

INTRODUCTION TO ECONOMIC DEVELOPMENT

The Zululand District Municipality, due to its location in relation to transport routes and its distance from major centre's, is relatively isolated from the national economy. Further to this, access to basic factors of production such as raw materials, skilled labour and infrastructure is generally limited. Raw materials available in the area relate to coal mining and agricultural activities including maize, beef, timber and sugar production. Local beneficiation of raw materials is limited.

The area reflects the disparity in access to resources evident in all areas of KwaZulu-Natal where poverty stricken traditional authority areas border on well-established commercial farming areas. The five municipal centres, or key towns, are the focus of economic activity in each of the local municipalities and here the resource split between urban and rural areas are evident.

OUR OBJECTIVES

Within the context of the broad vision the basic objectives of future economic development in the Zululand District Municipality are:

- **To reduce income leakage:** The District has a population of in excess of one million people, however is dependent on "imported goods" or acquisition of goods outside the region to supply in the basic household requirements of its population. Examples of approaches to be adopted to reducing income leakage includes buy-local campaigns, encouraging local manufacturing (also for tourism market), providing appropriate housing and facilities in the District etc.
- **To increase investment (both local and external):** The District is relatively isolated and current capital investment in the area is limited. Capital investment generates job opportunities and income, as well as support district and local municipality levies, taxes and rates. Investment in tourism, agriculture and business is to be promoted. The focus should, however, not be only on investment from outside the region, but local investors should also be encouraged to invest locally.
- **To promote local business development and business interaction:** Commercial, agricultural and tourism businesses in the District functions independently within small groupings or geographical areas. Interaction between businesses will contribute to countering income leakage and establishing a new vibrancy in the economy.
- **To increase entrepreneurial opportunities and employment:** All of the above objectives needs to be supported by a strong focus on entrepreneurial development, micro and small business establishment, as well as related employment creation. This can be achieved through the establishment of appropriate support mechanisms.

The success of the strategies identified and developed in this report should be measured against the extent to which the objectives are being achieved.

COMMENT ON LOCAL JOB OPPORTUNITIES:

In certain areas of the District substantial work has been done to develop the tourism sector and its assets, however, much still remains to be done for the benefits of the sector to impact significantly on the socio-economic conditions of the communities of Zululand. The area, however, faces major challenges in achieving this. Some of the key challenges include the distance of Zululand from major centres, the ceasing of regular flights to the Ulundi airport, the quality of road infrastructure in the District, the lack of coordination in tourism marketing and other.



Two main objectives in terms of project implementation is the reduction of backlogs both in water and sanitation. It is part of Government initiative to create job opportunities and skills transfer whenever projects are being implemented. ZDM is one of the Municipalities that has signed an agreement with Expanded Public Works Programme (EPWP). About 75% of ZDM settlements where sanitation and water projects are implemented is rural and poverty stricken, thus it is imperative that employment is created as much as possible. In 2011/12 financial year various local contractors were afforded an opportunity to participate in water and sanitation provision, where projects were executed and that has enabled ZDM to promote emerging contractors and local communities are employed.

| Employee: Technical Services | | | | | |
|------------------------------|---------------|-----------|---------------|--------------------------------------|-------------------------------------|
| Job level | 2010/2011 | 2011/2012 | | | |
| | Employees No. | Posts No. | Employees No. | Vacancies (fulltime equivalents) No. | Vacancies (as a % of total posts) % |
| | 528 | 528 | 528 | 7 | 13% |

| Employees: Local Economic Development Services | | | | | |
|--|---------------|--------------|---------------|--------------------------------------|-------------------------------------|
| Job Level | Year 2010/11 | Year 2011/12 | | | |
| | Employees No. | Posts No. | Employees No. | Vacancies (fulltime equivalents) No. | Vacancies (as a % of total posts) % |
| | | | | | |
| E2 | 1 | 1 | 1 | 0 | 0% |
| E1 | 2 | 2 | 2 | 0 | 0% |
| D3 | 3 | 3 | 3 | 0 | 0% |
| D1 | 1 | 1 | 1 | 0 | 0% |
| C1 | 1 | 1 | 1 | 0 | 0% |
| B1 | 4 | 4 | 4 | 0 | 0% |
| | 0 | 0 | 0 | 0 | 0% |
| Total | 12 | 12 | 12 | 0 | 0% |

| JOB CREATION THROUGH EPWP PROJECTS | | |
|------------------------------------|---------------|--|
| Details | EPWP Projects | Jobs created through EPWP projects no. |
| 2010/11 | 123 | 2071 |
| 2011/12 | 156 | 3366 |

COMMENT ON LOCAL ECONOMIC DEVELOPMENT PERFORMANCE OVERALL:

P700 Nodal Development: The project is about rural development for poor communities who reside in disadvantage areas. It is situated at the corner of P700 and P701. The project is about infrastructure development (internal roads, sewer, water and electricity). There are private investors who have invested in the development. Sasol is currently building a filling station, bakery, library, internet cafe and hydroponics. The Zululand Anthracite Colliery is currently building a Laundromat.

Ulundi Tourism Hub: The project objective is to attract tourist and resuscitate the airport in Zululand which is the third largest airport in the province. The project will include the restaurant, tourism offices, office space and ablution facilities.

Rehabilitation of Mona Markets: The overall objective of this project is to use the Mona Market and Nguni cattle auction at Nongoma as a focal point/theme to develop two of the core economic sectors in Nongoma: Agriculture & Tourism.

The project will be done in phases. The market is currently fenced with palisade fencing.

Phase 1: Traders hall, maintenance, waste management and access control.

Phase 2: Administration building and hostel units.

Phase 3: Tourism centre, research facility and nursery

Phase 4: Auction centre and Vet station.

