WORKPLACE SKILLS PLAN AND TRAINING REPORT

submitted to the LGSETA in compliance with the Skills Development Act

Name of Municipality: DIHLABENG LOCAL MUNICIPALITY

Financial Year Covered by this Plan & Report:

Last Day of the previous Financial Year:

First Day of the Financial Year Covered by this Plan and Report:

101 July 2008

Last Day of the Financial Year Covered by this Plan and Report:

30-Jun-08

30 June 2007

30 June 2009

To qualify for a mandatory grant, employers must:

Be registered with SARS and be contributing Skills Development Levy
Submit their WSP/ATR on, or by 30 June each year, in terms of Skills Development Regulations
Ensure tha the WSP contributes to the relevant SETA SSP
Verify that the ATR reflects the implementation of the previous year's WSP
Submit the WSP/ATR on the approved template



4/6 Skeen Boulevard, Bedffordview 2007 P O Box 1964, Bedfordview 2008 Telephone (011) 456 8579, Facsimile (011) 450 4948 Email info@lgseta.co.za Website www.lgseta.co.za

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Signatories

Signatories to this Workplace Skills Plan for the period: 39629

Active Levy Number	L										
Additional Levy Numbers											
1. Levy number	L										
2. Levy number	L										
3. Levy number	L										
4. Levy number	L										
5. Levy number	L										

We, the undersigned, submit this information in fulfilment of this entity's legal obligations in terms of the skills development legislation and regulations. We declare that, to the best of our knowledge, the information contained in this Workplace Skills Plan is accurate and up to date.

	For the Training Committee, the Skills Development Facilitator
Name:	
Current Job Title:	
Signature:	
Date:	
	For Organised Employers
Name:	
Current Job Title:	
Signature:	
Date:	
	For Organised Labour
Union:	
Name:	
Union office held:	
Signature:	
Date:	
Union:	
Name:	
Union office held:	
Signature:	
Date:	
Date WSP	Municipal Manager
presented	
to Council	
Name:	
Signature:	
Date:	
	·

Signatories to this Annual Training Report for the period: 39629

Active Levy Number	L 0										
Additional Levy Numbers											
1. Levy number	L 0										
2. Levy number	L 0										
3. Levy number	L 0										
4. Levy number	L 0										
5. Levy number	L 0										

We, the undersigned, submit this information in fulfilment of this entity's legal obligations in terms of the skills development legislation and regulations. We declare that, to the best of our knowledge, the information contained in this Annual Training Report is accurate and up to date.

Kilowieuge	t, the information contained in this Annual Training Report is accurate and up to date.
	For the Training Committee, the Skills Development Facilitator
Name:	
Current Job Title:	
Signature:	
Date:	
	For Organized Familiares
	For Organised Employers
Name:	
Current Job Title:	
Signature:	
Date:	
	For Organised Labour
Union:	r or organised Educati
Name:	
Union office held:	
Signature:	
Date:	
Union:	
Name:	
Union office held:	
Signature:	
Date:	
	Maniata at Managara
NI.	Municipal Manager
Name:	
Signature:	
Date:	

DIHLABENG LOCAL MUNICIPALITY

Executive Summary - Workplace Skills Plan

39629

1. Total anticipated payroll for the year

R 0.00

2. Total anticipated training spend for the year

R1, 500, 000,00

3. Total anticipated levy payment for the year

R1, 000,000,00

4. Total Number of Employees in the Municipality

			PWD											
Employment category	African		Coloured		Indian		White		Total		Total	М	_	Total
	М	F	М	F	М	F	М	F	M	F	Total	IVI	-	Total
SOC 100 Legislators	17	14	0	0	0	0	6	0	23	14	37	0	0	0
SOC 100 Directors and Corporate Managers	12	2	0	1	0	0	4	1	16	4	20	0	0	0
SOC 200 Professionals	1	3	0	0	0	0	2	0	3	3	6	0	0	0
SOC 300 Technicians and Trade Workers	8	4	1	0	0	0	3	5	12	9	21	0	0	0
SOC 400 Community and Personal Service Workers	5	1	0	0	0	0	5	0	10	1	11	0	0	0
SOC 500 Clerical and Administrative Workers	5	22	1	1	0	0	6	7	12	30	42	0	0	0
SOC 700 Machine Operators and Drivers	28	0	0	0	0	0	3	0	31	0	31	0	0	0
SOC 800 Labourers	76	20	0	0	0	0	6	0	82	20	102	0	0	0
Apprentices	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTALS	152	66	2	2	0	0	35	13	189	81	270	0	0	0

5. Total Number of Employees to Receive Training

			PWD											
Employment category	African	1	Colo	Coloured		Indian		White		al	Total	м	_	Total
	M	F	М	F	М	F	M	F	М	F	TOTAL	IVI	-	Total
SOC 100 Legislators	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SOC 100 Directors and Corporate Managers	4	0	0	1	0	0	2	2	6	3	9	0	0	0
SOC 200 Professionals	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SOC 300 Technicians and Trade Workers	7	3	0	0	0	0	7	4	14	7	21	0	0	0
SOC 400 Community and Personal Service Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SOC 500 Clerical and Administrative Workers	12	29	0	1	0	0	1	10	13	40	53	0	0	0
SOC 700 Machine Operators and Drivers	12	0	0	0	0	0	1	0	13	0	13	0	0	0
SOC 800 Labourers	118	36	0	0	0	0	3	0	121	36	157	0	0	0
Apprentices	0	0	0	0	0	0	0	0	0	0	0	0	1	1
TOTALS	153	68	0	2	0	0	14	16	167	86	253	0	1	1

6. Percentage of Total Employees to Receive Training

Employment category	Total
SOC 100 Legislators	0%
SOC 100 Directors and Corporate Managers	45%
SOC 200 Professionals	0%
SOC 300 Technicians and Trade Workers	100%
SOC 400 Community and Personal Service Workers	0%
SOC 500 Clerical and Administrative Workers	126%
SOC 700 Machine Operators and Drivers	42%
SOC 800 Labourers	154%
Apprentices	#DIV/0!
TOTALS	#DIV/0!

7. IDP/Municipal Training Objectives

IDP objectives	Operational context Municipal Objectives	Enabling context Training & Skills Dev Objectives	Transformation context Employment Equity Objectives	Primary skills needs addressed in terms of the Sector Skills Plan
Providing and Facilitating Sustainable Infrastructure	Upgrade and extend the existing water		None	Specialist technical
	Improve sanitation services to all communities in	The staff is trained and capacitated into the	None	Specialist technical
	Facilitate the electrification of all houses within	Offer in service training to electrical	None	Specialist technical
	0	0	0	0
	0	0	0	0
Local Economic Development	Enhancing Economic Development and Job	Develop computer skills for the local young	None	Computer Literacy
·	Broaden the economic base of Dihlabeng	Municipality to spearhead training training	None	Computer Literacy
	To improve out manufacturing sector by	0	0	0
	0	0	0	0
	0	0	0	0
Institutional development	Improve the institutional capacity of Dihlabeng	Train all staff and management on Batho	None	Administration
	Investing in the development of the people	All staff to be trained according to skills	None	None of the above
	To develop all governance plicies that effect the	Staff to attend all policy workshops.	None	Policy development
	To ensure the availabilty of adequate equipment to	0	None	0
	n	0	0	0
Financial viability	To increasingly improve the payment levels to	Train financial staff on the latest financial	None	None of the above
	n		0	In
	0	0	0	In
	0	0	0	10
	0	0	0	10
	Provide prompt emergency services and to ensure	Train safety officials in levels of safety as	None	None of the above
0	Provide prompt emergency services and to ensure	o Salety Officials III levels of Salety as	none	Notice of the above
0	0	0	0	0
	0	0	0	0
	0	0	0	0
	0	0	0	0
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12 0	0	0	0	0
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13 0	0	0	0	0
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14 0	0	0	0	0
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15 0	0	0	0	0
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16 0	0	0	0	0
	0	0	0	0
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17 0	0	0	0	0
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18 0	0	0	0	0
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DIHLABENG LOCAL MUNICIPALITY

Executive Summary - Annual Training Report 39629

1. Total actual payroll for the year R 0.00
1(a) Difference between anticipated and actual payroll R 0.00

Total actual training spend for the year
 R 0.00
2(a) Difference between anticipated and actual training spend
 R 0.00

Total actual levy payment for the year R1, 000,000,00
3(a) Difference between anticipated and actual levy payment #VALUE!

4. Total Number of Employees in the Municipality

	Race												PWD			
Employment category	African		Colo	ured	Indian		White		Total		Tatal		_	T		
	М	F	М	F	М	F	М	F	M	F	Total	IVI	r	Total		
SOC 100 Legislators	17	14	0	0	0	0	6	0	23	14	37	0	0	0		
SOC 100 Directors and Corporate Managers	6	2	0	0	0	0	1	0	7	2	9	0	0	0		
SOC 200 Professionals	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
SOC 300 Technicians and Trade Workers	8	7	0	0	0	0	0	0	8	7	15	0	0	0		
SOC 400 Community and Personal Service Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
SOC 500 Clerical and Administrative Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
SOC 700 Machine Operators and Drivers	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
SOC 800 Labourers	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Apprentices	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
TOTALS	31	23	0	0	0	0	7	0	38	23	61	0	0	0		

5. Total Number of Employees who Received Training

	Race												PWD		
Employment category	Africar	1	Cold	Coloured		Indian		White		tal	Total	N/	-	T	
	M	F	М	F	M	F	M	F	M	F	TOTAL	IVI		Total	
SOC 100 Legislators	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
SOC 100 Directors and Corporate Managers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
SOC 200 Professionals	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
SOC 300 Technicians and Trade Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
SOC 400 Community and Personal Service Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
SOC 500 Clerical and Administrative Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
SOC 700 Machine Operators and Drivers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
SOC 800 Labourers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Apprentices	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
TOTALS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

6. Percentage of Total Employees who Received Training

Employment category	Total
SOC 100 Legislators	0%
SOC 100 Directors and Corporate Managers	0%
SOC 200 Professionals	#DIV/0!
SOC 300 Technicians and Trade Workers	0%
SOC 400 Community and Personal Service Workers	#DIV/0!
SOC 500 Clerical and Administrative Workers	#DIV/0!
SOC 700 Machine Operators and Drivers	#DIV/0!
SOC 800 Labourers	#DIV/0!
Apprentices	#DIV/0!
TOTALS	#DIV/0!

7. LGSETA Scarce Skills

Strategic Priority Area:	Project Name:	Mode of delivery:	Planned No. of Beneficiaries	Actual No. of Beneficiaries	Difference
Infrastructure and service delivery	Infrastructure asset maintenance	0	0	0	0
	Infrastructure asset maintenance	0	0	0	0
	Infrastructure asset maintenance	0	0	0	0
	Labour intensive construction (EPWP)	0	0	0	0
	Labour intensive construction (EPWP)	Skills Programme	1	0	-1
	Labour intensive construction (EPWP)	0	0	0	0
	Electricity reticulation	0	0	0	0
	Electricity reticulation	0	0	0	0
	Electricity reticulation	0	0	0	0
	Water services	0	0	0	0
	Water services	0	0	0	0
	Water services	RPL	1	0	-1
	Roads	RPL	40	0	-40
	Roads	Skills Programme	1	0	-1
	Roads	Apprenticeship	1	0	-1
Financial Viability	Property Valuation	0	0	0	
· · · · · · · · · · · · · · · · · · ·	Property Valuation	0	0	0	
	Property Valuation	0	0	0	
	Audit and Procurement	0	0	0	
	Audit and Procurement	Learnership	4	0	
	Audit and Procurement	0	0	0	
	Municipal Finance	0	0	0	
	Municipal Finance	Skills Programme	1	0	
	Municipal Finance	Skills Programme	3	0	
Community Based Participation and Planning	Ward Committees	0	0	0	
Community based i articipation and i lamining	Ward Committees	0	0	0	
	Ward Committees	Skills Programme	1	0	
	Planning	n	1	0	
	Planning	Skills Programme	2	0	
	Planning	0	0	0	
	IDPs	Learnership	1	0	
	IDPs	0	0	0	
	IDPs	0	0	0	
	LED	Skills Programme	1	0	
	LED	Skills Programme	1	0	
	LED	Skills Programme	1	0	
Management and Landoughin	Training Committees	Skills Programme	12	0	
Management and Leadership	Training Committees Training Committees	Skills Programme	12	0	
		5			
	Training Committees	0	0	0	
	Councillors	~		0	
	Councillors	0	0		
	Councillors	0	Ů	0	
	Municipal Leadership Development	0	0	0	
	Municipal Leadership Development	0	0	0	
ADET	Municipal Leadership Development	0	0	0	0
ABET		Structured Learning	417	0	-417

PLANNING	(1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	
Section 1: Details	of Municipality for: 39629	
	Section 1.1: Name and Type	
1.1.1 Name of Munici Enter the name of you		
DIHLABENG LOCAL I	MUNICIPALITY	
1.1.2 Provincial locat Select the provincial lo	cation of your Municipality	Free State
1.1.3 Demarcation co Enter the demarcation	code of your Municipality	FS192
1.1.4 Municipality typ Select a type of Munic		В
	ion 1.2: Standard Industrial Classificat	
	s relevant to your Municipality (select at least of If the category is relevant to your Municipality down menu.	
91201	down mena.	
91202		
91203		
91204 50493		
	tional SIC codes which are covered by your M	unicipality, but which may
	not be listed above	
91309		
	Section 1.3: Contact details of the C	FO
First name:	Martin Mandlenkosi	
Surname:	Mahlalela	
Tel:	(058)303 5732	
Fax:	(058)303 5513	
e-Mail:	cfosecr@dihlabeng.co.za	
Postal Address:	P.O. Box 551 Bethlehem.	9700

		Section 1	1.4: Globa	al figures			
1.4.1 Total anticipated no of employees on: 01 July 2008	82	25	amount (o	anticipate n which lev s based) fo	vy		
Of the total anticipate	ed number	of employe	ees, how m	any will be	:		
1.4.3 Persons with disabilities	7	1.4.4 Casu workers	ıal		1.4.5 Cont workers	ract	4
1.4.6 Part-time Councillors	35	1.4.7 Full-t (salaried) Councillor		2	1.4.8 Total Councillor		37
1.4.9 Number of skill	s developn	nent facilita	ators, inclu	ding prima	ry SDF		
Section 1.5:	Propose	d expend	iture on t	raining -	Municipa	al Employ	/ees
Proposed exp			39629				
Note the SALG municipalities to b							
	ırce		Amour	nt to be ent		mment/No	
Mandatory grant funds	<u> </u>		30	GIIL			
Discretionary grant fur	nds						
Municipal Training over payments	er and above	e levy					
Donor funds							
SALGA or Trade Union	ns						
Government department etc)	ent funds (M	IIG, EPWP					
Bursaries and/or Educ Programmes	ational Ass	istance					
Loan funding to the Mobuilding)	unicipality (1	for capacity					
Other (specify)	Municipal E	Budget					
TOTAL to be spent			R1, 5	500, 000,00			
TOTAL anticipated L	evy Payme	ent	R1,	000,000,00			
Section 1.6	: Propose	ed expend	diture on	training -	- unemplo	oyed peo	ple
Sou	ırce			nt to be ent	Co	mment/No	tes
Municipal funds							
Donor funds							
Other (specify)							
TOTAL to be spent				R 0.00			

REPORTING -	Annual l	Report (Only	39629			
		Section '	1.4: Globa	al figures			
1.4.1 Total actual no of employees on: 30 June 2008	82	25	amount (o	actual pay n which legs s based) fo	vy		
Of the total number of	of employe	es, how ma	ny are:				
1.4.3 Persons with disabilities	7	1.4.4 Casu workers	ıal		1.4.5 Cont workers		4
1.4.6 Part-time Councillors	35	1.4.7 Full-t (salaried)	time	2	1.4.8 Total Councillor		37
1.4.9 Number of skill	s developm	nent facilita	ators, inclu	ding prima	ry SDF		
Section 1.4 Proposed exp Note the SALC municipalities to b	enditure or	n training (excluding s 39629 solution (1	subsistenc 0-14 March	e & travel) :	for the per	iod: ages
	urce	Spend on		t Spent		mment/No	
Mandatory grant funds	3						
Discretionary grant fur	nds						
Municipal Training over payments	er and above	e levy					
Donor funds							
SALGA or Trade Unio			_				
Government department	· ·						
Bursaries and/or Educ Programmes Loan funding to the M							
building)	uriicipaiity (i	ог сараску					
Other (specify)			_		_		
TOTAL spent				R 0.00			
TOTAL actual Levy F	ayment			R 0.00			
Section 1	.6: Actual	expendi		_	unemploy	ed peop	le
Sou	urce			ount ent	Co	mment/No	tes
Municipal funds							
Donor funds							
Other (specify)							
TOTAL spent				R 0.00			

Section 2: Primary Skills Development Facilitator Note that every Municipality is required to nominate a Skills Development Facilitator from amongst its full-time employees. Even if a consultant performs many of the SDF functions, there must be someone in the Municipality who is accountable for skills development activities and with whom the LGSETA can liaise. 2.1 Date appointed as SDF 2.2 ID Number 2.4 Surname 2.3 First names 2.5 Telephone number Code Number Code 2.6 Fax number Number 2.7 E-mail address 2.8 Postal address 2.9 Physical address Postal code Postal code Some of the fields below have drop down menus. Please check and choose the relevant item. 2.11 Gender 2.10 Race 2.12 Primary SDF is disabled 2.13 Appointment procedure 2.14 Current job title 2.15 SDF works with: Specify if Other 2.16 Highest Qualification SDF short course SDF qualification Conducting skills audits Education, Training and Development Practitioner (ETDP) 2.17 Training Programmes Other (please list): completed that assist in performance of SDF role 2.18 Number of SDF Forums that the SDF has attended in the previous year? 2.19 What support do you require from the LGSETA? 2.20 Does your Municipality have an HRD and Training Policy, and if so, when was it approved by the Council?

REPORTING 39629

Update only if the primary SDF details change during the year

Section 2: Primar								
Note that every Mur								
full-time employees. in the Municipality w			•	_				
in the Manicipality w	no is acco	untable for	liai	•	ictivities ai	ia with win	om the Loc	DETA Call
2.1 Date appointed as	s SDF				2.2 ID Num	nber		
2.3 First names				2.4 Surnar	ne			
2.5 Telephone numbe	er	Code			Number			
2.6 Fax number		Code			Number			
2.7 E-mail address								
2.8 Postal address				2.9 Physic	cal address	3		
Postal code				Postal cod	de			
Some of the fields be	low have	drop down	menus. Ple	ease check	and choos	se the relev	ant item.	
2.10 Race				2.11 Gend	er			
2.12 Primary SDF is d	disabled			2.13 Appo	intment pro	ocedure		
2.14 Current job title								
2.15 SDF works with:				Specify if	Other			
2.16 Highest Qualifica	ation							
		SDF short	course					
		SDF qualif	ication					
		Conducting	g skills audit	ts				
		Education,	Training an	nd Developn	ment Practiti	ioner (ETDF	P)	
2.17 Training Program		Other (plea	ase list):					
performance of SDF								

DIHLABENG LOCAL MUNICIPALITY

PL ANNING

PLAINING						
Section 3: Description of	Municipa	lity consi	ultative p	rocess fo	or: 39629)
3.1 Type of consultative struct	ıre					
Indicate the type of consultative s	tructures in	volved in c				
Skills Development Committee			Trade Unio			
Training Committee		Yes	Staff Comr			
Local labour forum		Yes	No consult	ation		
Other (specify)						
3.2 Members of consultative st						
Indicate the members of the cons Name	suitative stru		ition		Danuarantina	
Name		Pos	ition		Representing]
3.3 Members who sit on other						
Indicate the number of people wh		skills deve	lopment cor	nsultative st	ructure AS WELL AS	on the loca
labour forum and the EE committ	ee		T		9 90	_
The local labour forum 3.4 Process of developing the	Dian and D	onort	The Emplo	yment Equ	ity committee	
Indicate the type of process (requ						
Informal meetings	inea imonii	I	Formal me	etings		Yes
Workshops			i omiai mo	curigo		103
		l				
3.5 How often did consultative	Other		Other (spe	сіту)	3 months	
meetings take place?						
3.6 Form of communication wit					d the Plan and Repor	t If the
category is relevant to your enter	prise choos	e YES from				
Through supervisors		Yes	Mass meet			
Pay slips			Smaller me			
Word of mouth			Notice boa			
Newsletter			No commu			
Email			Other (spe	сіту)		
3.7 Registered trade unions		0/ mamba	ers of total			
Trade union name		,	force		Representative's nan	ne
SAMWU		70	ii Oi Ce	T. Mofokei	na	
IMATU		22		L. Cierenb		
				L. OIOIOIID	0.9	

REPORTING - Quarter		rt	39629				
Section 3: Record of Con- First Quarter	sultation Process Second Quarte	This	rd Quarter	Fourth Quart		Annual Re	
3.1 Total Number of Meetings	of Consultative Forum Meet	tings Hold	d Quarter	Fourth Quart	er	Annuai Re	port
Number of Meetings	Number of Meetings	Number of Me	etings	Number of Meetings		Total Meetings	
3.2 New Members Appointed t	to the Consultative Forum in	nc. ora they represent	oungo	rtanibor or modaligo		ALL new members a	appointed
						_	
3.3 Comments on the Function	ning of the Consultative For	rum (ea how is it function	ning. If problem	s. what?)		Summary of probler	ns
on the rundto	g o. a.o consultative i oi	um (og nom is it idilotio	g problem	10, 11141.)		Camma y or problem	
1							
İ							
	1	1		1			

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Section 4: Employment profile

Section 4.2: Number of new recruits employed during the year ending Do not enter 0 into the fields below - only use a field if the number is 1 or greater.

