wards. The municipality conducted Voter Registration Programme, and the programme was undertaken in collaboration with IEC. The programme commenced from the 04-18 March 2021, and the report was consolidated thereafter. Gender Based Violence Programme, which formed part of the Moral Regeneration Movement was conducted from the 30-31 March 2021. The programme was undertaken in collaboration with Department of Social Development, SAPS and National Childline, which is a Non-governmental Organisation. The venues for the programme were as follows: (1) Dumsi Primary School at Ward 02, and (2) Zwelitsha Senior Secondary School at Ward 17. The closeup report for the programme was consolidated thereafter. Voter Education Programme was conducted from the 26 April - 06 May 2021 in eight (08) identified senior secondary schools. The municipality further established Ward Based Rapid Response Teams was undertaken in all 17 wards. The	Four community participation programs coordinated (Voter Education program, Ward Committee establishment, Induction of newly established ward committees, Moral Regeneration movement programs) by June 2022	1.Develop concept document 2.Facilitate the logistics	1. Established ward committees in 19 Wards 2. Induction of 190 newly established ward committees conducted	Concept document, attendance register and report	Moral Regeneration movement program conducted	Concept document, attendance register and report	Quarterly report on implemented programs	R551 555,00	ES	Director .Community Services

				Monitor, support and report on ward committees' functionality	Improved functionality of ward committees	Number of ward committee meetings conducted	Improved Functionality of ward committees	5.1.6	The Ward committee performance reports for the period under consideration, July-June 2020/2021 were submitted, and reviewed and consolidated. The out-of-pocket expenses were also facilitated and paid to the ward committee members based to the submitted reports as the proof of performance by ward committee. The COVID-19 Awareness Programme for Ward Committees was also conducted on the 03 - 11 September 2020. The main aim of the programme was to educate the Ward Committee on Covid-19 regulations. The municipality further hosted the Department of Corporate Governance and Traditional Affairs (COGTA) on the 22 June 2021. The objective of the meeting was to conduct performance assessment for ward committees for the term of office ending 03 August 2021.	Quarterly monitoring and reporting on Ward committees' performance by June 2022"	1.Receive the performance report of ward committees 2.Assess performance report of ward committees.	2021/2022 second quarter performance reports for Ward Committees	Concept document, attendance register and report	2021/2022 third quarter performance reports for Ward Committees	Concept document, attendance register and report	Quarterly progress reports	R2 558 046,32		
Good Governance	Compliance with legislation	To adhere to the legislative prescripts that guide municipal planning and performance by June 2024	GG 08	Manage performance of Service Providers	Signed SLA's, MOU's, SCM policy and Appointment letters.	Number of Service Provider Performance reports.	Improved performance of Service providers.	5.8.4	Two contract signed with service provider for 2020/2021	Monthly monitored performance of Service Providers by June 2022	Facilitate availability of service level agreements for the appointed service providers Consolidate report on performance of service provider in line with the approved SLA. Submit report on performance of service providers to BTO	Monthly monitored performance of Service Providers as per set deliverables	monthly reports on performance of service providers	Monthly monitored performance of Service Providers as per set deliverables	monthly reports on performance of service providers	Quarterly progress reports	Nil	Nil	Director :Community Services
Good Governance	PMS	To improve municipal performance towards achieving service delivery objectives by June 2024	GG 05	Timely signing of performance contracts and agreements by directors, managers and officers	PMS policy, IDP/PMS Process Plan, PMS Procedure Manual	Number of signed performance agreements for directors, Managers and Officers	Improved Institutional and individual performance	5.5.1	The 2019/2020 fourth quarter performance evaluations were conducted on the 23 september 2020. The performance agreements for managers and officers were signed on the 15 July 2020 for the 2020-2021 financial year. The 2020/2021 first quarter performance evaluations were conducted on the 18 November 2020. 2020/2021 second quarter performance evaluations for managers officers were conducted on the 19 February 2021 and the 2020/2021 third quarter performance evaluations were conducted on the 11 June 2021.	2021/2022 signed Performance agreements for Managers and Officers and quarterly individual Performance assessment by June 2022	1.Develop and sign performance agreement 2.Develop schedule for performance evaluation	Second quarter performance evaluations conducted Reviewed Performance Plans for Managers and Officers	Performance Evaluation Report Attendance Register Reviewed Performance Plans 2021/2022	Third quarter performance evaluations conducted	Performance Evaluation Report Attendance Register	Quarterly Performance Evaluation reports	Nil	Nil	Director :Community Services
	Audit	To provide clean and accountable governance structures by June 2024	GG 06	Coordinate development and implementation of Audit action plan	2019/2020 AG Management and audit report, terms of reference for operation clean audit committee, 2019/2020 audit action plan	Number of reports on Reduced Auditor General and internal audit findings	Clean and accountable governance	5.6.2	2018/2019 and 2019/2020 Audit Implementation Report has been developed. The Auditor-General SA had 02 audit findings for the directorate in 2018/2019, and the 02 findings were mitigated. For 2019/2020 there were 06 audit findings, 02 findings were mitigated, 03 findings reduced and 01 finding not implemented (copies of 08 and certificates of attendance).	90% of 2019/2020 & 60% of 2020/2021 audit findings reduced by June 2022."	1. Develop Directorate audit action plan 2.Implementation of the plan with activities 3. Compile audit action plan report.	30% reduced Auditor General findings for 2020/2021.	Progress report on Implementation of Audit Action Plan	60% reduced Auditor General findings for 2020/2021.	Progress report on Implementation of Audit Action Plan	Quarterly report to audit committee and council	Nil	Nil	Director :Community Services
	Risk Management	To provide quality service delivery through mitigation and reduction of strategic risks by June 2024.	GG 07	Coordinate development and review of strategic and operational risk registers	Risk management policy, strategic risk register and operational risk registers	Number of reduced risks	Improved service delivery	5.7.1	2020/2021 Strategic Risk Register and Operational Risk Register	"Develop 2022/2023 Community Services operational risk registers and 80% mitigated risks on 2021/22 by June 2022	1. Develop Directorate risk register 2.implementation of the risk plan with activities to mitigate risks. 3. Compile risk report.	60% mitigated risk	Risk management Report and risk register	"80% mitigated risk for 2021/2022 Community Services operational risk register and developed 2022/2023 operational risk register.	Risk management Report and operational risk register for 2022/2023	Risk register implementation reports	Nil	Nil	Director :Community Services
	Compliance with legislation	To adhere to the legislative prescripts that guide municipal planning and performance by June 2024	GG 08	Develop, review and coordinate implementation of policies, sector plans and by-laws	Budget, Institutional Calender, Policies, by laws and sector plans.	Number of sector plans, by-laws and policies review sessions coordinated	Clean and accountable governance	5.8.1	Policy gap analysis has been developed, and reviewed policies were adopted by Council on the 28 May 2021. The following are the reviewed and new policies as well as the reviewed sector plans for the directorate: (1) Revised Policies-Indigent Policy, Ward Committee Functioning Policy, Traffic Management, DLTC and RA Management Policy (2) New Policies-Community Hall Usage Policy, and Poverty Alleviation Policy. (3) Sector Plans- IWMP, Disaster Management Plan level 1, and Community Safety Plan.	Two policies reviewed (Ward Committee Functioning and Indigent Policy) and one Sector Plan(Disaster Management Plan 1 reviewed by June 2022	Conduct Policy gap analysis	Draft Policies	policy gap - analysis report Council Resolution	List of reviewed Policies and Sector Plans & Council Resolution	Quarterly reports	Nil	Nil	Director :Community Services	