Ukuzakha Nokuzenzela (Agricultural Revival): The district is in the process of reviving agriculture in the district. Agriculture is the strong point of trade for the district. The district has tractors for all the traditional leaders in the district in order to promote agriculture.

| Financial Performance Year 0: The Executive and Council | | | | | |
|---|------------|-----------------|-------------------|--------|--------------------|
| Details | R'000 | | | | |
| | Year -2011 | Year 2012 | | | |
| | Actual | Original Budget | Adjustment Budget | Actual | Variance to Budget |
| Total Operational Revenue | 0 | 0 | 0 | 0 | 0% |
| Expenditure: | | 0 | | | |
| Employees | 0 | 10536 | 0 | 10441 | -1% |
| Repairs and Maintenance | 0 | 2520 | 0 | 406 | -521% |
| Other | 0 | 59932 | 0 | 13438 | -346% |
| Total Operational Expenditure | 0 | 72989 | 0 | 24285 | -201% |
| Net Operational Expenditure | 0 | 72989 | 0 | 24285 | -201% |

| Capital Expenditure Year 2011/12 Financial Services | | | | | |
|---|-------------|-------------------|--------------------|-------------------------------|---------------------|
| Capital Projects | Year 2012 | | | | |
| | Budget | Adjustment Budget | Actual Expenditure | Variance from original budget | Total Project Value |
| Total Capital Projects | 311,364,000 | - | 309,895,235 | 0% | |
| Project A - MIG | 227,100,000 | - | 227,100,000 | 0% | |
| Project B - DWAF | 55,000,000 | - | 56,976,896 | 3% | |
| Airport | - | 10,000,000 | 14,729,570 | 32% | |
| Own revenue | 29,264,000 | - | 11,088,769 | -164% | |

| Financial Performance Year 2011/12 Human Resource Services | | | | | |
|--|--------------|-----------------|-------------------|--------|--------------------|
| Details | R'000 | | | | |
| | Year 2010/11 | Year 2011/12 | | | |
| | Actual | Original Budget | Adjustment Budget | Actual | Variance to Budget |
| Total Operational Revenue | 0 | 0 | 0 | 0 | 0% |
| Expenditure: | | | | | 0% |
| Employees | | 727 | 0 | 1703 | 57% |
| Repairs and Maintenance | | 0 | 0 | 0 | 0% |
| General expenses | | 1493 | 0 | 1307 | -14% |
| Other (Interdepartmental charges) | | 0 | 0 | 10621 | 100% |
| Total Operational Expenditure | 0 | 2220 | 0 | 13630 | 84% |
| Net Operational Expenditure | 0 | 2220 | 0 | 13630 | 84% |

COMPONENT D: COMMUNITY& SOCIAL SERVICES

INTRODUCTION TO CHILD CARE; AGED CARE; SOCIAL PROGRAMMES

INTRODUCTION TO SOCIAL PROGRAMMES

Improving the quality of life of the citizens of this municipality is the core responsibilities of Zululand District Municipality. One of the community development objectives in the IDP states that Zululand District Municipality is to design social upliftment programmes/projects and implement them. There are currently four major programmes that the Department of Community Development is implementing.

A. GENDER PROGRAMME

Women's Summit

The aim of the Women's summit is to empower women citizens through developmental information dissemination by ZDM and other development external organs. This is a platform where women share information and enter into dialogues on issues pertaining to their development. The topics for discussion cover business opportunities, self-help programmes/projects, and education on gender based violence, women's health, HIV/AIDS and Local Economic Development (LED) initiatives, etc.

These summits have great effect in improving the quality of the lives of women of Zululand District Municipality. Women also do seize business opportunities availed through the municipal LED programmes to alleviate poverty.

B. WIDOWS, ELDERLY, ORPHANS AND PEOPLE LIVING WITH DISABILITIES.

B. YOUTH DEVELOPMENT

ZDM has spearheaded the formation of the Youth Council which is a youth body that assists the municipality with designing youth programmes and also to implement them.

• Youth Summits

The Hon. Mayor of ZDM initiated annual forums for the youth of Zululand where empowerment and youth developmental information is imparted with the aim of improving their lifestyles health wise, academically and economically. It is at these forums where there is interaction among the youth themselves, the municipality and youth development bodies so that ideas are framed into youth development programme. The summits are held in the month of the youth and are followed by Youth Day celebrations.

• Youth Skills Development Programmes

Indonsa Arts & Craft Centre is based in Ulundi has been voted as the best managed community art centre in the KZN province. It has grown from strength to strength; helping particularly the youth to acquire skills in fashion design, music (instruments) and visual arts at no cost. Each course runs for six months. Courses are aimed to assist the youth that complete matric but lack funds to further their studies at tertiary institutions and also assist those who have academic qualifications but are jobless in order to increase their opportunities for employment.



The centre offers intensive training which is mostly practical. These training courses assist Centre graduates to secure jobs and some start their own businesses or pursue careers in music. Those who decide to make careers out of music are offered opportunity to record at the Centre's fully equipped state of the art recording studio. The local artists are not excluded from the opportunities of recording their music.

Centre Achievement:

- 134 in Visual Arts of which 13 are self employed,
- 4 are educators and 3 are running companies
- 198 in Fashion Designing,
- 63 in Music and instruments,
- N22 in Drama, 16 have been afforded a chance to perform overseas (job opportunities)
- 45 in Arts marketing and other
- +/- 4550 school learners in visual arts one day projects.
- Since 2002 more than 4778 people have been trained.

• Princess Mandisi Health Care Centre

Princess Mandisi Health Care Centre is a brainchild of the Mayor of Zululand District Municipality; she initiated and this project built this centre because of her commitment in ensuring that all citizens of Zululand lead a healthy lifestyle. This municipality believes in developing communities holistically because it cares. ZDM aims to reduce the high HIV infection rate in Zululand it is succeeding. The centre is fully functional; it runs awareness campaigns, testing and counseling. Runs the following programmes:

- Voluntary counseling and Testing (VCT)
- Health Education to youth in schools and out of school
- On-going counseling for the infected and affected
- Community HIV and AIDS awareness

ZDM has forged partnership with SHIPP (Sexual HIV Prevention Programme) which is a USAID funded programme. The staff that is funded by USAID is based at Princess Mandisi Centre working in conjunction with the municipal staff in all the 5 local municipalities in Zululand. These are continued means of strengthening proper coordination in the District

• CARE AND SUPPORT PROGRAMMES

Support Group; we have an active support group which meets every month at the Centre. This is the platform where PLWHA (people living with HIV and AIDS) share their fears, challenges and other problems relating to stigma and discrimination.

Garden project; the centre has a wonderful vegetable garden to assist local needy households especially the child headed. We have 14 people working in that 2 hector garden.