39263

							Race											Age	catego	ories							PWD	
Employment category		Afri	African		ured	ed Indian		WI	White		Total		- :	- 20		-30	31	-40	41-	-50	+	51	То	tal	Total		_	Total
		M	F	М	F	M	F	M	F	M	F		M	F	М	F	М	F	M	F	M	F	М	F		IVI	Г	
SOC 100 Legislators										0	0	0			2	1			3	1	3		8	2	10			0
SOC 100 Directors and Corporate Managers		7	3							7	3	10											0	0	0			0
SOC 200 Professionals										0	0	0											0	0	0			0
SOC 300 Technicians and Trade Workers		3	4							3	4	7					3	3		1			3	4	7			0
SOC 400 Community and Personal Service Workers										0	0	0											0	0	0			0
SOC 500 Clerical and Administrative Workers		1	4							1	4	5				3	1	1					1	4	5			0
SOC 700 Machine Operators and Drivers		6								6	0	6			2		4						6	0	6			0
SOC 800 Labourers		15	6							15	6	21			11	1	2	3	2	2			15	6	21			0
Apprentices		1	1							1	1	2			1	1							1	1	2			0
TO ¹	TALS	33	18	0	0	0	0	0	0	33	18	51	0	0	16	6	10	7	5	4	3	0	34	17	51	0	0	0

DIHLABENG LOCAL MUNICIPALITY

PLANNING

Section 4: Employment profile
Section 4.3: New labour market entrants employed during the year ending
(ie. of the new recruits reflected in Section 4.2) Do not enter 0 into the fields below - only use a field if thrumber is 1 or greater

						Race												Age ca	tegories							PWD	
Employment category	Af	rican	Cold	oured	Ind	dian	W	hite	To	otal	Total	-	20	2	21-30	3	1-40	41-	-50	+	51	To	otal	Total	M	-	Total
	M	F	M	F	М	F	M	F	M	F		M	F	M	F	M	F	М	F	M	F	M	F		IVI	Г	
SOC 100 Legislators									0	0	0											0	0	0			0
SOC 100 Directors and Corporate Managers	7	3							7	3	10			2	1			3	1	3		8	2	10			0
SOC 200 Professionals									0	0	0											0	0	0			0
SOC 300 Technicians and Trade Workers	3	4							3	4	7					3	3		1			3	4	7			0
SOC 400 Community and Personal Service Workers									0	0	0											0	0	0			0
SOC 500 Clerical and Administrative Workers	1	4							1	4	5				3	1	1					1	4	5			0
SOC 700 Machine Operators and Drivers	6								6	0	6			2		4						6	0	6			0
SOC 800 Labourers	15	6							15	6	21			11	1	2	3	2	2			15	6	21			0
Apprentices	1	1							1	1	2			1	1							1	1	2			0
TOTAL	S 33	18	0	0	0	0	0	0	33	18	51	0	0	16	6	10	7	5	4	3	0	34	17	51	0	0	0

Summary New LME Data
% of new recruits who are also new labour market entrants 100.00%

Section 4: Employment profile

Section 4.4: Number of interns given structured work experience during the year ending 39263

Note: Interns are NOT part of the New Recruits category, nor are they included in the total number of employees in the enterprise.

Do not enter 0 into the fields below - only use a field if the number is 1 or greater.

LGSETA Scarce Skills Areas highlighted

LGSETA Scarce Skills Areas highlighted in RED

	Work area		Afri	ican	Colo	ured	Inc	lian	Wh	nite	To	tal	Total	P۱	VD	Total
	work area		M	F	М	F	М	F	М	F	М	F	1	М	F	
	Core Admin										0	0	0			0
C	Core Finance		1	2							1	2	3			0
Corporate Services	Legal										0	0	0			0
Services	IT										0	0	0			0
	Procurement										0	0	0			0
HR and Training											0	0	0			0
	Property Valuation										0	0	0			0
Financial	Rates										0	0	0			0
Services	Billing										0	0	0			0
	Client Services										0	0	0			0
	Parks										0	0	0			0
Community	Community Facilities										0	0	0			0
Services	Libraries										0	0	0			0
Services	Recreation Centres										0	0	0			0
	Primary Health Care Facilities										0	0	0			0
	Cemeteries										0	0	0			0
Environmental	Environmental Health										0	0	0			0
Management	Pollution Control										0	0	0			0
11	By-laws										0	0	0			0
Legal	Licensing										0	0	0			0
Emergency	Fire & rescue										0	0	0			0
Services	Disaster Planning and Management										0	0	0			0
Community	Public Safety										0	0	0			0
Safety	Traffic Management										0	0	0			0
Public Transport											0	0	0			0
Municipal	LED/IDP/Urban Planning										0	0	0			0
Planning	Land use management										0	0	0			0
Housing	<u> </u>										0	0	0			0
	Roads and Stormwater										0	0	0			0
Technical	Solid Waste and Landfill			1							0	0	0			0
Services	Water supply and waste water			1							0	0	0			0
	Electricity										0	0	0			0
Other (specify be																
											0	0	0			0
	•	TOTALS	1	2	0	0	0	0	0	0	1	2	3	0	0	0

Summary Intern Data

Interns as a % of total employees	1.11%
Total interns in LGSETA Scarce Skill priority areas	3
Interns in LGSETA Scarce Skill priority areas as a % of total interns	100.00%

Section 4: Employment profile

39263

Section 4.5: Number of 18.2 learners given structured work experience during the year ending Note: 18.2 Learners are UNEMPLOYED people who are working at the Municipality as part of a LEARNERSHIP Do not enter 0 into the fields below - only use a field if the number is 1 or greater.

	Work area	Afr	ican	Colo	ured	Inc	lian	Wh	nite	To	tal	Total	P۷	VD	Tota
	work area	M	F	M	F	M	F	М	F	M	F		М	F	
	Core Admin									0	0	0			0
Corporate	Core Finance									0	0	0			0
Services	Legal									0	0	0			0
Services	IT									0	0	0			0
	Procurement									0	0	0			0
HR and Training										0	0	0			0
	Property Valuation									0	0	0			0
Financial	Rates									0	0	0			0
Services	Billing									0	0	0			0
	Client Services									0	0	0			0
	Parks									0	0	0			0
C:t	Community Facilities									0	0	0			0
Community	Libraries									0	0	0			0
Services	Recreation Centres									0	0	0			0
	Primary Health Care Facilities									0	0	0			0
	Cemeteries									0	0	0			0
Environmental	Environmental Health									0	0	0			0
Management	Pollution Control									0	0	0			0
	By-laws									0	0	0			0
Legal	Licensing									0	0	0			0
Emergency	Fire & rescue									0	0	0			0
Services	Disaster Planning and Management									0	0	0			0
Community	Public Safety									0	0	0			0
Safety	Traffic Management									0	0	0			0
Public Transport										0	0	0			0
Municipal	LED/IDP/Urban Planning									0	0	0			0
Planning	Land use management									0	0	0			0
Housing				l						0	0	0			0
	Roads and Stormwater		<u> </u>	†						0	0	0			0
Technical	Solid Waste and Landfill			l						0	0	0			0
Services	Water supply and waste water		<u> </u>	†						0	0	0			0
	Electricity									0	0	0			0
Other (specify be															
(-1)										0	0	0			0
	TOTAL	S 0	0	0_	0_	0_	0_	0 -	0 _	0_	0_	0	0 -	0 _	0

Summary 18.2 Learner Data

18.2 learners as a % of total employees	0.00%
Total 18.2 learners in LGSETA Scarce Skill priority areas	0
Interns in LGSETA Scarce Skill priority areas as a % of total interns	#DIV/0!

DIHLABENG LOCAL MUNICIPALITY
PLANNING
Section 4: Employment profile

Section 4.1: Total number of employees in the enterprise as at: 39630

Do not enter 0 int	to the fields below - only use a field if the number is 1 or of	greater.				Race										Δαι	categories							PWD	
Code	Employment category	Afr	ican	Coloured	In	dian	Wh	ite	To	otal _		20	21	-30	31	-40	41-50		51	To	otal				
	Zimpioyinom satisgory	M		M F	M		М		M		M	F	M		M		M F		F	M	F	Total	М	F	Total
SOC 100 Legisla	ators																								
	Executive Mayor								0)														0
	Mayor	1							1		1						1			1					0
	Local Government Legislators (Councillors)	16	14				6		22					1	5	4	9	6 8	3 3	3 22					0
	Traditional Leaders & Heads of Villages								0	0 ()									C	0	0			0
	Other (specify below)) 0	0			—
	Ward Committee Members SUB-TOTALS	17	14		0 (•	0 23					1	5		10	6 8	3 3				-	0	0
COC 400 Disease	ors and Corporate Managers	17	14	0 (0 (0 0	6	0) 23	14 37	7 0	0	0	1	5	4	10	6 8	5 3	5 23	3 14	3/	0	0	
11131	City/Municipal Manager	1			1	_	1		1	0 1	1	_	1				- 1	_	_	1	1 0	1			-
11133	General Managers	3			1		1		4		-				1		-	1 3		4		5			0
1211	Corporate Services Managers	1					1		2								1	1	í	2					0
1212	Finance Managers	2	1				1		3					1	1		2			3	3 1	4			0
1213	Human Resource Managers	1							1	0 1	1						1			1	0	1			0
1214	Policy and Planning Managers	1							1	0 1	1				1					1	0	1			0
1221	Engineering Managers								0	0 ()									(0	0			0
1222	Construction Managers	1							1		1		1							1	0	1			0
1231	ICT Managers							1	0										1						0
1251	Health, Welfare and Education Service Managers								0											C					0
12922	Commissioned Fire Officer	L .			1				0)														0
12923	Commissioned Police Officer (Metro/Traffic Police)	1			1	1	1		1				-				1	-	<u> </u>	1					0
12991 12992	Laboratory Managers Environment, Parks and Land Care Managers		-		+	-	-		1			-	+	-			1	+	1	1					0
12992	Sports Administrator or Manager		1				1		0					1			- 1			1		_			0
12994	Arts Administrator or Managers		 						0			1						+	-						0
1491	Sport and Recreation Managers								0												_	•			0
1492	Customer Services Managers								0			1													0
1102	Other (specify below)									—												_			_
	Security Manager	1							1	0 1	1						1			1	0	1			0
	SUB-TOTALS	12	2 2	0 .	1 (0 0	4	1	16	4 20	0 0	0	1	2	3	0	8	1 4	1 1	16	6 4	20	0	0	0
SOC 200 Profess	sionals																								
	Core Admin		2				1		1	2 3	3				1	2				1	1 2	3			0
Corporate	Core Finance								0											C					0
Services	Legal								0											C					0
00.1.000	IT								0											C		0			0
UD (T''	Procurement				_				0																0
HR and Training					_				0													_			0
Financial	Property Valuation Rates								0												_	0			0
Services	Billing		 						0			1						+	-		_				0
Sei vices	Client Services								0																0
	Parks				+				0																0
	Community Facilities								0											Č					0
Community	Libraries								0													0			0
Services	Recreation Centres								0	0 0)										0 0	0			0
	Primary Health Care Facilities								0	0 ()										0 0	0			0
	Cemeteries								0	0 0	Ò										0	0			0
Environmental	Environmental Health								0											(0
Management	Pollution Control								0											C		0			0
Legal	By-laws				1				0											C	,				0
	Licensing			-	1	-	—		0				-					-	_				\vdash		0
Emergency	Fire & rescue	.			1	-			0				-			-		-	1						0
Services Community	Disaster Planning and Management		1		+	1	-		0			1	-	_		-		1	1	- 0		0	\vdash		0
Safety	Public Safety Traffic Management	-	1		+	1	1		0			1	1				 	+	-						0
Public Transpor	rt and wanagement		1		+	1			0			1	 				 	1	1			_			0
Municipal	LED/IDP/Urban Planning	- 1	1		+		- 1		2			1			2				1	2		_			0
Planning	Land use management	- '			+		-		0				-					+	1	- 2					0
Housing	cano doo management		1		1	† 			0			1	1					+	 						0
aomig	Roads and Stormwater				1				0											Č		_			0
Technical	Solid Waste and Landfill				1				0				t					1	t —	Č					0
Services	Water supply and waste water		1		1				Ö			1		1						Č					0
	Electricity								0											C					0
	SUB-TOTALS	1	3	0 (0 (0 0	2	0	3	3 6	0	0	0	1	3	2	0	0 0) () 3	3 3	6	0	0	0

Section 4: Employment profile
Section 4: Total number of employees in the enterprise as at:
Do not enter 0 into the fields below - only use a field if the number is 1 or greater.

39630

	the fields below - only use a field if the number is 1 or	greater.					Race										Δαε	catego	ries							PWD	
Code	Employment category	Afr	ican	Colo	oured	Inc	lian	Wh	nite	Total	Ι	- 2	20	21	-30	31-	-40	41	-50	+	51	To	otal	I			
		М		М		М	F	М	F	M F	Total	М	F	м	F	М	F	М	F	М		М	F	Total	М	F	Total
SOC 300 Technic	cians and Trade Workers																										
	Core Admin			1					1	1 1	1 2					1					1	1	1 1	2			
Corporate	Core Finance								1	0 1	1 1								1			0		1			_
Services	Legal									0 0												0					
Oct vices	IT									0 0												0					- (
	Procurement									0 0												0					
HR and Training										0 0												0		_			
Financial	Property Valuation		1						1	0 2									1		1	0		0			
Financial	Rates Billing									0 0	0			-			- 4				-	0		0			
Services	Client Services		1							0 1	1 1				1		- 1					0		1			
	Parks									0 0	1 0											0		0			
	Community Facilities									0 0	0 0											0					
Community	Libraries									0 0												0		_			
Services	Recreation Centres									0 0	0 0											0	0 0	0			
	Primary Health Care Facilities									0 0	0											0		0			
	Cemeteries									0 0	0 0											0	0 0	0			-
Environmental	Environmental Health									0 0												0					
Management	Pollution Control									0 0												0					
Legal	By-laws									0 0												0					
	Licensing									0 0		لللا										0		•			
Emergency	Fire & rescue		1						1	0 1				1						1		1					
Services	Disaster Planning and Management									0 0	_											0					_
Community	Public Safety									0 0									1			0					
Safety Public Transport	Traffic Management								1	0 1									1			0					
Municipal	LED/IDP/Urban Planning	-								1 0						- 1						1					
Planning	Land use management							- 1		1 0										- 1		1					
Housing	Land use management									0 0																	
riouomg	Roads and Stormwater	1								1 0	_					1						1	_	_			
Technical	Solid Waste and Landfill									0 0						•											
Services	Water supply and waste water									0 0												Ö		_			
	Electricity	6	1					2		8 1	9				1	3		3		2		8	3 1	9			(
	SUB-TOTALS	8	4	1	0	0	0	3	5	12 9	21	0	0	0	2	6	1	3	3	4	2	13	8	21	0	(0 (
SOC 400 Commu	inity and Personal Service Workers																										
	Core Admin									0 0												0		0			
Corporate	Core Finance									0 0												0					- (
Services	Legal									0 0												0					
	IT									0 0												0					
UD 1 T''	Procurement									0 0												0					
HR and Training	Down of Malacian									0 0												0		_			
Financial	Property Valuation Rates									0 0												0		_			
Services	Billing									0 0												0		0			
Sei vices	Client Services									0 0												0		_			
	Parks									0 0	_											0	_	_			
	Community Facilities		t							0 0				1								0					
Community	Libraries		t							0 0				1								0		0			
Services	Recreation Centres									0 0				1								0	0 0				
	Primary Health Care Facilities									0 0												0		0			-
	Cemeteries									0 0	0											0					
Environmental	Environmental Health									0 0	0											0					
Management	Pollution Control									0 0	_											0		_			
Legal	By-laws		1							0 0				1								0					
-	Licensing		-							0 0		\vdash		╀—							1	0		_			-
Emergency	Fire & rescue	3	!					3		6 0				1		1		5			1	6					
Services Community	Disaster Planning and Management	-	-	-			-	—		0 0	_			-	-			-	-		—	0			-		
	Public Safety Troffic Management	2	4				-	2		0 0				+	1	3			-	-	1	4		_			-
Safety Public Transport	Traffic Management	2	1	-			_	2		0 0	_			+	1	3		-	_	- '	1	0					
Municipal	LED/IDP/Urban Planning		1							0 0	_			1								0		_			
Planning	Land use management		 				-			0 0				+	-			-	-		1	0					
Housing	Land doc management									0 0				+								0		_			
aaiiig	Roads and Stormwater									0 0				+								0					
Technical	Solid Waste and Landfill	-	 				-			0 0				+	-				-			0		_	-		
Services	Water supply and waste water		t							0 0				1							1	0		_			
	Electricity		1							0 0				1								0		_			
	SUB-TOTALS	5	1	0	0	0	0	5	0	10 1	11		0	0 0	1	4	0	5	0	1	0	10		11			0
	JOB TOTALO			_				_						_		_	_				_				_		-

Section 4: Employment profile
Section 4: Total number of employees in the enterprise as at:
Do not enter 0 into the fields below - only use a field if the number is 1 or greater.

39630

Do not enter 0 int	to the fields below - only use a field if the number is 1 or	r greater.					Race								۸								PWD	
Code	Employment category	Δfr	ican	Cold	oured	Inc	dian	White		Total		- 20	<u> </u>	21-30 3	Ag 1-40	e catego	ries -50	+	51	Total	1			
Code	Employment category	M			F	M		M F	М		Total	M	F	M F M				M		M F	Total	М	F	Total
SOC 500 Clerica	al and Administrative Workers																							
	Core Admin	2		5						_	9 11			3 2	2 2	2	3		1	2				0
Corporate	Core Finance									_	0 0										0 0			0
Services	Legal										0 0										0 0		\rightarrow	. 0
	IT Procurement										0 0										0 0		\rightarrow	0
HR and Training		_								_	0 0					-				_	0 0	-	\dashv	- 0
riik and Training	Property Valuation			3	1					_	4 4			1	1		1		1		4 4		\neg	0
Financial	Rates		2	2							2 2			1	1		-				2 2		-	0
Services	Billing									0	0 0									0	0 0			0
	Client Services		7	7							8 8			4		ı					8 8			0
	Parks										0 0										0 0			0
	Community Facilities										0 0										0 0		\longrightarrow	0
Community	Libraries	1		1							7 9			2	2 5	5	1		1		7 9		\rightarrow	. 0
Services	Recreation Centres Primary Health Care Facilities										0 0										0 0		\rightarrow	0
	Cemeteries	-									0 0					<u> </u>					0 0		\rightarrow	0
Environmental	Environmental Health			-							0 0									_	0 0	-	-	0
Management	Pollution Control			1	t		t				0 0				1	1					0 0		\dashv	0
	By-laws			1							0 0				1	1					0 0		\neg	0
Legal	Licensing									0	0 0									0	0 0			0
Emergency	Fire & rescue	2						6			0 8			(6			2			0 8			0
Services	Disaster Planning and Management									_	0 0										0 0			0
Community	Public Safety										0 0										0 0		\rightarrow	0
Safety	Traffic Management			_							0 0										0 0		\rightarrow	0
Public Transpor Municipal	LED/IDP/Urban Planning			-							0 0										0 0		\rightarrow	- 0
Planning	Land use management										0 0										0 0		-	0
Housing	Land use management										0 0										0 0		-	0
	Roads and Stormwater										0 0										0 0		-	0
Technical	Solid Waste and Landfill									0	0 0									0	0 0			0
Services	Water supply and waste water									0	0 0										0 0			0
	Electricity									•	0 0									•	0 0			0
000 300 11	SUB-TOTALS	S 5	22	2 1	1	0	0	6	7 1	12 3	30 42	0	0	0 9 10	13	0	5	2	3	12 3	0 42	0	0	0
SOC 700 Wachin	ne Operators and Drivers									0	0 0					_				0	0 0		_	_
	Core Admin Core Finance	-									0 0					<u> </u>					0 0		\rightarrow	0
Corporate	Legal										0 0										0 0		-	0
Services	IT										0 0										0 0		-	0
	Procurement										0 0									0	0 0			0
HR and Training										0	0 0									0	0 0			0
	Property Valuation										0 0										0 0			0
Financial	Rates										0 0										0 0		\longrightarrow	0
Services	Billing Client Services										0 0										0 0		\rightarrow	0
		16		-						_	0 16			1 :	-	8		-			0 16		\rightarrow	- 0
	Parks Community Facilities	16	+	+	 	-	 				0 16				1	8	-				0 16		\dashv	0
Community	Libraries			1	t		t				0 0				1	1				0			\dashv	0
Services	Recreation Centres									0	0 0									0	0 0			0
	Primary Health Care Facilities									0	0 0										0 0			0
	Cemeteries									-	0 0										0 0			0
Environmental	Environmental Health										0 0										0 0			0
Management	Pollution Control		-	-	-		-				0 0			-	-	1					0 0		\rightarrow	0
Legal	By-laws		 	1-	 	-	-				0 0				+	1	-				0 0	-+	\rightarrow	0
Emergency	Licensing Fire & rescue		 	1-	 	-	1				0 0				+	1					0 0	-+	\dashv	0
Services	Disaster Planning and Management		 	+	 		 				0 0				+	1					0 0	-+	\dashv	0
Community	Public Safety			1	t -		t				0 0				1	1				_	0 0	- 1	\neg	0
Safety	Traffic Management			1							0 0				1					0	0 0		\neg	0
Public Transpor										0	0 0									0	0 0			0
Municipal	LED/IDP/Urban Planning										0 0										0 0			0
Planning	Land use management									_	0 0									_	0 0			0
Housing											0 0										0 0			0
Taskaisal	Roads and Stormwater		<u> </u>	1	!		!			_	0 0				1	1					0 0		\rightarrow	0
Technical Services	Solid Waste and Landfill			+	+		+	-	_	-	0 0			-	+	1	-			_	0 0		\dashv	0
Sei Vices	Water supply and waste water Electricity	12	-	+	1	-	1	3			0 0			1 3		3		8			0 0	-+	\dashv	0
	SUB-TOTALS			0 0	0	0	0	-			0 31		0			-					0 31	0	0	0
	OOD-TOTAL				- 0			, i			- 01	,					·	.0	U	Ū.	-	,	_	

PLANNING
Section 4: Employment profile
Section 4.1: Total number of employees in the enterprise as at:

								Race												catego	ries							PWD	
Code	Employment catego	ry	Afri		Colo			dian		hite	То		Total	- 20	0	21-		31		41			51	То		Total	М	F	Tota
			M	F	M	F	M	F	M	F	M	F	TOtal	M	F	M	F	M	F	M	F	M	F	M	F	Iotai	IVI		101
OC 800 Labour	ers																												
	Core Admin		9	9							9	9	18			1		2		5	2	1	7	9	9	18			
	Core Finance										0	0	0											0	0	0			
orporate	Legal										0	0	0											0	0	0			
ervices	IT										0	0	0											0	0	0			
	Procurement										0	0	0											0	0	0			
IR and Training	•										0	0	0											0	0	0			
	Property Valuation										0	0	0											0	0	0			
inancial	Rates										0	0	0											0	0	0			
iervices	Billing										0	0	0											0	0	0			
	Client Services										0	0	0											0	0	0			
	Parks										0	0	0											0	0	0			
	Community Facilities										0	0	0											0	0	0			
ommunity	Libraries										0	0	0											0	0	0			
ervices	Recreation Centres										0	0	0											0	0	0			
	Primary Health Care Facilities										0	0	0											0	0	0			
	Cemeteries										0	0	0											0	0	0			
invironmental	Environmental Health										0	0	0											0	0	0			
lanagement	Pollution Control										0	0	0											0	0	0			
.egal	By-laws										0		0											0	0	0			
	Licensing										0	_												0	0	0	\longrightarrow		
mergency	Fire & rescue										0													0	0	0			
ervices	Disaster Planning and Management										0	0	·											0	0	0			_
ommunity	Public Safety										0	0	0											0	0	0	\longrightarrow	\rightarrow	_
afety	Traffic Management										0		•											0	0	0	\rightarrow	-	_
ublic Transpor											0	_												0	0	0	\rightarrow	\rightarrow	_
lunicipal	LED/IDP/Urban Planning										0	0		_										0	0	0	\rightarrow	\longrightarrow	_
lanning	Land use management										0	0	0											0	0	0	\rightarrow	\rightarrow	_
lousing	D - 1 - 10 - 10										•	·	0											0	0	0	\rightarrow	\rightarrow	_
	Roads and Stormwater										0			_										0	U	U	\rightarrow	\longrightarrow	_
echnical	Solid Waste and Landfill							-			0	0												0	0	0	\rightarrow	\rightarrow	_
ervices	Water supply and waste water		67	11					6		73					15	3	19	3	24	2	15			11	84		\rightarrow	_
	Electricity	SUB-TOTALS	76	20	•	•			- 0		82			0	0	16		21		29		16			20		_	- 0	_
pprentices		SUB-TUTALS	76	20	U	U		ין ע		ı u	02	20	102	U	U	16	3	21	3	29	4	16	10	02	20	102		- 0	_
pprentices	Roads and Stormwater					_		_			0	0	0	_	_	_	_							0	0		-	_	_
echnical	Solid Waste and Landfill							1		-	0	0	•									-	-	0	0	0	-	\dashv	—
ervices	Water supply and waste water							1		-	0	0	0	_			-					-	-	0	0	0	\rightarrow	\dashv	_
ei vices	Electricity							1	-	 	0	0	0									-	+	0	0	0	\rightarrow	\rightarrow	_
	Lieuticity	SUB-TOTALS	0	0	0	0) 0			0	0	0	0	0	0	0	0	0	0	0	-		0	0	0	- 0	- 0	
		TOTALS	152	66	Ū	Ū	_	-	35	13	_	81	·	·	U	U	U	60		U	19			190	80	_			_

Summary Employment Data

Outlinary Employment Data	
Total number of black (African, Coloured, Indian) employees	222
Black employees as a % of total employees	82.22%
Total number of women employees	81
Women employees as a % of total employees	30.00%
Total employees with Disabilities	(
Employees with disabilities as a % of total employees	0.00%
Total employees over 51	64
Over 51 employees as a % of total employees	23.70%
Total employees between 31& 50	168
Employees between 31 & 50 as a % of total employees	62.22%
Total employees under 30	38
Employees under 30 as a % of total employees	14.07%

REPORTING - Annual Report only
Section 4: Employment profile
Section 4.1: Total number of employees in the enterprise as at:
Do not enter 0 into the fields below - only use a field if the number is 1 or greater. 39994

							Race											catego							P	WD
Code	Employment category		ican		ured		lian	Wh		Total	Total		20		-30	31-4		41-			51	To		otal	4	F Tota
		M	F	M	F	М	F	М	F	M F		M	F	M	F	M	F	M	F	M	F	М	F '			
SOC 100 Legisla																										
	Executive Mayor	.								0	0 (-									0	0	1	-	
	Mayor	1								1	0	1				1				_		1	U		_	
	Local Government Legislators (Councillors)	16	14					6			14 3		-		1	5	4	9	6	8	3	22		36	-	
	Traditional Leaders & Heads of Villages									0	0 (U									-	0	0	0	_	
	Other (specify below)																									
	Ward Committee Members			_	_	_	_	_	_	0	0 (_			_		_		_	_	0	0	0	-	_
	SUB-TOTALS	17	14	0	0	0	0	6	0	23	14 3	7 0	0	0	1	6	4	9	6	8	3	23	14	37	0	0
	ors and Corporate Managers											er e														
11131	City/Municipal Manager	1								1	0							1				1	0	1		
11133	General Managers	2								2	0 :	2				1		1				2	0	2		
1211	Corporate Services Managers	1								1	0	1						1				1	0	1		
1212	Finance Managers	2	1					1		3	1 4				1			3				3	1	4		
1213	Human Resource Managers									0	0 (0		0		
1214	Policy and Planning Managers									0		D										0	ŭ	0		
1221	Engineering Managers									0		0										0	0	0		
1222	Construction Managers									0		0	1	1								0	-	0	_	
1231	ICT Managers									0	0 (1								0		0		
1251	Health, Welfare and Education Service Managers									0		0		1								0		0		
12922	Commissioned Fire Officer									0		D		1								0	_	0		
12923	Commissioned Police Officer (Metro/Traffic Police)									0	0 (S)		1								0	0	0		
12991	Laboratory Managers									0	0 (1								0	0	0		
12992	Environment, Parks and Land Care Managers									0	0 (0	0	0		
12993	Sports Administrator or Manager									0	0 (0		0		
12994	Arts Administrator or Managers									0		D										0	0	0		
1491	Sport and Recreation Managers									0		D										0	0	0		
1492	Customer Services Managers									0	0 (0										0	0	0		
	Other (specify below)																									
	LED/IDP/Urban Planning Managers		1							0	1	1									1	0	1	1		
	SUB-TOTALS	6	2	0	0	0	0	1	0	7	2 !	9 0	0	0	1	1	0	6	0	0	1	7	2	9	0	0
SOC 200 Profess																										
	Core Admin									0	0 (0	-	0		
Corporate	Core Finance									0		D										0	_	0		
Services	Legal									0		D										0	0	0		
OCI VICES	IT									0		0										0		0		
	Procurement									0		0										0		0		
HR and Training										0		0										0		0		
	Property Valuation									0	0 (0	_	0		
Financial	Rates									0	0 (0	0	0		
Services	Billing									0		D										0	0	0		
	Client Services									0	0 (0		0		
	Parks									0		D										0		0		
	Community Facilities									0		D										0		0		
Community	Libraries									0		D										0	0	0		
Services	Recreation Centres									0		D										0	0	0		
	Primary Health Care Facilities									0		D										0		0		
	Cemeteries									0	0 (0		0		
Environmental	Environmental Health									0		D		1								0		0		
Management	Pollution Control									0		D										0	0	0		
Legal	By-laws									0	0 (1								0	0	0		
_	Licensing			L			\sqcup			0	0 (0		0		
Emergency	Fire & rescue									0		D		1								0	0	0		
Services	Disaster Planning and Management			L			\sqcup			0		D										0		0		
Community	Public Safety									0	0 (1								0	0	0		
Safety	Traffic Management			L			\sqcup			0		D										0		0		
Public Transport										0		D										0		0		
Municipal	LED/IDP/Urban Planning								_	0		0										0		0		
Planning	Land use management						لنا			0		0										0		0		
Housing										0		0										0	,	0		
	Roads and Stormwater									0		0		1								0	-	0		
Technical	Solid Waste and Landfill									0	0 (1								0		0		
Services	Water supply and waste water									0		D										0		0		
	Electricity			<u> </u>						0		0										0		0		
	SUB-TOTALS	0		0	0	0	0	0	0	0	0 (0 0) (0 0	. 0	0	0	0	0	0	0	0	0	0	0	0

REPORTING - Annual Report only
Section 4: Employment profile
Section 4.1: Total number of employees in the enterprise as at:

	the fields below - only use a field if the number is 1 or	Ĭ					Race										Age	catego	ries							PWD	
Code	Employment category	Afri	ican	Colo	ured	Ind		Wh	ite	Total	1	-:	20	21-	30	31-		41-		+	51	Т	otal				_
Code	Employment category	M	F	M		М	F	M	F	M F	Total	м		M.	F	M	F	M	F	M		м.	F	Total	M	F	Tota
SOC 300 Technic	cians and Trade Workers																										
	Core Admin									0 (0 0												0 0	0			
C	Core Finance									0 (0 0												0 0	0			
Corporate	Legal									0 (0 0												0 0	0			
Services	IT									0 (0 0												0 0	0			
	Procurement									0 (0												0 0	0			
HR and Training	•									0 (0												0 0	0			
	Property Valuation									0 (0												0 0	0			
Financial	Rates	1								1 (1							1					1 0	1			
Services	Billing		1							0 .	1 1						1							1			
	Client Services									0 (0												0 0	0			
	Parks									0 (0												0 0	0			
	Community Facilities									0 (0												0 0	0			
Community	Libraries									0 (0												0 0	0			
Services	Recreation Centres									0 (
	Primary Health Care Facilities									0 (
	Cemeteries									0 (
Environmental	Environmental Health										0												0 0				
Management	Pollution Control										0			\sqcup							1			_			
Legal	By-laws									0 (_													_			
	Licensing									0 (_																
Emergency	Fire & rescue									0 ((
Services	Disaster Planning and Management									0 (_												_	_			
Community	Public Safety									0 ((
Safety	Traffic Management	5	5							5 5				2	2	3	3					,					
Public Transport										0 (
Municipal	LED/IDP/Urban Planning	2								2 (2							2 0				
Planning	Land use management									0 ((
Housing											0																
	Roads and Stormwater									0 (_											•	_				
Technical	Solid Waste and Landfill									0 (- (
Services	Water supply and waste water									0 (1									0	\longrightarrow		
	Electricity SUB-TOTALS	8	7				_		_	0 .	1 1) 2								- 1			_		
COC 400 Commu		8		0	0	0	0	0	0	8	15	0	0	2	3	5	4	1	0	0	0	1	3 7	15	0	0	
SOC 400 Commi	unity and Personal Service Workers																								_		
	Core Admin									0 (0 0		-												\longrightarrow		
Corporate	Core Finance										0 0										-						
Services	Legal										0 0		-												\longrightarrow		
	Procurement										0 0										 				\rightarrow		
HR and Training	1 localement										0 0				_						-				-		
rik and Training	Property Valuation	-								0 0				-	_						_			•	-		
Financial	Rates							-		0 0			-		-						-				\longrightarrow		
Services	Billing									0 (\rightarrow		
Sei vices	Client Services									0 0															-		
	Parks									0 (_		 	\vdash							1				\rightarrow		
	Community Facilities									0 0			 	+							 				\rightarrow		
Community	Libraries		-	 						0 0			 												-+		
Services	Recreation Centres										0 0																
00.11000	Primary Health Care Facilities										0 0														-		
	Cemeteries										0 0														-		
Environmental	Environmental Health									0 0														_	\rightarrow		
Management	Pollution Control									0 0			1								1				\rightarrow		
	By-laws									0 0															\rightarrow		
Legal	Licensing									o o															-		
Emergency	Fire & rescue									0 (_												0 0		\rightarrow		
Services	Disaster Planning and Management									o o															-		
Community	Public Safety										0 0														\rightarrow		
Safety	Traffic Management										0 0														-		
Public Transport											0 0														\rightarrow		
Municipal	LED/IDP/Urban Planning									0 (0 0		\neg		
Planning	Land use management										0 0														-		
Housing										0 (0 0		\rightarrow		
	Roads and Stormwater									0 (0 0		\neg		
Technical	Solid Waste and Landfill									0 (0 0		-		
Services	Water supply and waste water										0 0												0 0	0	-		
		_	1					_				_	-	-							+			_ = =	-		

REPORTING - Annual Report only

Section 4: Employment profile

Section 4.1: Total number of employees in the enterprise as at:

Do not enter 0 into the fields below - only use a field if the number is 1 or greater.

39994

SUB-TOTALS 0 0 0 0

Race Employment category F Total Core Admin Core Finance Corporate Legal Services Procurement HR and Training Property Valuation Financial Rates Billing Client Services Services Parks Community Facilities Libraries
Recreation Centres
Primary Health Care Facilities
Cemeteries Community Environmental Environmental Health
Pollution Control Management Legal Licensing Fire & rescue
Disaster Planning and Management Community Public Safety
Traffic Management Safety Public Transpor Municipal LED/IDP/Urban Planning Land use management Planning Housing Roads and Stormwater Solid Waste and Landfill Water supply and waste water Technical Services SUB-TOTALS 0 0 0 0 0 0 0 0 0 0 0 Core Admin Core Finance Legal Procurement HR and Training Property Valuation Rates 0 0 0 Financial Services Client Services Parks Community Facilities Libraries
Recreation Centres
Primary Health Care Facilities Community Services Cemeteries Environmental Environmental Health

Management Pollution Control By-laws Legal Emergency Fire & rescue
Disaster Planning and Management Services Public Safety LED/IDP/Urban Planning Municipal Land use management Housing Roads and Stormwater Solid Waste and Landfill Water supply and waste water Electricity Technical Services

0 0 0 0

REPORTING - Annual Report only
Section 4: Employment profile
Section 4.1: Total number of employees in the enterprise as at:

39994

Code SOC 800 Labourer	Employment category							Race																				PWD	
	,,,,,,,,,,,,,,,,,,,,,,		Afric	can	Colo	ured	Indi	ian	W	hite	To	tal		- 2	20	21-	-30	31-	40	categori 41-5		+	51	To	tal				
SOC 800 Labourer			М	F	M	F	M	F	М	F	М	F	Total	М	F	М	F	М	F	M	F	М	F	М	F	Total	М	F	Total
	ers																												
	Core Admin										0	0	0											0	0	0		_	0
	Core Finance										0	0	0											0	0	0			0
Corporate	Legal										0	0	0											0	0	0			0
Services	IT										0	0	0											0	0	0			0
	Procurement										0	0	0											0	0	0			0
HR and Training											0	0	0											0	0	0			0
	Property Valuation										0	0	0											0	0	0			0
Financial	Rates										0	0	0											0	0	0			0
Services	Billing										0	0	0											0	0	0			0
	Client Services										0	0	0											0	0	0			0
	Parks										0	0	0											0	0	0			0
	Community Facilities										0	0	0											0	0	0			0
	Libraries										0	0	0											0	0	0			0
	Recreation Centres										0	0	0											0	0	0			0
	Primary Health Care Facilities										0	0	0											0	0	0			0
	Cemeteries										0	•	0											0	0	0			0
	Environmental Health										0	·	0											0	0	0			0
	Pollution Control										0	•	0											0	0	0			0
Legal	By-laws										0	•	0											0	0	0			0
	Licensing										0	·	0											0	0	0	\rightarrow		0
	Fire & rescue										0		0											0	0	0			0
	Disaster Planning and Management										0	U	0											0	0	U	\rightarrow		0
	Public Safety										0		0											0	0	0	\longrightarrow		0
Safety	Traffic Management										0	•	0											0	0	0	\longrightarrow		0
Public Transport Municipal											U	0	0											0	0	U	\longrightarrow		0
	LED/IDP/Urban Planning										0	•	0											0	0	0	-		0
Planning Housing	Land use management										0	_	0											0	0	0	\rightarrow		0
	Roads and Stormwater										0	0	0											0	0	0	\rightarrow		- 0
	Solid Waste and Landfill										0	0	0											0	0	0	-+		0
	Water supply and waste water										0	0	0											0	0	0	-+		0
	Electricity										0	0	0											0	0	0	-+		0
		SUB-TOTALS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Apprentices		OUD-TOTALS	U	U	U	- 0	U	U	U	0	. 0	U	U	U	U	U	U	U	U	U	U				U	U	-		- 0
	Roads and Stormwater										0	0	0											0	0	0	$\overline{}$	_	0
	Solid Waste and Landfill									†	0		0											0	n	0	-		0
	Water supply and waste water										0	0	0											0	0	0	_		0
	Electricity									t -	0	0	0											0	0	0			0
	1	SUB-TOTALS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		TOTALS	31	23	0	0	0	0	7	0	38	23	61	0	0	2	5	12	8	16	6	8	4	38	23	61	0	0	0

Summary Employment Data	
Total number of black (African, Coloured, Indian) employees	54
Black employees as a % of total employees	88.52%
Total number of women employees	23
Women employees as a % of total employees	37.70%
Total employees with Disabilities	(
Employees with disabilities as a % of total employees	0.00%
Total employees over 51	12
Over 51 employees as a % of total employees	19.67%
Total employees between 31& 50	42
Employees between 31 & 50 as a % of total employees	68.85%
Total employees under 30	7
Employees under 30 as a % of total employees	11.48%