• LOVE LIFE PROGRAMME

The partnership between ZDM and the Love Life Trust keeps growing. This partnership was lobbied by the Hon. Mayor with an intention of improving the quality of healthy lifestyle for young people in Zululand.

Youth is employed at the centre to implement the 'Make Your Move' campaign at schools which is the concept of educating young people to assist them to make informed decisions and to eradicate teenage pregnancy

• AIDS COUNCILS

Zululand District Aids Council (DAC) was officially launched on the 14 December 2007. All Local Municipalities have been assisted to launch their functional Local AIDS Councils. ZDM HIV and AIDS Unit has also successfully established Ward Aids Committees (WAC), all 89 ZDM wards have their WAC established.

D. SPORT DEVELOPMENT PROGRAMME

Sport Development is one of the community's activities that cut across race gender and culture. It promotes development, personal discipline, leadership, team work skills and entertainment through sporting activities. It also contributes to the development and empowerment of local communities and encourages interest of learning and gaining more skills. Sport is instrumental in promoting social cohesion in ZDM.

LED PROJECTS



• Mayoral Cup Games

Zululand District Municipality held a very successful and developmental Mayoral Cup Games. Mayoral Cup Games provide an opportunity for the players within Zululand District Municipality to expose their talents that might be developed into careers.

A minimum of 3 500 young people from the five local municipalities participate in the Mayoral Cup Games. The mayoral cup provides participants with sport development opportunities through the high level of competition. The Mayoral Cup is used as a selection forum for the ZDM team to represent the municipality at the annual SALGA Games. Where 11 district municipalities compete in over 15 sportcodes.

SALGA Games provide opportunities to expose the participants to the competition environment and even expose our talented players to the people who scout sport talent.

The other purpose for the Mayoral Cup is to create a platform for the Honorable Mayor and the council to strengthen the municipality relationship with the Associations and Federations within the District and outside the District.

The following codes participate at the Mayoral Cup:

- | | |
|---------------------|----------------------|
| • Soccer M & F | • Cricket |
| • Netball M & F | • Indigenous games |
| • Basketball M & F | • Swimming |
| • Volleyball M & F | • Horse racing |
| • Boxing M & F | • Athletics M & F |
| • Dance Sport M & F | • Table tennis M & F |
| • Rugby M & F | • Golf |

The annual 56 km Zululand District Municipality marathon is organized in conjunction with KwaZulu-Natal Athletics and local athletics clubs. Athletics run between Nongoma and Ulundi. This race was introduced by the Mayor of ZDM 7 years ago and has since grown into an international race. Over a thousand runners race every year in this marathon. This creates interest for professional running among ZDM youth. On the day of the marathon short distance walks are held to encourage senior citizens to also participate. The marathon is instrumental in the social and economical development of the community of this district because people get the opportunity to win money prizes and the race also boosts local business as well as providing local vendors with the opportunity to sell goods. Moreover this race (Zululand Ultra Marathon) is a qualifier to the Comrades Marathon. community of this district because people get the opportunity to win money prizes and the race also boosts local business as well as providing local vendors with the opportunity to sell goods. Moreover this race (Zululand Ultra Marathon) is a qualifier to the Comrades Marathon.



Zululand Ultra Marathon

• Relationship with premier teams

From 2008 Zululand District Municipality forged a good relationship with the KZN based PSL team, AmaZulu FC.

As a result some of AmaZulu home games are played at Ulundi Regional stadium, and some of the PSL matches were played in Ulundi, namely,

Nedbank Cup Match

Mamelodi Sundowns and Island FC from Nongoma.

Through ZDM's relationship with the sport federations, Mr. Ngomane of SAFA promoted four of Zululand soccer players who got selected to play for the under 23 National Team in Sudan & Reunion.

Mr Ngomane also secured contracts for Nhlakanipho Mkhwanazi from UPhongolo Municipality who is now playing for Sirutla Football Club (SFC) and Fisimpilo 'Wish' Ntombela is playing for Witbank Spurs Football Club.

SERVICE STATISTICS FOR CHILD CARE

Zululand district is rural and poor with high HIV/AIDS infections rate therefore most of the children in the district come from indigent homes some of which are child headed. The Honourable Mayor therefore initiated a Play and Party programme for children of Zululand whereby she brings together over 5 000 children from the 5 ZDM local municipalities and brings various playing equipments and set them in a sports field for children to truly experience being children and play. Each child is then given a year end (Christmas) gift in the form of toys. Thereafter children are treated to a party with entertainment and a feast with the Mayor.

COMMENT ON THE PERFORMANCE OF CHILD CARE; AGED CARE; SOCIAL PROGRAMMES OVERALL:

Zululand District's social programmes bring about significant improvement in the quality of life of the citizens of this municipality.

Children's Programmes

The Municipality initiated two major programmes for children, namely Play and Party for children, started a project of giving the needy children full school uniforms in all the 5 local municipalities. These programmes have a very positive impact on the lives of children at school and within their communities. These programmes build their confidence in the classroom making them to feel like other children whose parents can afford. In this regards the rate of children dropping out of school is significantly reduced.

Aged Programmes

There are programs for the Senior citizens whereby 6 000 of them together to meet with the council annually at an event to be addressed by the Mayor on issues pertaining to their general welfare and they are afforded an opportunity to also discussed their social issues as well. This meeting takes place in December. The mayor gives them gifts and have lunch with them.

There are also community LED ward projects which assist the communities to start self help projects which may be blocks making, poultry farming, vegetable gardens, sewing, etc. This programme has proven to have a great impact on the lives of people of Zululand.

Widows and orphans

The Council's concern about the welfare of widows and orphans prompted it to start a programme in order to assist widows to improve their lives through self help projects.

Disability programmes

Working with organizations such as CREATE has been beneficial to the Municipality; workshop programmes for Disability Forums of the Local Municipalities are periodically arranged in order for people living with disabilities to get exposed to their rights and opportunities relating to projects that they may start and opportunities for employment.

On their special day the municipality stages an event where the Council meets with them and assist with handing out wheel chairs and other equipments as to make their lives easy.

Sport Programmes

Sport programmes in ZDM are vibrant; there are annual games for the aged called Golden Games, an ultra marathon, Mayoral Cup, Indigenous Games, and ZDM participates in SALGA Games every year.

These games have seen our people being selected to represent the Province and national level and some proceeding to represent the country at the world games.

2 Illegal dumping investigated. And 4 of the investigated dumping have been removed.

COMPONENT F: HEALTH

INTRODUCTION TO HEALTH INSPECTIONS; FOOD AND ABATTOIR LICENCING AND INSPECTIONS, ETC

A Health Officer must monitor and enforce compliance with National Health Act , 2003 (Act No.61 of 2003). A Health Officer may enter any premises, excluding a private dwelling, at any reasonable time and:

Inspect premises in order to ensure compliance with the abovementioned Act

Our achievement has been the health education of 83 food caterers on food handling.

Constant monitoring of food premises promotes the cleanliness and customers benefit in buying safe food.

In ensuring that the meat that is sold by our butcheries is wholesome we conduct the meat inspection in our local abattoirs

Food Monitoring (Mass Functions)

A lot of stride was done in monitoring the food caterers in all the functions where a large number of communities attended and catered for. Since we started with the monitoring, no food poisoning incidence had been reported.

1. Disposal of the Dead

The Zululand District Municipality policy on pauper burial has been helpful in terms of giving the unknown bodies a proper burial and also assisting the forensic mortuaries and the District as a whole. The number of people buried as pauper increases every year. The following is the number of pauper burial per local municipality,.



| No | LOCAL MUNICIPALITY | No. OF BODIES BURIED |
|----|------------------------------|----------------------|
| 1 | Ulundi Local Municipality | 02 |
| 2 | Nongoma Local Municipality | 02 |
| 3 | Pongola Local Municipality | 05 |
| 4 | Abaqulusi Local Municipality | 07 |
| 5 | eDumbe Local Municipality | 05 |
| | | 21 |

The table below reflects all the duties performed by Environmental Health Practitioners within the Zululand District Municipal Area.

| No. | Work Items | No. of Inspections Attendance | Action |
|-----|--|-------------------------------|--|
| 1 | Food caterers kitchen inspected | 83 | Health Education conducted on food handling |
| 2 | Food Caterers Issued with Certificate of Acceptability (COA) | 63 | Health Education conducted on food handling |
| 3 | Formal Food Premises Inspected | 49 | Health Education conducted on food handling & Management |
| 4 | Formal Food Premises Issued with COA | 28 | COA certificates issued |
| 5 | Education on food handling and safety | 89 | Reports were written to all those premises |
| 6 | Complaints received | 23 | All attended to, and some premises were issued with notice |
| 7 | Crèche inspection and Senior Citizen Clubs | 38 | Inspections were done and report written |
| 8 | Mortuary Inspection | 21 | Inspections were done and report written |

| No. | Work Items | No. of Inspections Attendance | Action |
|-----|---------------------------------|-------------------------------|--|
| 9 | Business license application | 01 | Report forwarded to the responsible authority |
| 10 | School inspection | 10 | Letters written to Dept of Education |
| 11 | Funeral Parlors issued with COC | 0 | Inspection of funeral parlors |
| 12 | Street Vendors | 57 | Health education on cleanliness and refuse removal |
| 13 | Condemnation of food stuff | 57435.12kg & 9032.23 liters | Safe disposal of foodstuff |
| 14 | Bed & breakfast/Lodge | 14 | Letters written to the owners |
| 15 | Meat inspection | 543 | Carcasses were inspected and condemnations were made |
| | | | |

FIRE SERVICES



INTRODUCTION TO FIRE SERVICES

The main aim is to develop and implement holistic and integrated planning and practice in a cost –effective and participatory manner to reduce vulnerabilities and build resilient communities through sustainable development and service delivery.

The three priorities are:

.Protection of life, property and environment

Measures:

.Conducted awareness campaigns at schools, traditional councils and community gatherings like road shows

.Additional fire equipment has been procured

Support given to communities:

.The fire incidents have been reduced especially in informal settlements through awareness campaigns and lives have been saved and property through availability of competent staff and equipment. 73.65%

COMMENT ON THE PERFORMANCE OF FIRE SERVICES OVERALL:

There should be an increase number of dedicated fire station throughout the district.

PROJECTS

- Increase number of dedicated fire stations in the district
- Residential related fires .Awareness programmes
- Veld fires. Awareness programme in and around open space, fire breaks administered
- Early fire risk predictions. Early warning of high fire risk places & times, based on weather and vegetation/field condition
- Survey of industries (for fire and hazardous materials risk); associated updating of hazard severity map, Compilation of hazardous materials register/database, indicating the location and contents of facilities spatially and in the database format, Stakeholders meetings to confirm and refine the findings . Integrated register/database.

| DETAILS | 2009/10 ACTUAL | 2010/11 ACTUAL | 2011/12 ACTUAL |
|--|-------------------|-------------------|-------------------|
| 1 Total fires attended in the year | 114 | 107 | 61 |
| 2 Total of other incidents attended in the year | 170 | 171 | 120 |
| 3 Average turnout time-urban areas | 27min | 25min | 23min |
| 4 Average turnout time-rural areas | 01h20 | 01h20 | 01h20 |
| 5 Fire fighters in post at year end | 10 | 10 | 10 |
| 6 Total fire appliances at year end | 01 | 01 | 02 |
| 7 Average number of appliance off the road during the year | 01 | 01 | 02 |

| Fire Service Policy Objectives Taken From IDP | | | | | | | | | |
|---|--|--|--|--|--|--|--|--|--|
| Service Objectives < | | | | | | | | | |

DISASTER MANAGEMENT SERVICES

The Zululand District Municipality Disaster Management Unit aims to achieve the following objectives:

- Serve as a foundation and guide for local municipal disaster risk management planning and risk reduction
- Prevention and reduction of disaster risks
- Mitigation of impacts; preparedness for effective response to disasters
- Minimise loss and property damage; and quick recovery from the impacts

Measures:

- Conducted awareness campaigns at schools, traditional councils and community gatherings like road shows
- Additional fire equipment has been procured
- Support given to communities:
- The disaster incidents have been minimised especially in informal settlements, tribal areas through awareness campaigns lives and property have been saved.