Section 5: Employee qualification profile

													ication											
	Employment category		low QF 1	NC	QF 1	NC	QF 2	NG	F 3	NG)F 4	NG)F 5	NQ	F 6	NQ	F 7	NQ	F 8	Unkr	nown	То	tal	Tot
		М	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	М	F	M	F	
SOC 100 Legisla																								
	Executive Mayor																					0	0	0
	Mayor											1										1	0	1
	Local Government Legislators (Councillors)											22	14									22	14	36
	Traditional Leaders & Heads of Villages																					0	0	0
	Other (specify below)																							
	Ward Committee Members																					0	0	0
	SUB-TOTALS	0	0	0	0	0	0	0	0	0	0	23	14	0	0	0	0	0	0	0	0	23	14	37
SOC 100 Directo	ors and Corporate Managers																							
11131	City/Municipal Manager													1								1	0	1
11131 11133	General Managers									2		2	1									4	1	5
1211	Corporate Services Managers				1					_		_		2								2	0	2
1212	Finance Managers											2		2	1							4	1	5
1213	Human Resource Managers											-		1								1	0	1
1214	Policy and Planning Managers											1		·								1	0	1
1221	Engineering Managers			-	-		-	-				-										0	0	0
1222			_	-	-	_	-	-						1								1	0	1
1231	Construction Managers													-	1								1	
	ICT Managers																					0		1
1251	Health, Welfare and Education Service Managers																					0	0	0
12922	Commissioned Fire Officer																					0	0	0
12923	Commissioned Police Officer (Metro/Traffic Police)											1										1	0	1
12991	Laboratory Managers																					0	0	0
12992	Environment, Parks and Land Care Managers									1			1									1	1	2
12993	Sports Administrator or Manager																					0	0	0
12994	Arts Administrator or Managers																					0	0	0
1491	Sport and Recreation Managers																					0	0	0
1492	Customer Services Managers																					0	0	0
	Other (specify below)																							
Security Manager	r											1										1	0	1
	SUB-TOTALS	0	0	0	0	0	0	0	0	3	0	7	2	7	2	0	0	0	0	0	0	17	4	21
SOC 200 Profess	sionals																							
	Core Admin											1			1		1					1	2	3
_	Core Finance				1																	0	0	0
Corporate Services	Legal																					0	0	0
Services	IT																					0	0	0
	Procurement				1																	0	0	0
HR and Training				-	-		-	-														0	0	0
nk and training																								
	Property Valuation																					0	0	0
Financial	Rates																					0	0	0
Services	Billing																					0	0	0
	Client Services																					0	0	0
	Parks																					0	0	0
Community	Community Facilities																					0	0	0
Services	Libraries																					0	0	0
Jei vices	Recreation Centres																					0	0	0
	Primary Health Care Facilities																					0	0	0
	Cemeteries																					0	0	0
Environmental	Environmental Health																					0	0	0
Management	Pollution Control																					0	0	0
	By-laws		 	!	1	 	!	!	†		†	†	†	-								0	0	0
Legal	Licensing		 	!	1	 	!	!	†		†	†	†	-								0	0	0
mergency																						0	0	0
	Fire & rescue		+	1	1	+	1	1	+		+	+	+						\vdash			0	0	0
Porviose			1			1	-	 	-	-	-	-	-	ļ	-	-	-	-	\vdash		-	0	0	0
Services	Disaster Planning and Management											1	1		l .	1	1							
Services Community	Public Safety				-			-	 		 													
Services Community Safety	Public Safety Traffic Management																					0	0	0
Services Community Safety Public Transport	Public Safety Traffic Management t																					0	0	0
Services Community Safety Public Transport Municipal	Public Safety Traffic Management t LED/IDP/Urban Planning											2	1									0 0 2	0 0 1	0 0 3
Services Community Safety Public Transport Municipal Planning	Public Safety Traffic Management t											2	1									0 0 2 0	0 0 1	0 0 3 0
Services Community Safety Public Transport Municipal Planning	Public Safety Traffic Management t LED/IDP/Urban Planning											2	1									0 0 2	0 0 1	0 0 3
Services Community Safety Public Transport Municipal Planning Housing	Public Safety Traffic Management t LED/IDP/Urban Planning											2	1									0 0 2 0	0 0 1	0 0 3 0
Services Community Safety Public Transport Municipal Planning Housing Technical	Public Safety Traffic Management t t LED/IDP/Urban Planning Land use management											2	1									0 0 2 0	0 0 1 0	0 0 3 0

Section 5: Employee qualification profile
Section 5.1: Employee qualification profile as at
Do not enter 0 into the fields below - only use a field if thnumber is 1 or greater 39630

		Re	low	NC	F 1	NO	F 2	NO	F 3	nigne:	st leve	qualif	ication	s held NQ	E 6	NQ	F 7	NO	F 8	Unkr	nown	To	otal	
	Employment category	N	QF 1																					Tota
		М	F	M	F	M	F	М	F	М	F	M	F	M	F	M	F	М	F	М	F	M	F	
SOC 300 Technic	ians and Trade Workers																					-		
	Core Admin Core Finance		1					2	1	2	1	1	1	1	2							5	3	8
Corporate	Legal													_								0	0	0
Services	IT		1																			0	0	0
	Procurement																					0	0	0
HR and Training																						0	0	0
	Property Valuation										1		1									0	2	2
Financial	Rates																					0	0	0
Services	Billing										1											0	1	1
	Client Services			2		1					1											3	1	4
	Parks			3		2	-	2														5	1	6
Community	Community Facilities Libraries		-	3			_1_						1									0	1	1
Services	Recreation Centres												<u> </u>									0	0	0
	Primary Health Care Facilities																					0	0	0
	Cemeteries																					0	0	0
Environmental	Environmental Health																					0	0	0
Management	Pollution Control																					0	0	0
Legal	By-laws																					0	0	0
-	Licensing																					0	0	0
Emergency	Fire & rescue											1										1	0	1
Services	Disaster Planning and Management																					0	0	0
Community	Public Safety																					0	0	0
Safety	Traffic Management											1	1									1	1	2
Public Transport Municipal	LED/IDP/Urban Planning		-	3		2				1	2	1								2	1	9	3	12
Planning	Land use management		1	3		2		1		-		-										1	0	1
Housing	Land use management			1				2			2	1										4	2	6
Housing	Roads and Stormwater			-				3	1	1		-										4	1	5
																						0	0	0
Technical																								
Technical Services	Solid Waste and Landfill Water supply and waste water			2																		2	0	2
	Water supply and waste water Electricity			2		4	1	4		4												12	0	13
Services	Water supply and waste water Electricity SUB-TOTAL	.S 0	0	2	0	4 9	1 2	4	2	4 8	9	5	4	1	2	0	0	0	0	2	1			
Services	Water supply and waste water Electricity SUB-TOTAL nity and Personal Service Workers	.S 0	0		0				2		9	5	4	1	2	0	0	0	0	2	1	12 50	1 20	13 70
Services	Water supply and waste water Electricity SUB-TOTAL nity and Personal Service Workers Core Admin	.S 0	0		0				2		9	5	4	1	2	0	0	0	0	2	1	12 50	20	13 70
Services	Water supply and waste water Electricity SUB-TOTAL nity and Personal Service Workers Core Admin Core Finance	-S 0	0		0				2		9	5	4	1	2	0	0	0	0	2	1	12 50 0	1 20 0 0	13 70 0 0
Services	Water supply and waste water Electricity SUB-TOTAL ity and Personal Service Workers Core Admin Core Finance Legal	.S 0	0		0				2		9	5	4	1	2	0	0	0	0	2	1	12 50 0 0	1 20 0 0	13 70 0 0
SOC 400 Commu	Water supply and waste water Electricity SUB-TOTAL nitry and Personal Service Workers Core Admin Core Finance Legal IT	.S 0	0		0				2		9	5	4	1	2	0	0	0	0	2	1	12 50 0 0 0	1 20 0 0 0	13 70 0 0 0
SOC 400 Commu Corporate Services	Water supply and waste water Electricity SUB-TOTAL ity and Personal Service Workers Core Admin Core Finance Legal	_S 0	0		0				2		9	5	4	1	2	0	0	0	0	2	1	12 50 0 0 0 0	1 20 0 0 0 0	13 70 0 0 0 0
SOC 400 Commu	Water supply and waste water Electricity SUB-TOTAL ity and Personal Service Workers Core Admin Core Finance Legal IT Procurement	.S 0	0		0				2		9	5	4	1	2	0	0	0	0	2	1	12 50 0 0 0 0 0	1 20 0 0 0 0 0	13 70 0 0 0 0 0
Services SOC 400 Commu Corporate Services HR and Training	Water supply and waste water Electricity SUB-TOTAL nity and Personal Service Workers Core Admin Core Finance Legal IT Procurement Property Valuation	.S 0	0		0				2		9	5	4	1	2	0	0	0	0	2	1	12 50 0 0 0 0 0	0 0 0 0 0 0	13 70 0 0 0 0 0 0
SOC 400 Commu Corporate Services	Water supply and waste water Electricity SUB-TOTAL itly and Personal Service Workers Core Admin Core Finance Legal IT Procurement Property Valuation Rates	.5 0	0		0				2		9	5	4	1	2	0	0	0	0	2	1	12 50 0 0 0 0 0	1 20 0 0 0 0 0	13 70 0 0 0 0 0
SOC 400 Commu Corporate Services HR and Training Financial	Water supply and waste water Electricity SUB-TOTAL nity and Personal Service Workers Core Admin Core Finance Legal IT Procurement Property Valuation	.5 0	0		0				2		9	5	4	1	2	0	0	0	0	2	1	12 50 0 0 0 0 0 0	0 0 0 0 0 0 0	13 70 0 0 0 0 0 0 0
SOC 400 Commu Corporate Services HR and Training Financial	Water supply and waste water Electricity SUB-TOTAL Introduce Transport Sub-Total Core Admin Core Finance Legal IT Procurement Property Valuation Rates Billing	.5 0	0		0				2		9	5	4	1	2	0	0	0	0	2	1	12 50 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0	13 70 0 0 0 0 0 0 0 0
Soc 400 Commu Corporate Services HR and Training Financial Services	Water supply and waste water Electricity SUB-TOTAL Core Admin Core Finance Legal IT Property Valuation Rates Billing Client Services Parks Community Facilities	.5 0	0		0				2		9	5	4	1	2	0	0	0	0	2	1	12 50 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0	13 70 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
SOC 400 Commu Corporate Services HR and Training Financial Services Community	Water supply and waste water Electricity SUB-TOTAL Inty and Personal Service Workers Core Admin Core Finance Legal IT Procurement Property Valuation Rates Billing Client Services Community Facilities Libraries	-S 0	0		0				2		9	5	4	1	2	0	0	0	0	2	1	12 50 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	13 70 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
Soc 400 Commu Corporate Services HR and Training Financial Services	Water supply and waste water Electricity SUB-TOTAL Ity and Personal Service Workers Core Admin Core Finance Legal IT Property Valuation Rates Billing Client Services Parks Community Facilities Libraries Recreation Centres	-S 0	0		0				2		9	5	4	1	2	0	0	0	0	2	1	12 50 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	13 70 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
SOC 400 Commu Corporate Services HR and Training Financial Services Community	Water supply and waste water Electricity SUB-TOTAL Introduction Core Admin Core Finance Legal IT Procurement Property Valuation Rates Billing Client Services Community Facilities Libraries Recreation Centres Primary Health Care Facilities	.5 0	0		0				2		9	5	4	1	2	0	0	0	0	2	1	12 50 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	1 20 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	13 70 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
SOC 400 Commul Corporate Services HR and Training Financial Services	Water supply and waste water Electricity SUB-TOTAL Ity and Personal Service Workers Core Admin Core Finance Legal IT Procurement Property Valuation Rates Billing Cient Services Parks Community Facilities Libraries Recreation Centres Primary Health Care Facilities Cemeteries	.S 0	0		0				2		9	5	4	1	2	0	0	0	0	2	1	12 50 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	1 20 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	13 70 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
Soc 400 Community Corporate Services HR and Training Financial Services Community Services Environmental	Water supply and waste water Electricity SUB-TOTAL Introduction of the supply	SO	0		0				2		9	5	4	1	2	0	0	0	0	2	1	12 50 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	1 20 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	13 70 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
SOC 400 Commit Corporate Services HR and Training Financial Services Community Services Environmental Management	Water supply and waste water Electricity SUB-TOTAL Ity and Personal Service Workers Core Admin Core Finance Legal IT Procurement Property Valuation Rates Billing Client Services Parks Community Facilities Libraries Recreation Centres Primary Health Care Facilities Cometeries Environmental Health Pollution Control	SO	0						2		9	5	4	1	2	0	0	0		2	1	12 50 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	1 20 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	13 70 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
Soc 400 Community Corporate Services HR and Training Financial Services Community Services Environmental	Water supply and waste water Electricity SUB-TOTAL Intry and Personal Service Workers Core Admin Core Finance Legal IT Procurement Property Valuation Rates Billing Client Services Parks Community Facilities Libraries Recreation Centres Primary Health Care Facilities Cemeteries Environmental Health Pollution Control By-laws	.5 0							2		9	5	4	1	2	0	0	0	0	2	1	12 50 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	13 70 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
SOC 400 Commu Corporate Services HR and Training Financial Services Community Services Environmental Management Legal	Water supply and waste water Electricity SUB-TOTAL Ity and Personal Service Workers Core Admin Core Finance Legal IT Procurement Property Valuation Rates Billing Client Services Parks Community Facilities Libraries Recreation Centres Primary Health Care Facilities Cometeries Environmental Health Pollution Control By-laws Licensing	.5 0									9	5	4	1	2	0	0	0			1	12 50 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
Services Soc 400 Commu Corporate Services HR and Training Financial Services Community Services Environmental Management Legal Emergency	Water supply and waste water Electricity SUB-TOTAL Intry and Personal Service Workers Core Admin Core Finance Legal IT Procurement Property Valuation Rates Billing Client Services Parks Community Facilities Libraries Recreation Centres Primary Health Care Facilities Cemeteries Environmental Health Pollution Control By-laws Licensing Fire & rescue	0									9	5	4	1	2	0	0	0	0	14	1	12 50 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	13 70 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
SOC 400 Commu Corporate Services HR and Training Financial Services Community Services Environmental Management Legal	Water supply and waste water Electricity SUB-TOTAL Ity and Personal Service Workers Core Admin Core Finance Legal IT Procurement Property Valuation Rates Billing Client Services Parks Community Facilities Libraries Recreation Centres Primary Health Care Facilities Cometeries Environmental Health Pollution Control By-laws Licensing	0	0						2		9	5	4	1	2	0	0	0	0		1	12 50 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
Soc 400 Commit Corporate Services HR and Training Financial Services Community Services Environmental Management Legal Emergency Services Community Services Community	Water supply and waste water Electricity SUB-TOTAL It yand Personal Service Workers Core Admin Core Finance Legal IT Procurement Property Valuation Rates Billing Client Services Parks Community Facilities Ubtraries Recreation Centres Perimary Health Care Facilities Cemeteries Environmental Health Poliution Control By-laws Licensing Fire & rescue	S 0	0						2		9	5	4	1	2		0	0	0		1	12 50 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	13 70 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
Services Soc 400 Commu Corporate Services HR and Training Financial Services Community Services Environmental Management Legal Emergency Services Community Safety Safety Public Transport	Water supply and waste water Electricity SUB-TOTAL Intly and Personal Service Worker: Core Admin Core Finance Legal IT Procurement Property Valuation Rates Billing Client Services Parks Community Facilities Libraries Recreation Centres Primary Health Care Facilities Cemeteries Environmental Health Pollution Control By-laws Licensing Fire & rescue Disaster Planning and Management Public Safety Traffic Management		0		0				2	8		5	4	1	2		0	0	0		1	12 50 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	1 20 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	13 70 0 0 0 0 0 0 0 0 0 0 0 0 0
Soc 100 Commit Corporate Services HR and Training Financial Services Community Services Environmental Management Legal Emergency Services Community Services Personal Services Community Services Personal Services Community Services Community Services Community Services Community Services Community Municipal	Water supply and waste water Electricity SUB-TOTAL for and Personal Service Workers Core Admin Core Finance Legal IT Procurement Property Valuation Rates Billing Client Services Billing Client Services Parks Community Facilities Libraries Recreation Centres Primary Health Care Facilities Cemeteries Environmental Health Pollution Control By-laws Licensing Fire & rescue Disaster Planning and Management Public Safety Traffic Management LED/IDP/Urban Planning								2	8		5	4	1	2		0	0	0		1	12 50 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	13 70 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
Services Soc 400 Commu Corporate Services HR and Training Financial Services Community Services Environmental Management Legal Emergency Services Community Safety Safety Public Transport Municipal Planning	Water supply and waste water Electricity SUB-TOTAL Intly and Personal Service Worker: Core Admin Core Finance Legal IT Procurement Property Valuation Rates Billing Client Services Parks Community Facilities Libraries Recreation Centres Primary Health Care Facilities Cemeteries Environmental Health Pollution Control By-laws Licensing Fire & rescue Disaster Planning and Management Public Safety Traffic Management								2	8		5	4	1	2		0	0			1	12 50 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	1 20 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	13 70 0 0 0 0 0 0 0 0 0 0 0 0 0
Soc 100 Commit Corporate Services HR and Training Financial Services Community Services Environmental Management Legal Emergency Services Community Services Personal Services Community Services Personal Services Community Services Community Services Community Services Community Services Community Municipal	Water supply and waste water Electricity SUB-TOTAL Inty and Personal Service Workers Core Admin Core Finance Legal IT Procurement Property Valuation Rates Billing Client Services Parks Community Facilities Libraries Recreation Centres Primary Health Care Facilities Cemeteries Environmental Health Pollution Control By-laws Licensing Fire & rescue Dussater Planning and Management Public Safety Traffic Management LED/IDP/Urban Planning Land use management								2	8		5	4	1	2		0	0		14	1	12 50 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	1 20 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	13 70 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
Services Soc 400 Commu Corporate Services HR and Training Financial Services Community Services Environmental Management Legal Emergency Services Community Safety Safety Public Transport Municipal Plunicipal Housing Housing	Water supply and waste water Electricity SUB-TOTAL Intry and Personal Service Worker: Core Admin Core Finance Legal IT Procurement Parks Community Facilities Libraries Racreation Centres Primary Health Care Facilities Cemeteries Environmental Health Prollution Control By-laws Liconsing Fire & rescue Disaster Planning and Management Public Safety Traffic Management LED/IDP/Urban Planning Land use management Roads and Stormwater								2	8		5	4	1	2		0	0			1	12 50 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	1 20 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	13 70 0 0 0 0 0 0 0 0 0 0 0 0 0
Services SOC 400 Commit Corporate Services HR and Training Financial Services Community Services Environmental Management Legal Emergency Services Community Services Community Services Public Transport Municipal Planning Housing Technical	Water supply and waste water Electricity SUB-TOTAL Inty and Personal Service Workers Core Admin Core Finance Legal IT Procurement Property Valuation Rates Billing Client Services Parks Community Facilities Libraries Recreation Centres Primary Health Care Facilities Cemeteries Environmental Health Pollution Control By-laws Licensing Fire & rescue Disaster Planning and Management Public Safety Traffic Management LED/IDP/Urban Planning Land use management Roads and Stormwater Roads and Stormwater Roads and Landfill								2	8		5	4	1	2		0	0		14		0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	1 20 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	13 70 0 0 0 0 0 0 0 0 0 0 0 0 0
Services SOC 400 Commu Corporate Services HR and Training Financial Services Community Services Environmental Management Legal Emergency Services Community Safety Safety Public Transport Municipal Planning	Water supply and waste water Electricity SUB-TOTAL Intry and Personal Service Worker: Core Admin Core Finance Legal IT Procurement Parks Community Facilities Libraries Racreation Centres Primary Health Care Facilities Cemeteries Environmental Health Prollution Control By-laws Liconsing Fire & rescue Disaster Planning and Management Public Safety Traffic Management LED/IDP/Urban Planning Land use management Roads and Stormwater								2	8		5	4	1	2		0	0		14	8	12 50 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	1 20 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0

Section 5: Employee qualification profile
Section 5: Employee qualification profile as at 39630
Do not enter 0 into the fields below - only use a field if thnumber is 1 or greater 39630