PROJECTS

- Embarking on Awareness Campaigns
- Volunteer Program and Strategy

| Employee: Health Inspection, Etc | | | | | |
|----------------------------------|---------------|-----------|---------------|-------------------------------------|-------------------------------------|
| Job level | 2010/2011 | 2011/2012 | | | |
| | Employees No. | Posts No. | Employees No. | Vacancies(fulltime equivalents) No. | Vacancies (as a % of total posts) % |
| ENVH | 1 | 1 | 0 | 1 | |
| D5 | 1 | 1 | 1 | 0 | 0 |
| D1 | 2 | 3 | 3 | 0 | 0 |

3.70.1 FINANCIAL SERVICES

INTRODUCTION FINANCIAL SERVICES

ZDM has established a Budget and Treasury office in terms section 80 of the MFMA. The BTO comprises of the CFO, two deputies and 49 other staff members. In addition, there is a consultant seconded by the National Treasury to assist with MFMA implementation. The primary function of the CFO at ZDM is as stipulated in section 81 of the MFMA:

MUNICIPAL BUDGET AND TREASURY OFFICES

Establishment

80. (1) Every municipality must have a budget and treasury office.

(2) A budget and treasury office consists of:

- a chief financial officer designated by the accounting officer of the municipality;
- officials of the municipality allocated by the accounting officer to the chief financial officer;
- any other persons contracted by the municipality for the work of the office;

Role of chief financial officer

81. (1) The chief financial officer of a municipality:

- is administratively in charge of the budget and treasury office;
- must advise the accounting officer on the exercise of powers and duties assigned to the accounting officer in terms of the Act;
- must assist the accounting officer in the administration of the municipality's bank accounts and in the preparation and implementation of the municipality's budget;
- must advise senior managers and other senior officials in the exercise of powers and duties assigned to them in terms of section 78 or delegated to them in terms of section 79;
- must perform such budgeting, accounting, analysis, financial reporting, cash management, debt management, supply chain management, financial management, review and other duties as may in terms of section 79 be delegated by the accounting officer to the chief financial officer.

(2) The chief financial officer of a municipality is accountable to the accounting officer for the performance of the duties referred to in subsection (1)

| Employee: Financial Services | | | | | |
|------------------------------|-----------|-----------|-----------|-------------------------------|---------------------------|
| Job level | 2010/2011 | 2011/2012 | | | |
| | Employees | Posts | Employees | Vacancies | Vacancies |
| | No. | No. | No. | (fulltime equivalents) No. | (as a % of total posts) % |
| | 52 | 52 | 52 | 0 | 0 |
| E2 | 1 | 1 | 1 | 0 | 0 |
| E1 | 2 | 2 | 2 | 0 | 0 |
| D5 | 2 | 2 | 2 | 0 | 0 |
| D2 | 4 | 4 | 4 | 0 | 0 |
| D1 | 7 | 7 | 7 | 0 | 0 |
| B3 | 09 | 10 | 9 | 1 | 1% |
| C1 | 5 | 5 | 5 | 0 | 0 |
| B2 | 13 | 13 | 13 | 0 | 0 |
| B5 | 5 | 5 | 5 | 5 | 0 |
| A1 | 1 | 1 | 1 | 1 | 0 |
| A2 | 1 | 1 | 1 | 1 | 0 |
| LO4 | 1 | 1 | 1 | 1 | 0 |

Cooperate Policy and Other Services

SERVICE STATISTICS FOR HUMAN RESOURCE SERVICES

| KPA NO | National General Key Performance Areas | FA No | Focus Area | Key Objective | Strategy | Action |
|--------|--|-------|--|--|---|---|
| 3.1 | Institutional Transformation | 3.1.1 | Employment Equity | To transform the organisation | To assess & review race gender & disability imbalance | Regularly review & implement Employment Equity Plan |
| | | | Skills development & Capacity Building | To develop capacity in the organisation for effective service delivery | To assess & review skills development needs and address the gap | Annual review and implement Skill Development Plan |
| | | | | | To provide social support to employees | Regularly review and implement Employee Assistance Policy |

Employees: Planning and Development

| Job Level | 2010/2011 | 2011/2012 | | | |
|-----------|------------------|--------------|------------------|--|---|
| | Employees No. | Posts No. | Employees No. | Vacancies (full time equivalents) No. | Vacancies (as a % of total posts) % |
| | 16 | 17 | 16 | 1 | 0 |
| | | | | | |

| Employees: Corporate Services | | | | | |
|-------------------------------|---------------------------------------|-----------------------------------|----------------------|--|---|
| Job Level | 2010/2011 Employees No. | 2011/2012 Posts No. | Employees No. | Vacancies (full time equivalents) No. | Vacancies (as a % of total posts) % |
| | 40 | 40 | 40 | 0 | 0 |

COMMENT ON THE PERFORMANCE OF PROPERTY SERVICES OVERALL:

In 2011-2012 financial year an allocation of R 227 million was received from MIG and was successfully spent 100% by the end of June 2012. Further R 55 million was received from DWA as a conditional grant.

The largest percentage of MIG funds was spent as follows: 79% was spent on water, 20% was spent on sanitation and 1% on sporting facilities. The large amount of money is currently spent in the development of bulk infrastructure and as the bulk line passes communities, reticulation networks are installed. The bulk infrastructure comprises of the terminal reservoirs, water treatment works, rising mains as well as secondary reservoirs whereas reticulation comprises of distribution main and households meter installations.

DWA funding only focuses on the bulk infrastructure.

| Regional Water Supply Scheme | MIG | DWA | Project scope |
|------------------------------|-------|-------|--|
| Usuthu RWSS | R 55m | R 25m | Reservoirs,reticulation, rising mains,bulk line |
| Nkonjeni RWSS | R 28m | | Reservoirs,reticulation, rising mains,bulk line |
| Mendakazi RWSS | R 18m | R 30m | Bulk line and terminal reservoirs |
| Rudimentary | R 22m | | Drilling of boreholes,testing, equipping and small schemes |
| Rural Sanitation | R 45m | | Supply of VIP units and installation |

COMPONENT J: MISCELLANEOUS AIRPORT SERVICES

INTRODUCTION TO MISCELLANEOUS (PROVISION OF AIRPORTS)

The District has been identified as a Tourists destination but challenged by inaccessibility and the airport has a potential of being a catalyst and key driver of the District's IDP and LED programmes. A Strategy document outlining strategies and objectives being implemented to ensure viability of the airport is the yardstick according to which achievements made are measured. The objectives are implemented with key issues being: efficient operations of the facility, effective financial administration of facility, ensuring sustainability of the facility and reaping benefits of the facility. Major efficiencies are achieved through the development of an Operations Manual as per South African Civil Aviation Authority (SACAA) regulations and implementation of same on the day to day operations of the airport.

The R30m financial support received from the KZN Provincial Treasury facilitated infrastructural rehabilitation in compliance with the SACAA regulations depicted by ICAO specifications which led to the signing of the Memorandum of Understanding between Zululand District Municipality and Federal Air on the Scheduled chartered flights between Pietermaritzburg and Ulundi. This propelled the institution of such flights with effect from the 28th March 2012.

The Airport received enormous publicity during the first Winter Air Tour that manifested itself in the form of two spectacular events i.e. the KZN Winter Air Tour Gala Dinner and the Air Show which were a great success, made possible by the signing of a ground breaking Memorandum of Understanding between the KZN Provincial Treasury and the Zululand District Municipality; which is an agreement that KZN Winter Air Shows will be held annually for three consecutive years.

| Vacancy rate | | | |
|--|---------------------------|---|---|
| Designation | *Total Approved Posts No. | *Variances (Total time that vacancies exist using fulltime equivalents) No. | *Variances(as a proportion of total posts in each category) % |
| Municipal Manager | 1 | 0 | 0% |
| CFO | 1 | 0 | 0% |
| Other S57 Managers (excluding Finance Posts) | 4 | 1 | 25% |
| Other S57 Managers (Finance posts) | 0 | 0 | 0 |
| Municipal Police | 0 | 0 | 0 |
| Fire Fighters | 10 | 10 | 0 |
| Senior management: Level 13-15 (excluding Finance posts) | 13 | 0 | 0 |
| Senior management : Level 13-15 (Finance posts) | 2 | 0 | 0 |
| Highly skilled supervision: levels 9-12 (excluding finance post) | 50 | 3 | 6% |

INTRODUCTION TO MUNICIPAL WORKFORCE

| Details | Total appointment as of beginning of financial year. | Terminations during the Financial year. | Turnover Rate |
|-----------|--|---|---------------|
| 2011/2012 | 732 | 93 | 13% |
| 2010/2011 | 626 | 168 | 27% |
| 2009/2010 | 684 | 84 | 12% |
| | | | |
| Details | Total appointment as of beginning of financial year. | Terminations during the Financial year. | Turnover Rate |
| 2011/2012 | 732 | 93 | 13% |
| 2010/2011 | 626 | 168 | 27% |
| 2009/2010 | 684 | 84 | 12% |
| | | | |

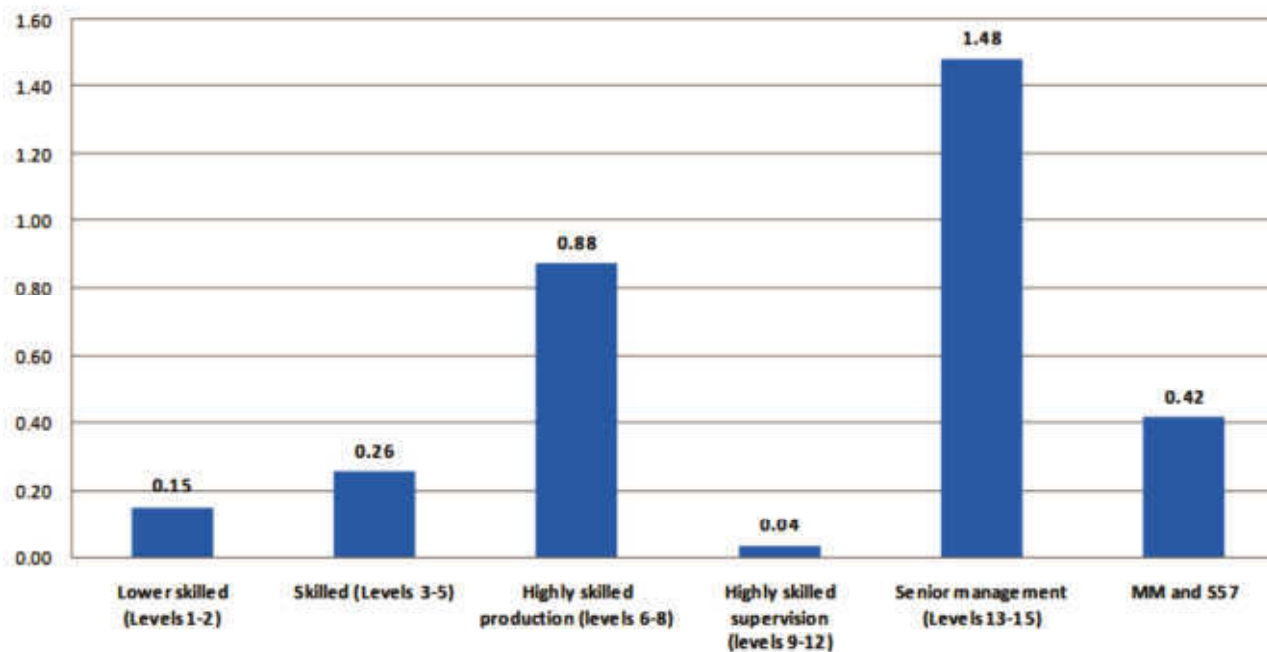
E MUNICIPALITY HAS HUMAN RESOURCE POLICIES AND PROCEDURES IN PLACE WHICH ENSURE FAIR, EFFICIENT, EFFECTIVE AND TRANSPARENT PERSONNEL ADMINISTRATION, SUCH POLICIES AND PROCEDURES ARE REVIEWED ANNUALLY TO ENSURE RELEVANCE TO THE LEGISLATION.