Employment category	Unknow M		1	To: M 5 0 0 0 0 0 0 0 0 0	F 111 0 0 0 0 0 4 2 0 9 4 7 7 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
Corporate	1	1	1	5 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	111 0 0 0 0 0 4 2 2 0 9 4 7 7 7 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
Corporate Core Finance	1	1	1	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 4 2 0 9 4 7 7 7 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
Corporate Corp	1	1	1	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 4 2 0 9 4 7 7 7 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
Logal	1	1	1	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 4 2 0 9 4 7 7 7 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 4 2 9 9 7 9 9 0 0 0 0 0
Training	1	1	1	0 0 0 0 0 0 0 0 0 3 2 2 2 0 0 0 0 0 0 0	0 0 0 4 2 0 9 4 7 7 7 0 0 0 0 0 0	0 0 0 4 2 9 9 7 9 9 0 0 0 0 0 0
Property Valuation	1	1	1	0 0 0 0 0 0 0 3 2 2 0 0 0 0 0 0 0 0 0 0	0 0 4 2 0 9 4 7 7 0 0 0 0 0 0	0 0 4 2 9 9 7 9 9 0 0 0 0 0 0
Financial Property Valuation Rates Rat	1	1	1	0 0 0 0 0 3 2 2 0 0 0 0 0 0	0 4 2 0 9 4 7 7 0 0 0 0 0	0 4 2 9 7 9 9 0 0 0 0 0 0
Property Valuation Rates	1	1	1	0 0 0 0 0 3 2 2 0 0 0 0 0 0 0 0	4 2 0 9 4 7 7 0 0 0 0 0 0	4 2 9 7 9 0 0 0 0 0 0 0
Rates	1	1	1	0 0 0 3 2 2 0 0 0 0 0 0 0 0 0	2 0 9 4 7 7 0 0 0 0 0 0	2 0 9 7 9 0 0 0 0 0 0 0 0 0 0 0 0 0
Balling Clent Services Balling Clent Services	1	1	1	0 0 3 2 2 0 0 0 0 0 0 0 0 0	0 9 4 7 7 0 0 0 0 0 0	0 9 7 9 9 0 0 0 0 0
Community Parks	1	1	1	0 3 2 2 0 0 0 0 0 0 0 0 0	9 4 7 7 0 0 0 0 0 0 0	9 7 9 0 0 0 0 0 0
Parks	1	1	1	3 2 2 0 0 0 0 0 0 0 0 0 0	4 7 7 0 0 0 0 0 0 0 0	7 9 9 0 0 0 0 0 0 0
Community Services Community Services Community Services Community Comporate Community Communi	1	1	1	2 0 0 0 0 0 0 0 0 0 0	7 7 0 0 0 0 0 0 0	9 0 0 0 0 0 0 0
Libraries		1	1	2 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0	9 0 0 0 0 0 0 0
Recreation Centres	9			0 0 0 0 0 0 0 0 0	0 0 0 0 0 0	0 0 0 0 0 0
Primary Health Care Facilities	9			0 0 0 0 0 0 0 9	0 0 0 0 0	0 0 0 0 0
Community Community Corporate Community Corporate Services Community Corporate Corpo	9			0 0 0 0 0 9 0	0 0 0 0 0	0 0 0 0
Environmental Environmental Health	9			0 0 0 0 9 0	0 0 0 0	0 0 0 0
Management	9			0 0 0 9 0	0 0 0 0	0 0 9
Legal By-laws	9			0 0 9 0	0 0 0	0
Licensing Lice	9			0 9 0	0	9
Fire & rescue	9			9 0 0	0	9
Disaster Planning and Management				0	0	
Community Public Safety				0		
Traffic Management						
Public Transport					2	
Nuncipal LED/DP/Urban Planning Land use management Land us				0	0	
Planning				2	1	3
Housing Roads and Stormwater				0	0	
Roads and Stormwater				1	3	
Technical Services				0	2	
Water supply and waste water				3	3	
Electricity				0	1	
SUB-TOTALS 0 0 0 1 1 7 8 12 4 20 3 15 0 5 0 0 0 0 0				0	5	
Core Admin	11	1	1	27	61	88
Core Admin						
Corporate Services Core Finance				1	0	1
Legal Legal T				0	0	0
Trocurement				0	0	
Rand Training				0	0	0
Property Valuation				0	0	0
Rates				0	0	0
Rates				0	0	0
Client Services				0	0	0
Parks				0	0	0
Community Community Facilities				0	0	0
Services Libraries Libraries Recreation Centres Primary Health Care Facilities				32	0	32
Services Libraries Libraries Recreation Centres Primary Health Care Facilities				11	1	12
Recreation Centres Primary Health Care Facilities				0	0	0
				0	0	0
				0	0	0
Cemeteries 1 1 1				1	0	1
Environmental Environmental Health				0	0	0
Management Pollution Control				0	0	0
l agal By-laws				0	0	0
Legal Cyanistic Licensing Licensing		\perp		0	0	
Emergency Fire & rescue				0	0	
Services Disaster Planning and Management				0	0	
Community Public Safety				0	0	0
Safety Traffic Management				0	0	0
Public Transport				0	0	0
Municipal LED/IDP/Urban Planning				0	0	0
Planning Land use management Land use management				0	0	0
Housing		T		0	0	
Roads and Stormwater 29 33 7				69	0	69
Technical Solid Waste and Landfill 4 3 5				12	0	12
Services Water supply and waste water				0	0	0
Electricity 1 3 14 5		_		23	0	23
SUB-TOTALS 0 0 11 1 41 0 83 0 14 0 0 0 0 0 0 0 0 0				149	1	15

Section 5: Employee qualification profile
Section 5.1: Employee qualification profile as at
Do not enter 0 into the fields below - only use a field if thnumber is 1 or greater 39630

										Highe	st leve	l qualif	ication	s held	by em	ployee	s							
	Employment category	NO	low QF 1	NG			F 2	NQ			F 4)F 5		F 6)F 7		F 8		nown	То		Tota
		M	F	M	F	M	F	М	F	М	F	M	F	M	F	M	F	M	F	M	F	M	F	
SOC 800 Labour																								
	Core Admin																			10	9	10	9	19
Corporate	Core Finance																					0	0	0
Services	Legal																					0	0	0
	IT																					0	0	0
	Procurement																					0	0	0
HR and Training																						0	0	0
	Property Valuation																					0	0	0
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Services	Billing	-	ļ	-				-			-		-	-			-			-		0	0	0
	Client Services	_	-	-				L.	L.				-			-	-	-	-	-		0 16	6	22
	Parks			3	2	6	2	4	1	3	1											114	31	145
Community	Community Facilities			7	2	32	4	45	19	30	6													
Services	Libraries Recreation Centres				1																	0	0	0
	Primary Health Care Facilities	_	-	-													-					0	0	0
	Cemeteries					3		6														9	0	9
Environmental	Environmental Health	_	-	-		3		U						_			-					0	0	0
Management	Pollution Control		-																			0	0	0
	By-laws		-																			0	0	0
Legal	Licensing																					0	0	0
Emergency	Fire & rescue		-																			0	0	0
Services	Disaster Planning and Management																					0	0	0
Community	Public Safety		-																			0	0	0
Safety	Traffic Management							2		2												4	0	4
Public Transport	Trainc Wariagement									-												0	0	0
Municipal	LED/IDP/Urban Planning							2														2	0	2
Planning	Land use management							-														0	0	0
Housing	Land use management																					0	0	0
riouomg	Roads and Stormwater			1		1	1	11		12										17		42	1	43
Technical	Solid Waste and Landfill			-		18	8	19	3	3	1									- 17		40	12	52
Services	Water supply and waste water			1		1	Ŭ	6		1	1									20		29	1	30
	Electricity							55	2	18	9											73	11	84
	SUB-TOTALS	0	0	12	5	61	15	150	25	69	18	0	0	0	0	0	0	0	0	47	9	339	72	411
Apprentices																								
	Roads and Stormwater																					0	0	0
Technical	Solid Waste and Landfill																					0	0	0
Services	Water supply and waste water																					0	0	0
	Electricity																					0	0	0
	SUB-TOTALS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	TOTALS	0	0	34	7	112	24	255	39	102	48	41	39	8	10	0	1	0	0	86	19	638	187	825

Summary Employee Qualification Profile Data

Total number of employees with an NQF Level 1 and below	41
Employees with an NQF Level 1 and below as a % of total employees	15.19%
Total number of employees with an NQF Level 2,3 and 4	580
Employees with an NQF Level 2,3 and 4 as a % of total employees	214.81%
Total number of employees with an NQF Level 5 and above	99
Employees with an NQF Level 5 and above as a % of total employees	36.67%
Total employees in SOC 100 and 200 with an NQF Level 6 and above	11
Employees in SOC 100 and 200 with an NQF Level 6 and above as a %	42.31%
of total employees in those categories	
Total employees in SOC 300 with an NQF Level 5 and above	12
Employees in SOC 300 with an NQF Level 5 and above as a % of total	57.14%
employees in those categories	

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Section 5: Employee qualification profile

Section 5.1: Employee qualification profile as at 30 Ju Do not enter 0 into the fields below - only use a field if thnumber is 1 or greater 30 June 2008 Highest level qualifications held by employees NQF 3 NQF 8 Unknown NQF 1 NQF 2 Total Employment category 0 0 0 Executive Mayor 22 14 22 14 36 Traditional Leaders & Heads of Villages 0 0 0 Other (specify below) 0 0 0 SUB-TOTALS 0 0 0 0 0 0 0 0 0 0 0 0 23 14 0 0 0 0 0 0 0 23 14 37 11131 City/Municipal Manager 1 General Managers 2 0 2 1211 Corporate Services Managers 3 1 4 1212 Finance Managers Human Resource Managers 0 0 0 Policy and Planning Managers 0 0 0 Engineering Managers Construction Managers
ICT Managers
Health, Welfare and Education Service Managers 0 0 0 0 0 0 Commissioned Fire Officer 0 0 0 Commissioned Police Officer (Metro/Traffic Police) 0 0 0 Laboratory Managers Environment, Parks and Land Care Managers 0 0 0 12993 Sports Administrator or Manager 0 0 0 0 0 0 Arts Administrator or Managers Sport and Recreation Managers 1492 Customer Services Managers 0 0 0 Other (specify below) 0 1 1 0 7 2 9
 LED/IDP/UrbanPlanningManagers
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 0 0 0 0 0 0 0 0 0 Core Admin Core Finance Legal Services Procurement 0 0 0 HR and Training 0 0 0 Property Valuation 0 0 0 Billing Client Services Services Community Facilities
Libraries 0 0 0 Community 0 0 0 Services Primary Health Care Facilities 0 0 0 0 0 0 Cemeteries Environmental Health 0 0 0 Environmental 0 0 0 0 0 0 Licensina Emergency Fire & rescue Disaster Planning and Management 0 0 0 Community Public Safety 0 0 0 0 0 0 Safety Public Trans Fraffic Management LED/IDP/Urban Planning 0 0 0 Municipal 0 0 0 Planning Land use management Housing Roads and Stormwater 0 0 0 Solid Waste and Landfill Technical 0 0 0 Services Water supply and waste water

REPORTING - Annual Report Only
Section 5: Employee qualification profile
Section 5.1: Employee qualification profile as at 30 Jul
Do not enter 0 into the fields below - only use a field if thrumber is 1 or greater 30 June 2008

	Faralassan and anti-	Ве	low	NG	F 1	NQ	F 2	NQ	F 3	Highe: NQ	F 4	qualif	ication F 5	s neid NQ	by em	NQ	7	NQ	F 8	Unk	nown	То	tal	Total
	Employment category	M	QF1	D.A	F	М	F	М	_	М	F	М	-	М	F	М	F	М	F	М	F	М	F	lota
SOC 300 Technic	ians and Trade Workers	IVI		IAI	-	IVI		IVI	_	IWI	_	IVI	-	IVI	-	IVI		IWI	_	IAI		IAI	-	_
300 000 100111110	Core Admin																					0	0	0
Corporate	Core Finance																					0	0	0
Services	Legal																					0	0	0
Oct vices	IT																					0	0	0
	Procurement																					0	0	0
HR and Training	10																					0	0	0
Financial	Property Valuation Rates									1												1	0	1
Services	Billing										1											0	1	1
Oei vices	Client Services																					0	0	0
	Parks																					0	0	0
Community	Community Facilities																					0	0	0
Services	Libraries																					0	0	0
00.1.000	Recreation Centres																					0	0	0
	Primary Health Care Facilities																					0	0	0
F	Cemeteries																					0	0	0
Environmental	Environmental Health		-	-	-	-														-	-	0	0	0
Management	Pollution Control By-laws		-	-	-	-														-		0	0	0
Legal	Licensing		†			†														†		0	0	0
Emergency	Fire & rescue		†																	†		0	0	0
Services	Disaster Planning and Management																					0	0	0
Community	Public Safety																					0	0	0
Safety	Traffic Management											5	5									5	5	10
Public Transport																						0	0	0
Municipal	LED/IDP/Urban Planning											2										2	0	2
Planning	Land use management																					0	0	0
Housing																						0	0	0
	Roads and Stormwater																					0	0	0
	Solid Waste and Landfill																					0	0	0
Technical	10.0		_			_																۰		
Technical Services	Water supply and waste water																					0	0	0
	Electricity	S 0	0	0	0	0	0	0	0	1	1	7	1	0	0	0	0	0	0	0	0	0	1	1
Services	Electricity SUB-TOTAL	.S 0	0	0	0	0	0	0	0	1	1	7	1	0	0	0	0	0	0	0	0			
Services	Electricity SUB-TOTAL unity and Personal Service Workers	.S 0	0	0	0	0	0	0	0	1	1	7		0	0	0	0	0	0	0	0	8	7	1 15
SOC 400 Commu	Electricity SUB-TOTAL	.S 0	0	0	0	0	0	0	0	1	1	7		0	0	0	0	0	0	0	0	0	1	1
SOC 400 Commu	Electricity SUB-TOTAL mity and Personal Service Workers Core Admin Core Finance Legal	.S 0	0	0	0	0	0	0	0	1	1	7		0	0	0	0	0	0	0	0	0 8 0 0	1 7 0 0	1 15 0 0 0
SOC 400 Commu	Electricity SUB-TOTAL mity and Personal Service Workers Core Admin Legal IT	.S 0	0	0	0	0	0	0	0	1	1	7		0	0	0	0	0	0	0	0	0 8 0 0 0	1 7 0 0 0	1 15 0 0 0
SOC 400 Commu	Electricity SUB-TOTAL mity and Personal Service Workers Core Admin Core Finance Legal	.S 0	0	0	0	0	0	0	0	1	1	7		0	0	0	0	0	0	0	0	0 8 0 0 0	1 7 0 0 0 0	1 15 0 0 0 0
SOC 400 Commu	Electricity SUB-TOTAL mity and Personal Service Workers Core Admin Core Finance Legal IT Procurement	.S 0	0	0	0	0	0	0	0	1	1	7		0	0	0	0	0	0	0	0	0 0 0 0 0	1 7 0 0 0 0 0	1 15 0 0 0 0 0
SOC 400 Commu Corporate Services	Electricity SUB-TOTAL mity and Personal Service Workers Core Admin Legal IT Procurement Property Valuation	S 0	0	0	0	0	0	0	0	1	1	7		0	0	0	0	0	0	0	0	0 0 0 0 0 0	1 7 0 0 0 0 0 0	1 15 0 0 0 0 0 0
SOC 400 Commu Corporate Services HR and Training Financial	Electricity SUB-TOTAL inity and Personal Service Workers Core Admin Core Finance Legal IT Procurement Property Valuation Rates	.\$ 0	0	0	0	0	0	0	0	1	1	7		0	0	0	0	0	0	0	0	0 0 0 0 0 0	1 7 0 0 0 0 0 0 0	1 15 0 0 0 0 0 0 0
SOC 400 Commu Corporate Services	Electricity SUB-TOTAL mity and Personal Service Workers Core Admin Core Finance Legal IT Procurement Property Valuation Rates Billing	.\$ 0	0	0	0	0	0	0	0	1	1	7		0	0	0	0	0	0	0	0	0 8 0 0 0 0 0 0 0	1 7 0 0 0 0 0 0 0 0	1 15 0 0 0 0 0 0 0 0 0
SOC 400 Commu Corporate Services HR and Training Financial	Electricity SUB-TOTAL mity and Personal Service Workers Core Admit Core Finance Legal IT Procurement Property Valuation Rates Billing Client Services	.S 0	0	0	0	0	0	0	0	1	1	7		0	0	0	0	0	0	0	0	0 8 0 0 0 0 0 0 0 0	1 7 0 0 0 0 0 0 0 0 0	1 15 0 0 0 0 0 0 0 0 0 0 0
Services SOC 400 Communication Corporate Services HR and Training Financial Services	Electricity SUB-TOTAL mity and Personal Service Workers Core Admin Core Finance Legal IT Procurement Property Valuation Rates Billing Client Services Parks	.S 0	0	0	0	0	0	0	0	1	1	7		0	0	0	0	0	0	0	0	0 8 0 0 0 0 0 0 0 0 0 0	1 7 0 0 0 0 0 0 0 0 0 0 0 0 0	1 15 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
Services SOC 400 Community Corporate Services HR and Training Financial Services Community	Electricity SUB-TOTAL mity and Personal Service Workers Core Admit Core Finance Legal IT Procurement Property Valuation Rates Billing Client Services	S 0	0	0	0	0	0	0	0	1	1	7		0	0	0	0	0	0	0	0	0 8 0 0 0 0 0 0 0 0	1 7 0 0 0 0 0 0 0 0 0	1 15 0 0 0 0 0 0 0 0 0 0 0
Services SOC 400 Community Corporate Services HR and Training Financial Services Community	Electricity SUB-TOTAL Inity and Personal Service Workers Core Admin Core Finance Legal IT Procurement Property Valuation Rates Billing Citient Services Parks Community Facilities	S 0	0	0	0	0	0	0	0	1	1	7		0	0	0	0	0	0	0	0	0 8 0 0 0 0 0 0 0 0 0 0 0 0	1 7 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	1 15 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
Services SOC 400 Community Corporate Services HR and Training Financial Services Community	Electricity SUB-TOTAL nity and Personal Service Workers Core Admin Core Finance Legal IT Procurement Property Valuation Rates Billing Cilient Services Parks Community Facilities Libraries Recreation Centres Primary Health Care Facilities	.S 0	0	0	0	0	0	0	0	1	1	7		0	0	0	0	0	0	0	0	0 8 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	1 7 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	1 15 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
Services SOC 400 Commit Corporate Services HR and Training Financial Services Community Services	Electricity SUB-TOTAL Inity and Personal Service Workers Core Admin Core Finance Legal IT Procurement Property Valuation Rates Billing Client Services Parks Community Facilities Libraries Recreation Centres Primary Health Care Facilities Cemeteries	.S 0	0	0	0	0	0	0	0	1	1	7		0	0	0	0	0	0	0	0	0 8 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	1 7 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	1 15 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
Services SOC 200 Commt Corporate Services HR and Training Financial Services Community Services Environmental	Electricity SUB-TOTAL Inity and Personal Service Workers Core Admin Core Finance Legal IT Procurement Property Valuation Rates Billing Client Services Parks Community Facilities Libraries Recreation Centres Primary Health Care Facilities Cemeteries Environmental Health	.S 0	0	0	0	0	0	0	0	1	1	7		0	0	0	0	0	0	0	0	0 8 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	1 7 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	1 15 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
Services SOC 100 Commut Corporate Services HR and Training Financial Services Community Services	Electricity SUB-TOTAL Inity and Personal Service Worker: Core Admin Core Finance Legal IT Procurement Property Valuation Rates Billing Client Services Parks Community Facilities Libraries Recreation Centres Primary Health Care Facilities Cermeteries Environmental Health Pollution Control	.S 0	0			0	0	0	0	1	1	7		0	0	0	0	0	0	0	0	0 8 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	1 7 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	1 15 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
Services SOC 200 Commit Corporate Services HR and Training Financial Services Community Services Environmental Management	Electricity SUB-TOTAL Inity and Personal Service Workers Core Admin Core Finance Legal IT Procurement Property Valuation Rates Billing Citient Services Parks Community Facilities Libraries Recreation Centres Primary Health Care Facilities Cemeteries Environmental Health Pollution Control By-laws	.S 0		0			0	0	0	1	1	7		0	0	0	0	0	0	0	0	0 8 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	1 7 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	1 15 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
Services SOC 100 Commit Corporate Services HR and Training Financial Services Community Services Environmental Management Legal	Electricity SUB-TOTAL Inity and Personal Service Workers Core Admin Core Finance Legal IT Procurement Property Valuation Rates Billing Client Services Parks Community Facilities Libraries Recreation Centres Primary Health Care Facilities Cermeteries Environmental Health Pollution Control By-laws Licensing	.S 0	0		0	0	0	0	0	1	1	7		0	0	0	0	0	0	0		0 8 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	1 7 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
Services SOC 400 Commit Corporate Services HR and Training Financial Services Community Services Environmental Management Legal Emergency	Electricity SUB-TOTAL Inity and Personal Service Workers Core Admin Core Finance Legal IT Procurement Property Valuation Rates Billing Cient Services Parks Community Facilities Lubraries Recreation Centres Primary Health Care Facilities Cemeteries Environmental Health Pollution Control By-laws Licensing Fire & rescue	S 0	0	0		0	0	0	0	1	1	7		0	0	0	0	0	0	0		0 8 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	1 7 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	1 15 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
Services SOCX00 Commit Corporate Services HR and Training Financial Services Community Services Environmental Management Legal Emergency Services	Electricity SUB-TOTAL Inity and Personal Service Workers Core Admin Core Finance Legal IT Procurement Procurement Property Valuation Rates Billing Cellent Services Parks Community Facilities Libraries Recreation Centres Primary Health Care Facilities Commeteries Environmental Health Pollution Control By-laws Liconsing Fire & rescue Dissaster Planning and Management	5.5	0	0	0	0	0	0	0	1	1	7		0	0	0	0	0	0			0 8 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	1 7 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	1 15 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
Services SOC 400 Commit Corporate Services HR and Training Financial Services Community Services Environmental Management Legal Emergency Services Community	Electricity SUB-TOTAL inity and Personal Service Workers Core Admin Core Finance Legal IT Procurement Property Valuation Rates Billing Citient Services Parks Community Facilities Libraries Recreation Centres Primary Health Care Facilities Cemeteries Environmental Health Pollution Control By-laws Licensing Fire & rescue Disaster Planning and Management Public Safety Dissister Planning and Management			0	0		0		0	1	1	7		0		0	0	0	0			0 8 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	1 7 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	1 15 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
Services SOC 100 Commit Corporate Services HR and Training Financial Services Community Services Environmental Management Legal Emergency Services Community Services Community	Electricity SUB-TOTAL Inity and Personal Service Workers Core Admin Core Finance Legal IT Procurement Procurement Property Valuation Rates Billing Cent Services Parks Community Facilities Libraries Recreation Centres Primary Health Care Facilities Commonmental Health Pollution Control By-laws Liconsing Fire & rescue Disaster Planning and Management Public Safety Traffic Management				0		0	0	0	1	1	7		0	0	0	0	0	0			0 8 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	1 7 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	1 15 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
Services SOC 400 Commit Corporate Services HR and Training Financial Services Environmental Management Legal Emergency Services Community Services Community Services Public Transport	Electricity SUB-TOTAL mity and Personal Service Workers Core Admin Core Finance Legal IT Procurement Property Valuation Rates Billing Citient Services Parks Community Facilities Libraries Recreation Centres Primary Health Care Facilities Cemeteries Environmental Health Pollution Control By-laws Liconsign Fire & rescue Disaster Planning and Management Public Safety Traffic Management				0		0		0	1	1	7		0		0	0	0	0			0 8 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	1 7 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	1 15 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
Services SOC 400 Commit Corporate Services HR and Training Financial Services Community Services Environmental Management Legal Emergency Services Community Services Community Services	Electricity SUB-TOTAL				0		0		0	1	1	7				0			0			0 8 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	1 7 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	1 15 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
Services SOC 400 Commit Corporate Services HR and Training Financial Services Community Services Environmental Management Legal Emergency Services Community Services Community Services Public Transport	Electricity SUB-TOTAL mity and Personal Service Workers Core Admin Core Finance Legal IT Procurement Property Valuation Rates Billing Citient Services Parks Community Facilities Libraries Recreation Centres Primary Health Care Facilities Cemeteries Environmental Health Pollution Control By-laws Liconsign Fire & rescue Disaster Planning and Management Public Safety Traffic Management									1	1	7				0			0			0 8 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	1 7 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	1 15 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
Services SOC 400 Commit Corporate Services HR and Training Financial Services Community Services Environmental Management Legal Emergency Services Community Services Community Services Turning Turning Turning Turning	Electricity SUB-TOTAL		0							1	1	7				0	0	0	0			0 8 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	1 7 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	1 15 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
Services SOC 400 Commit Corporate Services HR and Training Financial Services Community Services Environmental Management Legal Emergency Services Community Services Community Services Turning Turning Turning Turning	Electricity SUB-TOTAL						0			1	1	7		0		0	0	0	0			0 8 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	1 7 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
Services SOC 400 Commit Corporate Services HR and Training Financial Services Community Services Environmental Management Legal Emergency Services Community Services Community Housing Housing	Electricity SUB-TOTAL Inity and Personal Service Workers Core Admin Core Finance Legal IT Procurement Property Valuation Rates Billing Citient Services Parks Community Facilities Libraries Recreation Centres Primary Health Care Facilities Community Facilities Libraries Recreation Centres Primary Health Care Facilities Cometeries Environmental Health Pollution Control By-faws Lucensing Fire & rescue Disaster Planning and Management Public Safety Traffic Management LED/IDP/Urban Planning Land use management Roads and Stormwater Solid Waste and Landfill Water supply and waste water						0			1	1	7				0	0	0	0			0 8 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	1 7 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	1 15 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
Soc 400 Commit Corporate Services HR and Training Financial Services Community Services Environmental Management Legal Emergency Services Community Services Community Particular Safety Public Transport Municipal Planning Housing Technical	Electricity SUB-TOTAL		0	0	0		0	0	0	0	0	7		0		0	0	0	0		0	0 8 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	1 7 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0

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Section 5: Employee qualification profile
Section 5.1: Employee qualification profile as at 30 Jul
Do not enter 0 into the fields below - only use a field if thrumber is 1 or greater 30 June 2008

	Employment category		low	NC	(F 1	NQ	F2	NQ	F 3	Higne: NQ	F 4	qualif	ication F 5	s neid NQ	F 6	NQ	7	NQ	F 8	Unki	nown	То	tal	Total
	Employment category	M	QF1	M	F	М	F	М	E	М	F	М	E	М	F	М	F	М	F	М	F	M	F	lota
SOC 500 Clerica	I and Administrative Workers		<u> </u>		<u> </u>	141		····	<u>. </u>			141	<u>'</u>			101		····						
	Core Admin																					0	0	0
Corporate	Core Finance																					0	0	0
Services	Legal																					0	0	0
	IT																					0	0	0
HR and Training	Procurement	-																				0	0	0
nk and Training	Property Valuation	-	1																			0	0	0
Financial	Rates																					0	0	0
Services	Billing																					0	0	0
	Client Services																					0	0	0
	Parks																					0	0	0
Community	Community Facilities																					0	0	0
Services	Libraries																					0	0	0
	Recreation Centres																					0	0	0
	Primary Health Care Facilities	_																				0	0	0
Environment-1	Cemeteries	-			-																	0	0	0
Environmental Management	Environmental Health Pollution Control		1	—	-																	0	0	0
	By-laws		-																			0	0	0
Legal	Licensing																					0	0	0
Emergency	Fire & rescue							-	-							-		-				0	0	0
Services	Disaster Planning and Management				†																	0	0	0
Community	Public Safety																					0	0	0
Safety	Traffic Management																					0	0	0
Public Transport																						0	0	0
Municipal	LED/IDP/Urban Planning																					0	0	0
Planning	Land use management																					0	0	0
Housing																						0	0	0
	Roads and Stormwater																					0	0	0
Technical	Solid Waste and Landfill																					0	0	0
Technical Services	Solid Waste and Landfill Water supply and waste water																					0	0	0
	Solid Waste and Landfill Water supply and waste water Electricity	S 0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Services	Solid Waste and Landfill Water supply and waste water Electricity SUB-TOTAL	S 0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
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SOC 700 Machine	Solid Waste and Landfill Water supply and waste water Electricity SUB-TOTAL Operators and Drivers Core Admin Core Finance Legal	S 0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0 0 0	0 0 0 0	0 0 0
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SOC 700 Machine	Solid Waste and Landfill Water supply and waste water Electricity SUB-TOTAL Operators and Drivers Core Admin Core Finance Legal IT Procurement	S 0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0 0 0 0 0 0 0	0 0 0 0 0 0 0	0 0 0 0 0 0 0
SOC 700 Machine Corporate Services HR and Training	Solid Waste and Landfil Water supply and waste water Electricity Operators and Drivers Core Admin Core Finance Legal IT Procurement Property Valuation	S 0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0
SOC 700 Machine Corporate Services HR and Training Financial	Solid Waste and Landfill Water supply and waste water Electricity SUB-TOTAL Operators and Drivers Core Admin Core Finance Legal IT Procurement Property Valuation Rates	S 0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0
SOC 700 Machine Corporate Services HR and Training	Solid Waste and Landfil Water supply and waste water Electricity Operators and Drivers Core Admin Core Finance Legal IT Procurement Property Valuation Rates Billing	S 0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0
SOC 700 Machine Corporate Services HR and Training Financial	Solid Waste and Landfill Water supply and waste water Electricity SUB-TOTAL Operators and Drivers Core Admin Core Finance Legal IT Procurement Property Valuation Rates Billing Client Services	S 0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0
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Services SOC 700 Machine Corporate Services HR and Training Financial Services Community	Solid Waste and Landfill Water supply and waste water Electricity SUB-TOTAL Operators and Drivers Core Admin Core Finance Legal IT Procurement Property Valuation Rates Billing Client Services Parks Community Facilities	S 0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0
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Services SOC 700 Machin Corporate Services HR and Training Financial Services Community Services Environmental	Solid Waste and Landfill Water supply and waste water Electricity Core Finance Legal IT Procurement Property Valuation Rates Billing Citient Services Parks Community Facilities Libraries Recreation Centres Primary Health Care Facilities Cemeteries Environmental Health	S 0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
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Services SOC 700 Machine Corporate Services HR and Training Financial Services Community Services Environmental Management	Solid Waste and Landfill Water supply and waste water Electricity SUB-TOTAL Operators and Drivers Core Admin Core Finance Legal IT Procurement Property Valuation Rates Billing Client Services Parks Community Facilities Libraries Recreation Centres Primary Health Care Facilities Commetal Health Pollution Control By-laws	SO					0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
Services SOCI 700 Machine Corporate Services HR and Training Financial Services Community Services Environmental Management Legal	Solid Waste and Landfill Water supply and waste water Electricity SUB-TOTAL Operators and Privers Core Admin Core Finance Legal IT Procurement Property Valuation Rates Billing Client Services Parks Community Facilities Libraries Recreation Centres Primary Health Care Facilities Cormeteries Environmental Health Pollution Control By-faws Libcanies	55 0	0			0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
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Services SOCI 700 Machine Corporate Services HR and Training Financial Services Community Services Environmental Management Legal Emergency Services	Solid Waste and Landfill Water supply and waste water Electricity SUB-TOTAL Operators and Privers Core Admin Core Finance Legal IT Procurement Property Valuation Rates Billing Cilent Services Parks Community Facilities Libraries Community Facilities Libraries Environmental Health Princuromental Primary Health Care Facilities Commeteries Environmental Health Pollution Control By-laws Liconsing Fire & rescue	S 0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0	0	0		0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
Services Soci 700 Mechin Corporate Services HR and Training Financial Services Community Services Environmental Management Legal Emergency Services Community	Solid Waste and Landfill Water supply and waste water Electricity SUB-TOTAL Operators and Drivers Core Finance Legal IT Procurement Property Valuation Rates Billing Client Services Parks Community Facilities Libraries Recreation Centres Primary Health Care Facilities Cemeteires Errivornmental Health Pollution Control By-laws Licensing Fire & rescue Disaster Planning and Management Public Safety Dissister Planning and Management	S 0			0		0	0	0	0	0	0		0		0	0	0	0			0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
Services SOCITION Machine Corporate Services HR and Training Financial Services Community Services Environmental Management Legal Emergency Services Community Services Community	Solid Waste and Landfill Water supply and waste water Electricity SUB-TOTAL Operators and Privers Core Admin Core Finance Legal IT Procurement Property Valuation Rates Billing Cilent Services Parks Community Facilities Libraries Community Facilities Libraries Environmental Health Privanty Health Care Facilities Community Facilities Libraries Environmental Health Pollution Control By-laws Liconsing Fire & rescue Dissaster Planning and Management Public Safety Traffic Management	5 0			0		0	0	0	0	0			0		0	0	0	0			0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
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Services SOC 700 Machine Corporate Services HR and Training Financial Services Community Services Environmental Management Legal Emergency Services Community Services Community Financial	Solid Waste and Landfill Water supply and waste water Electricity SUB-TOTAL Operators and Privers Core Admin Core Finance Legal IT Procurement Proceptry Valuation Rates Billing Community Facilities Chernt Services Parks Community Facilities Libraries Recreation Centres Primary Health Care Facilities Commented Environmental Health Pollution Control By-laws Liconsing Fire & rescue Disaster Planning and Management Public Safety Traffic Management LED/IDP/Urban Planning	S 0					0	0	0	0	0		0	0		0		0	0	0		0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
Services SOC 700 Machin Corporate Services HR and Training Financial Services Community Services Environmental Management Legal Emergency Services Community Safety Safety Public Transport	Solid Waste and Landfill Water supply and waste water Electricity SUB-TOTAL Operators and Drivers Core Admin Core Finance Legal IT Procurement Property Valuation Rates Billing Cient Services Parks Community Facilities Libraries Recreation Centres Primary Health Care Facilities Cemeteries Environmental Health Pollution Control By-laws Licensing By-laws Licensing Disaster Planning and Management Public Safety Traffic Management	5 0		0			0	0	0		0		0	0		0	0	0	0			0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
Services Soci 700 Machini Corporate Services HR and Training Financial Services Community Services Environmental Management Legal Emergency Services Community Safety Safety Fublic Transport Municipal Planning	Solid Waste and Landfill Water supply and waste water Electricity SUB-TOTAL Operators and Privers Core Admin Core Finance Legal IT Procurement Proceptry Valuation Rates Billing Celemont Services Parks Community Facilities Libraries Recreation Centres Primary Health Care Facilities Cemeteries Environmental Health Pollution Control By-laws Liconsing Fire & rescue Disaster Planning and Management Public Safety Traffic Management LED/IDP/Urban Planning Land use management	S 0					0	0	0	0			0	0		0	0	0	0			0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
Services Soci 700 Machini Corporate Services HR and Training Financial Services Community Services Environmental Management Legal Emergency Services Community Safety Safety Fublic Transport Municipal Planning	Solid Waste and Landfill Water supply and waste water Electricity SUB-TOTAL Operators and Privers Core Admin Core Finance Legal IT Procurement Procept Valuation Rates Billing Celemont Services Parks Community Facilities Cubraries Recreation Centres Primary Health Care Facilities Cemeteries Environmental Health Pollution Control By-laws Liconsing Fire & rescue Disaster Planning and Management Public Safety Traffic Management LED/IDP/Urban Planning Land use management Roads and Stormwater	5 0						0	0	0			0	0		0	0	0	0			0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
Services Soci 700 Machini Corporate Services HR and Training Financial Services Community Services Environmental Management Legal Emergency Services Community Safety Safety Public Transport Municipal Planning Housing	Solid Waste and Landfill Water supply and waste water Electricity SUB-TOTAL 3 Operators and Drivers Core Admin Core Finance Legal IT Procurement Property Valuation Rates Billing Client Services Parks Community Facilities Libraries Recreation Centres Primary Health Care Facilities Cemeteries Environmental Health Pollution Control By-faws Lucraning Fire & recove Disaster Planning and Management Public Safety Traffic Management Land use management Roads and Stormwater Solid Waste and Landfill Water Supply and waste water	5 0			0			0	0	0				0		0	0	0	0	0		0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
Socious Socious Socious Socious Socious Sorvices HR and Training Financial Services Community Services Environmental Management Legal Emergency Services Community Services Community Services Particular Socious Sociou	Solid Waste and Landfill Water supply and waste water Electricity SUB-TOTAL Operators and Privers Core Admin Core Finance Legal IT Procurement Procept Valuation Rates Billing Celemont Services Parks Community Facilities Cubraries Recreation Centres Primary Health Care Facilities Cemeteries Environmental Health Pollution Control By-laws Liconsing Fire & rescue Disaster Planning and Management Public Safety Traffic Management LED/IDP/Urban Planning Land use management Roads and Stormwater		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0

REPORTING - Annual Report Only
Section 5: Employee qualification profile
Section 5.1: Employee qualification profile as at 30 Jul
Do not enter 0 into the fields below - only use a field if thrumber is 1 or greater 30 June 2008

		L												ication											
	Employment category		NG	low RF 1	NG			F 2		F 3)F 4)F 5		F 6	NQ			F8		nown		otal	Tota
			М	F	М	F	M	F	M	F	M	F	М	F	M	F	M	F	M	F	M	F	M	F	
SOC 800 Laboui																									
	Core Admin								<u> </u>														0	0	0
Corporate	Core Finance																						0	0	0
Services	Legal																						0	0	0
	IT								<u> </u>														0	0	0
	Procurement								<u> </u>														0	0	0
HR and Training																							0	0	(
	Property Valuation								<u> </u>														0	0	(
inancial	Rates								<u> </u>														0	0	(
Services	Billing								<u> </u>														0	0	(
	Client Services								Ь—														0	0	(
	Parks								└											ļ			0	0	0
Community	Community Facilities																						0	0	0
Services	Libraries																						0	0	(
	Recreation Centres																						0	0	(
	Primary Health Care Facilities								<u> </u>														0	0	(
	Cemeteries																						0	0	_ '
nvironmental	Environmental Health																						0	0	(
Management	Pollution Control								<u> </u>														0	0	(
_egal	By-laws																						0	0	0
-	Licensing								—														0	0	0
mergency	Fire & rescue																						0	0	0
Services	Disaster Planning and Management								—														0	0	(
Community	Public Safety																						0	0	(
Safety	Traffic Management								<u> </u>														0	0	(
Public Transpor									<u> </u>														0	0	(
Municipal	LED/IDP/Urban Planning								—														0	0	(
Planning	Land use management								└											ļ			0	0	(
lousing									↓					1						-			0	0	(
	Roads and Stormwater								└											ļ			0	0	(
Technical	Solid Waste and Landfill								Ь—														0	0	(
Services	Water supply and waste water							-	Ь—	-									-	-			0	0	(
	Electricity								ـــــ														0	0	(
	SUB	TOTALS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
pprentices									_																
	Roads and Stormwater								└											ļ			0	0	-
echnical	Solid Waste and Landfill								└											ļ			0	0	
ervices	Water supply and waste water								Ь—														0	0	
	Electricity								<u> </u>														0	0	(
		TOTALS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	T	OTALS	0	0	0	0	0	0	0	0	1	2	31	20	6	1	0	0	0	0	0	0	38	23	6

nmary Employee Qualification Profile Data

Summary Employee Quamication i Tome Data	
Total number of employees with an NQF Level 1 and below	0
Employees with an NQF Level 1 and below as a % of total employees	#REF!
Total number of employees with an NQF Level 2,3 and 4	3
Employees with an NQF Level 2,3 and 4 as a % of total employees	#REF!
Total number of employees with an NQF Level 5 and above	58
Employees with an NQF Level 5 and above as a % of total employees	#REF!
Total employees in SOC 100 and 200 with an NQF Level 6 and above	7
Employees in SOC 100 and 200 with an NQF Level 6 and above as a %	#REF!
of total employees in those categories	
Total employees in SOC 300 with an NQF Level 5 and above	13
Employees in SOC 300 with an NQF Level 5 and above as a % of total	#REF!
employees in those categories	

DIHLABENG LOCAL MUNICIPALITY

S LOCAL MUNICIPALITY																																								
PLANNING																																								
Section 4: Employment profile																																								
Section 4.6: Number of employees who left the enterpris Do not enter 0 into the fields below - only use a field if thenumber is 1 or	se in 1 greate	the ye	ar en	ding		39263	3																																	
						Race										-	Age cate	egories	5						PWD								R	eason						
Employment category	Afri	can	Colo	ured	Ind	lian	W	hite	То	tal	Total	- 2	0	21-30)	31-40		41-50		+ 51	Т	otal	Total	М	F	Total	Resig	ned	Reti	ired	Retre	nched	Medi		Dismissed	Dea	th	Tota	il 1	Total
	М	F	M	F	M	F	M	F	M	F		M	F	M	F	M F	- N	и Е		M F	M	F					M	F	M	F	М	F	М	F	M F	М	F	M	F	
SOC 100 Legislators									0	0	0										0	0	0			0												0	0	0
SOC 100 Directors and Corporate Managers	3						2	-1	5	1	6					1	2	2		2 1	5	1	6			0	3		1	1					1			5	1	6
SOC 200 Professionals									0	0	0										0	0	0			0												0	0	0
SOC 300 Technicians and Trade Workers							3	3	3	3	6					1	1	1		3 1	3	3	6			0	1	2	2	1								3	3	6
SOC 400 Community and Personal Service Workers	3								3	0	3			2		1					3	0	3			0	3											3	0	3
SOC 500 Clerical and Administrative Workers		1						2	0	3	3				1	- 2	2				0	3	3			0		3										0	3	3
SOC 700 Machine Operators and Drivers		2							0	2	2						1	1		1	2	0	2			0			1							1		2	0	2
SOC 800 Labourers	26	5							26	5	31			2		3 2	2 9	9 1	1 1	12 2	26	5	31			0		1	4	2					3	19	2	26	5	31
Apprentices									0	0	0										0	0	0			0												0	0	0
TOTALS	32	8	0	0	0	0	5	6	37	14	51	0	0	4	1	5 5	5 1:	2 2	2 1	8 4	39	12	51	0	0	0	7	6	8		0	0	0	0	4 0	20	2	39	12	51