4.3 INJURIES, SICKNESS AND SUSPENSIONS

| Type of injury | Injury leave taken-days | Employees using injury leave | Proportion employees using sick leave | Average injury leave per employee | Total estimated cost |
|---------------------------------------|-------------------------|------------------------------|---------------------------------------|-----------------------------------|----------------------|
| Required basic medical attention only | 67 | 2 | 2.98% | 33 | |
| Temporary total disablement | | | | | |
| Permanent disablement | | | | | |
| Fatal | | | | | |
| TOTAL | 67 | 2 | 0.0298 | 33 | |

| Number of days and Cost of sick leave (excluding injuries on duty) | | | | | | | | |
|--|--------------------------------|-----------------------------------|-----------------|--|--------------------------------|----------------------------|---------------------------------------|----------------------|
| Designations | Sick leave days with Dr's note | Sick leave days without Dr's note | Total sick days | Proportion of sick leave without medical certification % | Employees using sick leave No. | Total employees in post No | Average sick leave per Employees Days | Estimated Cost R0.00 |
| Municipal Manager and Section 57 HOD's | | | | | | | | |
| Other senior officials and managers | 0 | 1 | 1 | | 1 | 1 | 1 | |
| Professionals | 11 | | 11 | | 1 | 2 | 5.5 | |
| Technicians and associate professionals | 42 | 1 | 43 | 2.38% | 4 | 5 | 8.6 | |
| Community service workers | 119 | 1 | 120 | 0.84% | 11 | 25 | 4.8 | |
| Clerical and Admin workers | 6 | | 6 | 0% | 2 | 7 | 0.8 | |
| Machine operators and drivers | 142 | 2 | 144 | 1.41% | 14 | 45 | 3.2 | |
| Elementary occupations | 225 | | 225 | 0% | 22 | 80 | 2.8125 | |
| TOTAL | 545 | 5 | 550 | 0.04% | 55 | 165 | 26 | |
| *Number of employees in post at the beginning of the year | | | | | | | | |
| * Average calculated by taking sick leave in column 2 divided by total employees in column 5 | | | | | | | | |

Average Number of Days Sick Leave (excl IOD)



Number and Period of Suspensions

| Position | Nature of Alleged Misconduct | Date of Suspension | Details of Disciplinary Action taken or Status of Case and Reason why not Finalized | Date Finalized |
|----------------------|--|--------------------|---|-------------------|
| General Assistant | Fraud | 24/05/2011 | Charged and he resigned | 06/06/2011 |
| Plant Superintendent | Gross insubordination, serious disrespect, failure to obey lawfull instructions. | 12/01/2012 | Charged and he was demoted. | 07/03/2012 |
| General Assistant | Rudeness, Abusive, Intimidatory and Aggressiveness | 23/03/2012 | Withdrawn | 16/07/2012 |
| Cashier | Theft and Fraud | 31/05/2012 | Charged and the matter is still to be finalized | Not yet Finalized |

| Position | Nature of Alleged Misconduct and Rand value of any loss to the municipality | Disciplinary action taken | Date Finalized |
|-------------------|---|---|-------------------|
| General Assistant | Fraud = R120 000 | Suspended and charged, he resigned | 06/06/2012 |
| Cashier | Theft and Fraud = R690 351.51 | Suspended and charged, matter still pending | Not yet finalized |

| Position | Nature of Alleged Misconduct and Rand value of any loss to themunicipality | Disciplinary action taken | Date Finalized |
|-------------------|--|---|-------------------|
| General Assistant | Fraud = R120 000 | Suspended and charged, he resigned | 06/06/2012 |
| Cashier | Theft and Fraud = R690 351.51 | Suspended and charged, matter still pending | Not yet finalized |

4.4 PERFORMANCE REWARDS

| Performance Rewards by Gender | | | | | |
|-------------------------------|--------|------------------------------------|-------------------------|----------------------------------|--|
| Designations | Gender | Total number of employees in group | Number of beneficiaries | Expenditure on rewards 2011/2012 | Proportion of beneficiaries within group |
| Lower skilled | M-F | n/a | n/a | n/a | n/a |
| Skilled | M-F | n/a | n/a | n/a | n/a |
| Highly Skilled production | M-F | n/a | n/a | n/a | n/a |
| Highly skilled supervision | M-F | n/a | n/a | n/a | n/a |
| Senior management | M-F | n/a | n/a | n/a | n/a |
| MM and S57 | M | 4 | 4 | | |

COMPONENT C: CAPACITATING THE MUNICIPAL WORKFORCE

INTRODUCTION TO WORKFORCE CAPACITY DEVELOPMENT

The municipality comprises of a very diverse workforce with various occupations, this poses challenges in the sourcing of accredited training service providers. Adverts are being placed in the media, website and notice board for accredited service providers to provide quotations.