Summary Data
Employees who left as a % of total employees 18.89%

Section 5: Employee qualification profile

Description	Yes/No	Comment
Looked at formal qualifications	Yes	
Considered all training, both formal and informal		
Interviewed each employee	Yes	
Conducted Recognition of Prior Learning (RPL) Process		
Skills audit	Yes	
Other (specify below):		

DIHLABENG LOCAL MUNICIPALITY
PLANNING
Section 6: Strategic objectives and measures of success for Municipalities for the Financial Year

IDP objectives		nal context objectives		g context evelopment objectives			
151 05,0001100	Objectives	Targets and measures of success	Objectives	Targets and measures of success			
	Upgrade and extend the existing water infrastructure to all under-serviced areas within Dihlabeng.	Make provision on budget for reservoirs in Paul Roux, Fouriesburg and Rosendal. Make provision on budget for upgrading and maintenance of the water reticulation systems.	The staff is trained and capacitated on how to upgrade the existing water infrastructure and to maintain it.	Extend bulk water supply to all areas including upgrading of the water treatment works. Identif developable informal settlements and provide rudimentary drinking water.			
Providing and Facilitating Sustainable	Improve sanitation services to all communities in Dihlabeng and eradicate the bucket system by 2009.	By the end of 2009 the bucket system should have been eradicated.	The staff is trained and capacitated into the technical installation training, and their work experience is monitored and evaluated.	Staff have achieved level 3 qualification-deeme competent to deliver within the job specification sewage techician.			
infrastructure	Facilitate the electrification of all houses within Dihlabeng municipality.	Reduce the existing electricity backlog by 40% 2008. Foster better co-opeartion with ENEP & Eskom or alignment of electricity projects. Make provision and budget for upgrading and maintenance of electricity reticulation systems.	Offer in service training to electrical technicians who have just completed their studies.	Leaners are incorporated into the technical electrical teams and their work experience is monitored and evaluated.			
	Enhancing Economic Development and Job Creation	Projects as identified by the community. Organize the local disabled people into cohesive groups for employment purposes. Introduce a procurement system that specifically targets SMME's, women and the youth. Establish market stalls at all mayor transport nodal points for informal business operations.	Develop computer skills for the local young people Develop local skills centres at each town for business and manual skills.	Young people and people with disabilities runn business.			
Local Economic Development	Broaden the economic base of Dihlabeng	Provide incentives for investment by making available serviced industrial land at low cost to investors or enter into long term lease agreements based on the viability of the business. Releasing unproductive council property and assets held farms nature reserves to private sector. The agricultural comparative advantages of the Dhilabeng towns must be further enhanced by creating related markets for local products in Dhilabeng.	Municipality to spearhead training training programmes for SMME's (e.g. business plan development, tendering etc.).				
	To improve out manufacturing sector by encouraging environmental friendly industries that will be able to utilize our natural resources.	Concentrate all industries that require water in the manufacturing process around the Bethlehem area. Industries that are environmentally friendly i.e. computer chip manufaturing, technical development. Develop a central transport network.					
	Improve the institutional capacity of Dihlabeng Municipality.	Policy which seeks to fast-track Council responsiveness to people's needs. Amend existing by-laws to include provisions to outlaw discriminatory practises within local businesses.	Train all staff and management on Batho Pele principles.	Service-delivery to be improved as per Batho principle.			
	Investing in the development of the people	To improve performance standard and service delivery.	All staff to be trained according to skills audit.	Implement training and development policy, procedure and plan.			
institutional development	To develop all governance plicies that effect the functioning of the organization.	Develop by-laws for water and electricity regulations that are uniform for all towns. Consolidate all policies of the various towns to one intergrated policy document. Formulate planning schemes that are uniform for all towns. Formulate building regulations that are uniform for all towns.	Staff to attend all policy workshops.	Staff is capacitated and is familiar with all the policies and procedures.			
	To ensure the availabilty of adequate equipment to perform essential services and funtions.	Develop a replacement policy for equipment and vehicles. Identify critical items that need to be replaced. Provision to be made in the cash-flow plan for regular maintenance of all vehicles and equipment.					
Financial viability	To increasingly improve the payment levels to reach the economic survival threshold of the municipality i.e. 92%	Improve the current payment level by at least 10% per annum to reach the minimum level of financial viability of 92%. To establish an effective interdepartmental debt-collection department.	Train financial staff on the latest financial programmes.	Capacity building in the finance department			

	tion context ectives (employees only) Targets and measures of success	Priority Skills Area addressed	Notes
	None		The items listed to ensure sustainability and should be the result of ongoing monitoring and evaluation against standard
Notice	None	Specialist technical	and results agreed and the outset
None	None	Specialist technical	
None	None	Specialist technical	There is competent and experienced engineers to ensure a continuous provision and upgrading of bulk electricity to accommodate future urban development.
None	None		Dihlabeng unemployment is reduced by 20% in 2010
		Computer Literacy	
None	None		Establish an information centre at all towns that will be accessible to all visitors. Strengthen the office of the Mayor to have better co-ordination with the local business. Council to encourage more local participation in project procurement by developing a small contractors policy.
		Computer Literacy	
			Bethlehem contrite as the main industrial centre and as a poof resources.
None	None	Administration	Institutional capacity of Dihlabeng is strengthened.
None	None	None of the above	Implement training and development policy, procedure and plan.
		Note of the above	pidi i.
None	None		Governance policies that effect the functioning of the organization function effectively by the end 2008.
		Policy development	
None	None		
None	None		Develop an incentive scheme to motivate non-payers to start paying arrear accounts. Implement central measures on the usage of services by indigent consumers. Utilize the wards and other councillors and ward committees to assist in the
		None of the above	debt-collection process.
			1

Section 6: Strategic objectives and measures of success for Municipalities for the Financial Year

IDP objectives	Municipal	al context objectives	Training and skills de	context evelopment objectives
	Objectives	Targets and measures of success	Objectives	Targets and measures of success
Safety and Security	Provide prompt emergency services and to ensure safe usage of all municipal roads.	Establish firehouses at strategic locations. Equip the present emergency service with adequate equipment. Strengthen CPF is through direct funding from the Department of Safety and Security. Make crime and CPF issues a standing item on all ward committee meetings.	Train safety officials in levels of safety as stipulated by the Safety Act and Laws.	Train financial staff on the latest financial programmes.

Employ	Transformation context ment equity objectives (employees only)	Priority Skills Area addressed	Notes
Objectives	Targets and measures of s	1 Hority Okilis Area addressed	Notes
Objectives	rargets and measures or s	uccess	
	No.		D. J
None	None		Reduce the level of crime within Dihlabeng Municipality.
		None of the above	
		None of the above	
			

Section 6: Strategic objectives and measures of success for Municipalities for the Financial Year

IDP objectives	Operationa Municipal	al context objectives	Enabling Training and skills de	context
ibi objective	Objectives	Targets and measures of success	Objectives	evelopment objectives Targets and measures of success
<u> </u>				

	Transforma	tion context		
- 1	Employment equity obje	ectives (employees only) Targets and measures of success	Priority Skills Area addressed	Notes
L	Objectives	Targets and measures of success		
11				
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Section 7: Sector Priority Skills Areas for the Financial Year
Do not enter 0 into the fields below - only use a field if the number is 1 or greater.

Do not enter 0 into the fields below - only use a field if the number				Number o	of intervent	ions planne	d for the p	eriod		
Training and skills	ity no	General (GET) band		er Education Training	n and	High		on and Trai band	ning	
development interventions in the area of	Skills Priority	Up to NQF Level 1	NQF Level 2	NQF Level 3	NQF Level 4	NQF Level 5	NQF Level 6	NQF Level 7	NQF Level 8	Unknown
ABET	1		417							
Administration	2		1		7	25	8	4		
Client service	1					3				
Computer Literacy	1					59				
Corporate, legal and support										
Financial	1					13				
Life skills										
Management / leadership	2						8			
Occupational Health and Safety										
Policy development	2					1				
Project management /planning	2					1	1			
Social/community/economic development and planning	2					1				
Specialist technical										
Training skills										
Specialist Skills required by legislation										
	TOTAL	. 0	418	0	7	103	17	4	0	0

47 48 49

Section 8: Proposed Programmes - Training for Municipal Employees during 39629 Skills Total No nformal/ In-house **Target Employment** Estimated Course Name or Qualification Title Proposed Provider Skills Priority Area Priority Type of Intervention Formal External Category Cost No 1 Policy Development&Legislation University of the Free State Policy development Skills Programme Directors and Corporate Managers 2 Regional&Urban Planning University of Pretoria Specialist technical Degree Technicians & Trade Workers 3 CPMD WITS Business School Management / leadership Certificate Directors and Corporate Managers 4 Property Valuation Technikon South Africa Financial Diploma Clerical & Administrative Workers 5 Human Resource Management Le Mark Communication Management / leadership Certificate Professionals 6 Customer/Client Services Lethabile Consulting Client service Short Course Clerical & Administrative Workers 7 Supply Chain Management Financial Short Course Clerical & Administrative Workers 8 Basic Fire Fighter Mangaung Municipality Specialist Skills required by legislation Skills Programme Labourers 9 Internal Auditing Specialist Technical Specialist technical Learnership Clerical & Administrative Workers 10 Certificate in Disaster Management University of the Free State Social/community/economic development and plan Certificate Technicians & Trade Workers 11 Auditing Governance Strategy, Ethics&Risk Institute of Internal Auditors of SA Specialist Skills required by legislation Short Course Professionals 12 Tools&Techniques for Internal Audit-B1 Institute of Internal Auditors of SA Specialist Skills required by legislation Short Course Professionals Professionals 13 Tools&Techniques for Internal Audit-B2 Specialist Skills required by legislation Institute of Internal Auditors of SA 2 Formal External Short Course 2 Formal External Short Course Professionals 14 Tools&Tecnique for Internal Audit-B3 Institute of Internal Auditors of SA Specialist Skills required by legislation Institute of Internal Auditors of SA Specialist Skills required by legislation Formal 15 Using Government Approach UGAD External Short Course Professionals 16 Performance Auditing Public Service Institute of Internal Auditors of SA Specialist Skills required by legislation Formal External Short Course Professionals 17 Balance Scorecard Institute of Internal Auditors of SA Specialist Skills required by legislation Formal External Short Course Professionals 18 Auditing Budget National Trreasury Institute of Internal Auditors of SA Specialist Skills required by legislation Formal External Short Course Professionals 19 How to develop a Model IA Programme Institute of Internal Auditors of SA Specialist Skills required by legislation Formal External Short Course Professionals 20 Local Government Financial Management Belgravia Institute of Management Formal In-house Skills Programme Directors and Corporate Managers Financial 21 Computer Training Maluti FET External Skills Programme Computer Literacy Labourers 22 Artisan Training: Plumbing _earner International Specialist technical Formal External Skills Programme Technicians & Trade Workers 23 Artisan Training: Electricity GENTLEC. Specialist technical Formal External Skills Programme Technicians & Trade Workers 24 Artisan Training: Road Constructtion Tjeka Training Matters Specialist technical Formal External Skills Programme Labourers 25 Understanding Skills Development Incorporated Labour Solutions Specialist Skills required by legislation Formal External Short Course Clerical & Administrative Workers Formal External Short Course Clerical & Administrative Workers 26 Understanding Employment Equity Incorporated Labour Solutions Specialist Skills required by legislation 27 ABET Training External Certificate Formal Labourers 28 First-Aid Level 1&2 Training St. John's Ambulance Foundation Specialist Skills required by legislation Formal External Short Course Labourers 29 Water Reticulation Services Makgabane Empowerment Developme Specialist technical Formal External Learnership Labourers 30 Water Purification Services Mahube Training & Development Specialist technical Formal External Learnership Labourers 31 Wastewater Processing Seboka Manyabolo Specialist technical Formal External Learnership Labourers 32 Municipal Financial Administration Formal External Learnership Clerical & Administrative Workers Bafetohile Financial Le Mark Communication External Skills Programme Clerical & Administrative Workers 33 Telephone Ettique Specialist technical 34 IT Network INTEC Specialist technical Formal External Skills Programme Professionals 35 IT Security Specialist technical Formal External Skills Programme Professionals 36 Team Building Incorporated Labour Solutions Management / leadership 4 Formal External Skills Programme Directors and Corporate Managers 37 38 39 41 42 43 44 45

Summary Data of Proposed Programmes for Employees

Summary Data of Proposed Programmes for Employees									
	ber to be Trained	0							
	mated Cost of Training	R 0.00							
	mated Levy	R1, 000,000,00							
	mated Cost as a % of Levy	#VALUE!							
Total Inter	rventions								
Skills									
Priority	Name of Intervention	Number of Interventions Planned							
No									
1	Total ABET Interventions	1							
2	Total Administration Interventions	0							
1	Total Client Service Interventions	1							
1	Total Computer Literacy Interventions	1							
0	Total Corporate, Legal and Support Interventions	0							
1	Total Financial Interventions	4							
#REF!	Total Information Technology Interventions	0							
0	Total Life Skills Interventions	0							
2	Total Management / Leadership Interventions	3							
0	Total Occupational Health and Safety Interventions	0							
2	Total Policy Development Interventions	1							
2	Total Project Management /Planning Interventions	0							
2	Total Social/community/economic Development and Planning Interventions	1							
0	Total Specialist Technical Interventions	11							
0	Total Training Skills Interventions	0							
0	Total Specialist Skills required by Legislation Interventions	13							
	Total Interventions not linked to Sector Skills Priorities	0							

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REPORTING - Quarterly and Annual Report
Section 8: Programme Details - Training for Municipal Employees during
396:
Note that if you have not yet appointed a provider, you can write 'not yet appointed' in the 'Proposed Provider' column

No. Course Name of Qualification Title Name of Provider Skills Area Privinty Privinty Formal Inhonest Skills Area Privinty	Note that if y	ou nave not yet appointed a provider, you can wr	ite 'not yet appointed' in the 'Proposed Provider' col	umn												
No. Course Name of Qualification Title Name of Provider Shiffs Area Pricety Name of Provider Shiffs Area Name of Provider Shiffs Area Name of Name					Skills				Includes							
	Na	Course Name or Qualification Title	Name of Dravides	Chille Area		NQF	Informal/	In-house/	SAQA reg.	Time of Intervention	Ctart Data	End Data	Duration	Target Employment	Total No.	Actual Cost
Company Comp	NO.	Course Name or Quantication Title	Name of Provider	Skills Area	Priority	Level	Formal	External	unit	Type of intervention	Start Date	End Date	Duration	Category	Trained	Actual Cost
1 1					No											
3	1								Standards							
3							1									
4																
\$																
6																
S																
3	6															
10	7															
10 11 11 12 13 14 15 16 17 17 18 18 19 19 19 19 19 19 19 19 19 20 20 20 20 20 20 20 20 20 20 20 20 20	8															
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19 10 10 10 10 10 10 10 10 10 10 10 10 10																
13 14 15 15 16 17 17 18 19 20 20 20 21 22 23 24 24 25 25 25 30 30 31 31 31 31 31 31 31 31 31 31 31 31 31							 	l			t		1			
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25																
26 27 28 29 30 31 31 32 33 34 35 36 37 38 39 40 41 41 42 43 44 44 45 46 47 48 49																
27 28 29 30 31 31 32 33 33 34 35 36 37 37 39 40 41 41 42 42 43 43 44 44 44 45 46 47 47																
28																
29 30 31 31 32 33 34 35 36 37 38 39 40 41 41 42 43 43 43 44 44 44 45 46 47 47 48																
30																
31 32 33 34 35 36 37 38 39 40 41 41 42 42 43 44 44 45 46 47 48	29															
32 34 35 36 37 38 39 40 40 41 42 42 43 44 45 46 47 48 49																
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38 39 40 41 42 43 44 45 46 47 48 49															10	
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40	39				1		1				1	1				
41 42 43 44 45 46 47 48 49																
42 43 44 4 5 5 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6								l			†		1 -			
43 44 45 46 47 48 49													 			
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45 46 47 48 49 49 49 49 49 49 49 49 49 49 49 49 49							-				-		-			
46 47 48 49					-		1				-	-				
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48 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9					ļ						1	ļ	1			
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Summary of Actual Programmes

Total Number Trained		10
Total Actual Cost of Training		R 0.00
Total Estimated Levy		R 0.00
Total Estimated Cost as a % of Levy		#DIV/0!
Total Interventions		
Skills Priority No	Name of Intervention	Number of Interventions Planned
0	Total ABET Interventions	0
0	Total Administration Interventions	0
0	Total Client Service Interventions	0
0	Total Computer Literacy Interventions	0
0	Total Corporate, Legal and Support Interventions	0
0	Total Financial Interventions	0
#REF!	Total Information Technology Interventions	0
0	Total Life Skills Interventions	0
0	Total Management / Leadership Interventions	0
0	Total Occupational Health and Safety Interventions	0
0	Total Policy Development Interventions	0
0	Total Project Management /Planning Interventions	0
0	Total Social/community/economic Development and Planning Interventions	0
0	Total Specialist Technical Interventions	0
0	Total Training Skills Interventions	0
0	Total Specialist Skills required by Legislation Interventions	0
	Total Interventions not linked to Sector Skills Priorities	0

Section 9: Proposed Programmes - Training for the Unemployed during
Note that if you have not yet appointed a provider, you can write 'not yet appointed' in the 'Proposed Provider' colt

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	,	e not yet appointed in the 1 roposed 1 roylder con							
No.	Course Name	Proposed Provider	Informal/ Formal	In-house/ External	Type of Intervention	Target Category	Total No. to be Trained	Estimated Cost	Exit Opportunities Available as a Result of the Training
							ITallieu		
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Summary Data of Proposed Programmes for Unemployed

Summary Data of Proposed Programmes for Unemployed	
Total Number to be Trained	0
Total Estimated Cost of Training	R 0.00
Total Estimated Cost as a % of Total Estimated Cost of	#DIV/0!
Training Employees	

REPORTING - Annual Report Only
Section 9: Programme Details - Training for the Unemployed during

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No.	Course Name	Name of Provider	NQF	Informal/	In-house/	Includes SAQA reg.	Type of Intervention	Start Date Er		Duration	Target Category	Total No. Trained	Actual Cost	No. of Lea	arners now E	Employed
			Level	Formal	External	unit standards						Trained		Mun.	Private Sector	Self Employed
1																
3																
4																
5																
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9																4
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Summary Data of Actual Programmes for Unemployed

Summary Data of Actual Programmes for Offemployed	
Total Number Trained	0
Total Actual Cost of Training	R 0.00
Total Actual Cost as a % of Total Actual Cost of Training	#DIV/0!