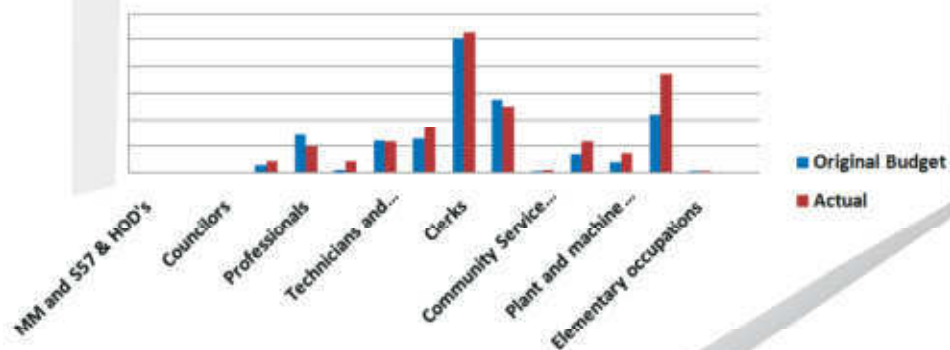
| SKILLS MATRIX | | | | | | | | | | | | | | |
|---|--------|---------------------------------------|--|---------------------|--------|---|---------------------|--------|-------------------------|---------------------|--------|---------------------|---------------------|--------|
| Management level | Gender | Employees in posts as at 30 June 2012 | Number of skilled employees required and actual as at 30 June 2012 | | | | | | | | | | | |
| | | | Leanerships | | | Skills programmes and other short courses | | | Other forms of training | | | Total | | |
| | | No. | Actual 30 June 2011 | Actual 30 June 2012 | Target | Actual 30 June 2011 | Actual 30 June 2012 | Target | Actual 30 June 2011 | Actual 30 June 2012 | Target | Actual 30 June 2011 | Actual 30 June 2012 | Target |
| Councillors/ legislators | Female | 15 | | | | 3 | 5 | 2 | | 8 | 8 | 3 | 13 | 10 |
| | Male | 20 | | | | 7 | 12 | 5 | | 15 | 15 | 7 | 27 | 20 |
| Municipal Manager and Section 57 HOD's | Female | 1 | | | | | 1 | 1 | | 1 | 1 | 0 | 2 | 2 |
| | Male | 5 | | | | | 3 | 3 | | 3 | 3 | 0 | 6 | 6 |
| Other senior officials and managers | Female | 6 | 3 | 2 | -1 | | 5 | 5 | 2 | 2 | 0 | 5 | 9 | 4 |
| | Male | 9 | | | | | 10 | 10 | | 2 | 2 | 0 | 12 | 12 |
| Professionals | Female | 6 | 1 | 1 | 0 | | 4 | 4 | | | | 1 | 5 | 4 |
| | Male | 12 | | | | | | | | 1 | 1 | 0 | 1 | 1 |
| Technicians and associate professionals | Female | 11 | 3 | 3 | 0 | | 7 | 7 | | | | 3 | 10 | 7 |
| | Male | 26 | 3 | 3 | 0 | | 7 | 7 | | | | 3 | 10 | 7 |
| Community service workers | Female | 7 | | | | 2 | 3 | 1 | | | | 2 | 3 | 1 |
| | Male | 45 | | | | 20 | 16 | -4 | | | | 20 | 16 | 4 |
| Clerical and Admin workers | Female | 43 | 12 | 12 | 0 | 18 | 31 | 13 | | 10 | 10 | 30 | 53 | 23 |
| | Male | 33 | 6 | 6 | 0 | | 5 | 5 | 1 | 11 | 10 | 7 | 22 | 15 |
| Machine operators and drivers | Female | 18 | 1 | 1 | 0 | 8 | 8 | 0 | | | | 9 | 9 | 0 |
| | Male | 96 | 5 | 8 | 3 | 21 | 21 | 0 | | 2 | 2 | 26 | 31 | 5 |
| Elementary occupations | Female | 53 | | | | 1 | | -1 | | | | 1 | 0 | 1 |
| | Male | 326 | | | | 4 | 5 | 1 | | | | 4 | 5 | 1 |

FINANCIAL COMPETENCY DEVELOPMENT : PROGRESS REPORT*

| Description | A. Total number of officials employed by municipality (Regulation 14(4)(a) and (c)) | B. Total number of officials employed by municipal entities (Regulation 14(4)(a) and (c)) | Consolidated : Total of A and B | Consolidated: Competency assessments completed for A and B (Regulation 14(4) (b) and (d)) | Consolidated: Total number of officials whose performance agreements comply with Regulation 16 (Regulation 14(4)(f)) | Consolidated: Total number of officials that meet prescribed competency levels (Regulation 14(4)(e)) |
|--|---|---|---------------------------------|---|--|--|
| Financial Officials | | | | | | |
| Accounting officer | 1 | | 1 | 1 | 1 | 1 |
| Chief financial officer | 1 | | 1 | 1 | 1 | 1 |
| Senior managers | 4 | | 4 | 2 | 4 | 2 |
| Any other financial officials | 2 | | 2 | 2 | | In process still |
| Supply chain management officials | | | | | | |
| Heads of supply chain management units | | | | | | |
| Supply chain management senior managers | | | | | | |

| Skills Development Expenditure | | | | | | | | | | |
|--|--------|---|---|----------|---|---------|-------------------------|--------|-----------------|----------|
| | | | | | | | | | | R'000 |
| Management level | Gender | Employees as at the beginning of the financial year | Original Budget and Actual Expenditure on skills development Year 1 | | | | | | | |
| | | | Learnerships | | Skills programmes & other short courses | | Other forms of training | | Total | |
| | | No. | Original Budget | Actual | Original Budget | Actual | Original Budget | Actual | Original Budget | Actual |
| MM and S57 & HOD's | Female | 1 | | | 0 | 0 | 0 | 0 | 0 | 0 |
| | Male | 4 | | | 10,000 | 0 | 0 | 0 | 0 | 0 |
| Councilors | Female | 15 | | | 11,429 | 20,356 | 0 | 0 | 0 | 0 |
| | Male | 20 | | | 27,000 | 44,780 | 0 | 0 | 27,000 | 44,780 |
| Professionals | Female | 11 | 133,550 | 68,416 | 3,990 | 28,945 | 3,333 | 247 | 140,873 | 97,608 |
| | Male | 17 | 0 | 0 | 9,243 | 41,293 | 0 | 0 | 9243 | 41,293 |
| Technicians and associate professionals | Female | 13 | 107,008 | 99,106 | 10,000 | 14,618 | 333 | 427 | 120,341 | 114,151 |
| | Male | 27 | 107,008 | 143,836 | 14,833 | 27,646 | 3333 | 766 | 125,174 | 172,248 |
| Clerks | Female | 45 | 451,073 | 455,764 | 52,778 | 66,801 | 0 | 572 | 503,851 | 523,137 |
| | Male | 27 | 262,943 | 240,598 | 15,000 | 10,423 | 0 | 260 | 277,943 | 251,281 |
| Community Service workers | Female | 8 | 0 | 0 | 7,416 | 9985 | 0 | 0 | 7416 | 9985 |
| | Male | 50 | 0 | 0 | 6,8758 | 114,520 | 0 | 0 | 68,758 | 114,520 |
| Plant and machine operators and assemblers | Female | 11 | 22,222 | 36,420 | 17,500 | 35,126 | 0 | 0 | 39,722 | 71,546 |
| | Male | 86 | 177,778 | 285,360 | 42,500 | 84,968 | 0 | 0 | 220,278 | 370,328 |
| Elementary occupations | Female | 43 | 0 | 0 | 0 | 0 | 2500 | 4506 | 2500 | 4506 |
| | Male | | | | | | | | | |
| Sub total | Female | 93 | 691,631 | 623,286 | 85,613 | 140,705 | 6666 | 1246 | 783,910 | 765,237 |
| | Male | 145 | 369,951 | 384,434 | 144,834 | 238,662 | 3333 | 1026 | 518,118 | 624,122 |
| Total | | 23 8 | 1061,582 | 1007,720 | 230,447 | 379,367 | 9999 | 2272 | 1302028 | 1389,359 |

Skills development Budget



Workforce Expenditure Trends (R' 000)