DHIABENG LOCAL MANIGPALITY
PLANNING
Section 10: Critical and Scarce Skills
Section 10.1 Department of Labour Critical and Scarce Skills in

						Current Status				nticipated change	is .	Scarce and 0	Critical Skills	Planned Sca	rce Skills or Critic	al Skills Training I	Interventions	Number
Code	Occupation Name	Alternative Title / Specialisation	No. of Posts per Organogram	No. of Posts Filled	No. of Posts Vacant	Vacancy Rate	Reason for Vacancy	18(2) Learners & Interns	Change over 3 Years?	Change over 5 Years?	Anticipated staffing shortfalls/	Is this Occupation a Scarce Skill? Give reasons	Are there any critical skills attached to this occuaption? Please list	Intend to train SS or CS	If YES, numbers to be trained	If YES, NQF Level	If YES, type of Intervention	qualified po to be impo from outs South Afr
OC100 S	OC 100 Legislators ocal or Provincial Government Legislator																	
111301 L	ocal or Provincial Government Legislator	Councillor				#DIV/0! #DIV/0!												<u> </u>
111301 L	ocal or Provincial Government Legislator	Mayor																
111301 L	ocal or Provincial Government Legislator raditional Leader	Member of Mayoral Committee Head of Village/Chief/Senior Royal			0	#DIV/0! #DIV/0!												1
111303 1	ocal or Provincial Government Legislator	Ward Committee Member			0	#DIV/0!												<u> </u>
None	ocal or Provincial Government Legislator	Ward Committee Member SUB-TOTALS	0	0	0	#DIV/0!												
00100 8	OC 100 Directors and Corporate Managers	SUB-TUTALS	0			#DIV/0:												
	ocal Authority Manager	City Administrator				#DIV/0!												_
	ocal Authority Manager	City Treasurer			0	#DIV/0!												-
	ocal Authority Manager	General Manager Local Authority			0	#DIV/0!		_										-
111403 L	ocal Authority Manager	Municipal Manager			0	#DIV/0!		_										-
111405 S	Senior Police Officer	Senior Metro Police Officer			0	#DIV/0!												1
	Corporate Services Manager	Administration Manager			0	#DIV/0!												-
132201 F	inance Manager	Chief Financial Officer (CFO)			o o	#DIV/0!												1
132301 P	Personnel / Human Resource Manager	Human Resources Development Manager			0	#D(V/0!												1
132401 P	Policy and Planning Manager	Public Policy Manager / IDP/LED			ő	#D/V/0!												1
133101 C	Construction Project Manager	Building and Construction Manager			0	#DIV/0!												
134101	child Care Centre Manager	Early Childhood Development Centre Manager		1	0	#DIV/0!						i						1
134201 N	Medical Superintendent	Public Health Manager			ő	#DIV/0!						1						1
134202 N	lursing Clinical Director	Director of Nursing / Community Health			0	#DIV/0!												1
134204 V	Velfare Centre Manager	Community Services Manager			0	#D/V/0!												1
			40				Cannot find suitably skilled							W		6	D	
139102	Commissioned Fire & Rescue Officer	Chief Fire & Rescue Officer	10	1	10	100%	candidates	1	I		l	Absolute scarce skill		Yes	10	5	Diploma	1
139102 C	Commissioned Fire & Rescue Officer	Fire Investigator			0	#DIV/0!												
139102 C	Commissioned Fire & Rescue Officer	Inspector (Fire Services)			0	#DIV/0!						1						1
139901 A	irts/Culture Manager	Art Gallery Director			0	#DIV/0!						1						1
139901 A	rts/Culture Manager	Arts / gallery Administrator			0	#DIV/0!												
139902 E	nvironmental Manager	Parks Manager			0	#DIV/0!												
139902 E	nvironmental Manager nvironmental Manager	Pollution & Waste Group Manager			0	#D/IV/0!												
139905 S	ports Administrator	Recreation Administrator			0	#DIV/0!												
		SUB-TOTALS	10	0	10	100%												
C200 S	OC 200 Professionals																	
	iccountant (General)	Treasury Accountant			0	#DIV/0!												
221204 lr	nternal Auditor	Compliance Auditor			0	#DIV/0!												
223101 H	luman Resource Advisor	HR Officer			0	#DIV/0!												
223104 S	skills Development Facilitator	Human Resource Planner			0	#DIV/0!												1
224202 G	Sallery or Museum Curator	Curatorial Services Manager			0	#D/V/0!												
224301 F	conomist	LED Officer / IDP			0	#DIV/0!												1
224502 V		Property Valuer			0	#DIV/0!												
224601 L	ihrarian	Children's Librarian			0	#DIV/0!												1
224601 L	ihrarian	Library Manager / Advisor			0	#DIV/0!												1
	Jaison Officer	Community Liaison Officer			0	#DIV/0!												
224902 [iaison Officer	Disability Liaison Officer			0	#DIV/0!												
232101 A	rchitect	Building Designer			ō	#DIV/0!												1
	andscape Architect	Landscape Designer			0	#DIV/0!												
232202 S	urvevor	Topographer and Hydrographer			0	#DIV/0!												
			- 1		1	100%	Cannot find suitably skilled					Absolute scarce skill		Yes	-1	6		
232601 U	Irban and Regional Planner	Community / Country / District Planner	1		1	100,0	candidates					Absolute scarce skill		Yes	1	ь	Degree	
232601 U	Irban and Regional Planner	Environmental Consents Planner			0	#D/V/0!												
232601 U	Irban and Regional Planner	Land Planner			0	#DIV/0!												
232601 L	Irban and Regional Planner Irban and Regional Planner	Town Planner			0	#DIV/0!												1
		Traffic and Transport Planner			0	#DIV/0!												
233201 C	ivil Engineer	Transportation and Urban Planning Engineer			0	#DIV/0!												
233201 C	Swil Engineer	Water Operations / Resources / Supply Engineer Transportation and Urban Planning Technologist			0	#D/V/0!												
233202 C	Xivil Engineering Technologist	Transportation and Urban Planning Technologist			0	#D/V/0!												1
233202 C	ivil Engineering Technologist	Water Operations Technologist		<u> </u>	0	#DIV/0!												
			1	1	1	100%	Cannot find suitably skilled	1	l		l	Absolute scarce skill		Yes	1	6	Degree	1
	Rectrical Engineer	Power Distribution Engineer				.5070	candidates				1						9100	1
233301 E																		
233301 E	lectrical Engineer	Power Systems Engineer			0	#DIV/0!												
233301 E	Rectrical Engineer Rectrical Engineering Technologist	Power Systems Engineer Power Engineering Technologist			0	#DIV/0!												
233301 E 233302 E	Rectrical Engineering Technologist	Power Systems Engineer Power Engineering Technologist	1		0 0		Cannot find suitably skilled					Absolute scarce skill		Yes	1	6	Degree	
233301 E 233302 E 233502 M	Rechanical Engineering Technologist	Power Systems Engineer Power Engineering Technologist	1		_	#DIV/0! 100%						Absolute scarce skill		Yes	1	6	Degree	
233301 E 233302 E 233502 N 233505 N	Rectrical Engineering Technologist Mechanical Engineer Mechanical Engineering Technologist	Power Systems Engineer Power Engineering Technologist Maintenance Management Engineer Maintenance Technologist	1		_	#DIV/0! 100% #DIV/0!	Cannot find suitably skilled					Absolute scarce skill		Yes	1	6	Degree	
233301 E 233302 E 233502 N 233505 N 234301 C	Rectrical Engineering Technologist Mechanical Engineer Mechanical Engineering Technologist Conservation Officer	Power Systems Engineer Power Engineering Technologist Maintenance Management Engineer Maintenance Technologist Environmental Waste Officer	1		1 0 0	#DIV/0! 100% #DIV/0! #DIV/0!	Cannot find suitably skilled					Absolute scarce skill		Yes	1	6	Degree	
233301 E 233302 E 233502 N 233505 N 234301 C 234303 E	Electrical Engineering Technologist Mechanical Engineer Mechanical Engineering Technologist Conservation Officer Tryinommental Research Scientist	Power Systems Engineer Power Engineering Technologist Maintenance Management Engineer Maintenance Technologist Environmental Waste Officer Water Quality Analyst	1		_	#DIV/0! 100% #DIV/0! #DIV/0! #DIV/0!	Cannot find suitably skilled					Absolute scarce skill		Yes	1	6	Degree	
233301 E 233302 E 233502 N 233505 N 234301 C 234303 E 241101 E	Rechanical Engineering Technologist Rechanical Engineer Rechanical Engineering Technologist Conservation Officer Invironmental Research Scientist Rady childhood (Pre-primary School) Teacher	Power Systams Engineer Power Engineering Technologist Maintenance Management Engineer Maintenance Technologist Environmental Waste Officer Valuer Quality Analyst Early Childcare Teacher	1		1 0 0	#DIV/0! 100% #DIV/0! #DIV/0! #DIV/0! #DIV/0!	Cannot find suitably skilled					Absolute scarce skill		Yes	1	6	Degree	
233301 E 233302 E 233502 M 233505 M 234301 C 234303 E 241101 E 251301 E	Recharical Engineering Technologist Mechanical Engineering Technologist Rechanical Engineering Technologist Conservation Officer Invironmental Research Scientist any childhood (Pre-primary School) Teacher Invironmental Research Scientist Any Childhood (Pre-primary School) Teacher	Power Gystems Engineer Power Engineering Technologist Maintenance Management Engineer Waintenance Technologist Waintenance Technologist Water Coality Analyst Early Childcare Techner Health Inspector	1		1 0 0 0 0	#DIV/0! 100% #DIV/0! #DIV/0! #DIV/0! #DIV/0!	Cannot find suitably skilled					Absolute scarce skill		Yes	1	6	Degree	
233301 E 233302 E 233502 M 233505 M 234301 C 234303 E 241101 E 251301 E	Recharical Engineering Technologist Mechanical Engineer Mechanical Engineering Technologist Conservation Officer Invironmental Research Scientist andy childhood (Pre-primary School) Teacher Invironmental Health Officer Invironmental Health Officer	Power Systems Engineer Power Engineering Technologist Maintenance Management Engineer Maintenance Technologist Environmental Waste Officer Water Quality Analyst Early Childcocer Teacher Health Inspector Licensed Premises Inspector	1		1 0 0 0 0 0	#DIV/0! 100% #DIV/0! #DIV/0! #DIV/0! #DIV/0! #DIV/0!	Cannot find suitably skilled					Absolute scarce skill		Yes	1	6	Degree	
233301 E 233302 E 233502 M 233505 M 234301 C 234303 E 241101 E 251301 E	Recharical Engineering Technologist Mechanical Engineering Technologist Rechanical Engineering Technologist Conservation Officer Invironmental Research Scientist any childhood (Pre-primary School) Teacher Invironmental Research Scientist Any Childhood (Pre-primary School) Teacher	Power Gystems Engineer Power Engineering Technologist Maintenance Management Engineer Waintenance Technologist Waintenance Technologist Water Coality Analyst Early Childcare Techner Health Inspector	1		1 0 0 0 0	#DIV/0! 100% #DIV/0! #DIV/0! #DIV/0! #DIV/0! #DIV/0! #DIV/0! #DIV/0! #DIV/0!	Cannot find suitably skilled candidates					Absolute scarce skill		Yes	1	6	Degree	
233301 E 233302 E 233502 N 233505 N 234301 C 234303 E 241101 E 251301 E	Ilectrical Engineering Technologist dechanical Engineer dechanical Engineer dechanical Engineering Technologist dechanical Engineering Technologist dechanical Engineering dechanical Engineering dechanical Engineering dechanical Engineering dechanical Engineering dechanical d	Power Systems Engineer Power Engineering Technologist Maintenance Management Engineer Maintenance Technologist Environmental Waste Officer Water Quality (Avalogist Early Childozer Tescher Hashi Nappector Licerack Premise Inspector Licerack Premise Inspector Licerack Premise Inspector	1		1 0 0 0 0 0	#DIV/0! 100% #DIV/0! #DIV/0! #DIV/0! #DIV/0! #DIV/0!	Cannot find suitably skilled candidates Cannot find suitably skilled					Absolute scarce skill Absolute scarce skill Absolute scarce skill		Yes	1	6	Degree	
233301 E 233302 E 233502 N 233505 N 234301 C 234303 E 241101 E 251301 E 251301 E	lectrical Engineering Technologist dechanical Engineer dechanical Engineering Technologist conservation Officer invitronmental Research Scientist arty childhood (Pre-primary School) Teacher invitronmental Health Officer	Nouer Systems Engineer Power Engineerin Technologist Maintenance Management Engineer Maintenance Technologist Environmental Waste Officer Visiter Gualify Houghts United Gualify Houghts Lebender Committed Committed Lebender Committed Committed Sential Systems Indicated Technologist Lebender Department Sential Systems Indicated Technologist Sential Systems Indicated Technologist Sential Systems Indicated Technologist Sential Systems Indicated Technologist Sential Sential Systems Indicated Technologist Sential Senti			1 0 0 0 0 0 0 0 0	#DIV/0! 100% #DIV/0! #DIV/0! #DIV/0! #DIV/0! #DIV/0! #DIV/0! #DIV/0! #DIV/0! #DIV/0!	Cannot find suitably skilled candidates											
233301 E 233302 E 233502 N 233505 N 234301 C 234303 E 241101 E 251301 E 251301 E 251301 E	Iectrical Engineering Technologist dechanical Engineering Technologist conservation Officer involvement Research Scientist and challenge of the Service Service Service involvemental Health Officer involvemental Health Officer Compations Health & Salery Advisor Compations Health & Salery Advisor	Power Systems Engineer Power Engineer [schrologist Maintenance Management Engineer Maintenance Technologist Maintenance Technologist Maintenance Technologist Witten Quality Analysis Early Childorer Bencher Health Inspector Senting Hispotic Health Senting Hispotic Maintenance Senting Hispotic Myster advocation Senting Hispotic Myster advocation Senting Hispotic Myster advocation Senting Hispotic Myster advocation Senting Hispotic Only Myster advocation Read States Contribution			1 0 0 0 0 0 0 0	#DIV/0! 100% #DIV/0! #DIV/0! #DIV/0! #DIV/0! #DIV/0! #DIV/0! #DIV/0! #DIV/0! #DIV/0! 100%	Cannot find suitably skilled candidates Cannot find suitably skilled											
233301 E 233302 E 233502 M 233505 N 234301 C 224301 E 251301 E 251301 E 251301 E 251301 E 251301 E	Itertical Engineering Technologist bechanical Engineer bechanical Engineering Technologist micromatical Engineering Technologist micromatical Engineering Technologist micromatical Health Officer micromatical Health Safety Advisor becapational Health & Safety Advisor beath Promotion Officer self-Promotion Officer Safety Advisor Safety Promotion Officer Safety Advisor Safety Advisor Safety Promotion Officer Safety Advisor Safety Promotion Officer Safety Advisor Safety Advisor Safety Promotion Officer Safety Advisor Safety Ad	Nouer Systems Engineer Power Engineerin Technologist Marinemance Management Engineer Marinemance Septemborghes Environmental Waster Officer Environmental Waster Officer Environmental Waster Officer Early Onticioner Technologist Raid Statery Coordinator Officer Professional Raid Statery Coordinator			1 0 0 0 0 0 0 0 0	#DIV/OI 100% #DIV/OI	Cannot find suitably skilled candidates Cannot find suitably skilled											
233301 E 233302 E 233502 M 233505 M 233505 M 234301 E 251301 E 251301 E 251301 E 251301 E 251301 E 251301 E	Itertical Engineering Technologist bechanical Engineer bechanical Engineering Technologist micromatical Engineering Technologist micromatical Engineering Technologist micromatical Health Officer micromatical Health Safety Advisor becapational Health & Safety Advisor beath Promotion Officer self-Promotion Officer Safety Advisor Safety Promotion Officer Safety Advisor Safety Advisor Safety Promotion Officer Safety Advisor Safety Promotion Officer Safety Advisor Safety Advisor Safety Promotion Officer Safety Advisor Safety Ad	Power Systems Engineer Power Engineer [Ventralogist Maintenance Templer [Ventralogist Maintenance Templer Environmental Wasse Officer Hastin Inspector Souther State Officer Souther Officer Souther Officer Formation (Inspector Community Math Worker Community Math Worker			1 0 0 0 0 0 0 0 0 0 0	#DIV/0! 100% #DIV/0!	Cannot find suitably skilled candidates Cannot find suitably skilled											
233301 E 233302 E 233502 N 233505 N 234301 C 234301 E 251301 E 251301 E 251301 E 251301 E 251301 E 251301 E 251301 E	Technical Engineering Technologist Mechanical Engineering Technologist Inchanical Engineering I	Pount Systems Engineer Pount Engineer Hower Engineer Maintenance Management Engineer Maintenance Technologist Maintenance Technologist Water Coulty Analyst Early Children Technologist Water Coulty Analyst Early Children Technologist Water Coulty Analyst Early Children Technologist Early Children Early			1 0 0 0 0 0 0 0	#DIV/01 100% #DIV/01	Cannot find suitably skilled candidates Cannot find suitably skilled											
233301 E 233302 E 233502 M 233505 M 234301 Q 234301 E 251301 E 251301 E 251301 E 251302 Q 251302 Q 251901 H 251901 H 251901 H 251901 H 251901 H 251901 H 251901 H 261903 S	Interioral Engineering Technologiest Mechanical Engineering Mechanical Engineering Mechanical Engineering Mechanical Engineering Mechanical Engineering Mechanical Me	Power Systems Engineer Power Engineerin Technologist Maintenance Management Engineer Maintenance Serbodogist Environmental Waste Officer Water Guidty Analysist Levin Harden Serbodogist Environmental Waste Officer Water Guidty Analysist Levin Harden Lev			1 0 0 0 0 0 0 0 0 0 0	#DIV/0! 100% #DIV/0!	Cannot find suitably skilled candidates Cannot find suitably skilled											
233301 E 233302 E 233502 N 233505 N 234301 C 234301 E 251301 E 251301 E 251301 E 251302 C 251302 C 251302 C 251301 E 251301 E 251301 E 251301 E 251301 E	Iteritical Engineering Technologias Inchinacias (Engineering Technologias) consensation (Engineering Technologias) consensation (Citter Compression Control Compression Control Compression Control Compression Co	Power Systems Engineer Power Engineer (Jednotoget Maintenance Management Engineer Maintenance Schrödiget Environmental Wasse Officer Health Inspector Schrödiger Schrödiger Schrödiger Schrödiger Officer Professional Rod Schrödiger Community Environment Community Environment Schrödiger Sch			1 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	#DIV/0! 100% #DIV/0!	Cannot find suitably skilled candidates Cannot find suitably skilled											
233301 E 233302 E 233502 N 233505 N 233505 N 234303 E 251301 E 251301 E 251301 E 251302 C 251302 C 251302 C 251302 C 251304 A 272501 S 271204 A 2772601 S	Iterativa Engineering Technologies Mechanical Engineering School, Techne Mechanical Engineering School, Techne Mechanical Health Officer Mechanical Health Officer Mechanical Health & Safety Advisory Mechanical Health & Safety Advisory Mechanical Health & Safety Advisory Mechanical Health & Mechanical Mechanical Mechanical Mech	Pount Systems Engineer Pount Engineer Hower Engineer Maintenance Management Engineer Maintenance Technologist Maintenance Technologist Maintenance Technologist Water Coultily findight Early, Childory Technologist Real Safety Countries Inspector AGS Editory Contrastor AGS Editory Contrastor AGS Editory Contrastor AGS Editory Mainten Section Maintenance Computing J Data GE Sections Admin. Manager Computing J Data GE Sections Countries Technologist Countries Water Community Development Worker Countries Water Community Development Worker			1 0 0 0 0 0 0 0 0 0 0	#DIV/0! 100% #DIV/0!	Cannot find suitably skilled candidates Cannot find suitably skilled											
233301 E 233302 E 233502 N 233505 N 233505 N 234303 E 251301 E 251301 E 251301 E 251302 C 251302 C 251302 C 251302 C 251304 A 272501 S 271204 A 2772601 S	Iteritical Engineering Technologias Inchinacias (Engineering Technologias) consensation (Engineering Technologias) consensation (Citter Compression Control Compression Control Compression Control Compression Co	Power Systems Engineer Power Engineer (Jednotoget Maintenance Management Engineer Maintenance Schrödiget Environmental Wasse Officer Health Inspector Schrödiger Schrödiger Schrödiger Schrödiger Officer Professional Rod Schrödiger Community Environment Community Environment Schrödiger Sch	1		1 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	#DIV/01 100% #DIV/01	Cannot find suitably skilled availables Cannot find suitably skilled Cannot find suitably skilled and dates							Yes	1	6	Degree	
233301 E 233302 E 233502 M 233505 M 234301 C 234301 E 251301 E 251302 C 251302 C 251303 E 271304 M 272501 E	Iterativa Engineering Technologies Mechanical Engineering School, Techne Mechanical Engineering School, Techne Mechanical Health Officer Mechanical Health Officer Mechanical Health & Safety Advisory Mechanical Health & Safety Advisory Mechanical Health & Safety Advisory Mechanical Health & Mechanical Mechanical Mechanical Mech	Pount Systems Engineer Pount Engineer Hower Engineer Maintenance Management Engineer Maintenance Technologist Maintenance Technologist Maintenance Technologist Water Coultily findight Early, Childory Technologist Real Safety Countries Inspector AGS Editory Contrastor AGS Editory Contrastor AGS Editory Contrastor AGS Editory Mainten Section Maintenance Computing J Data GE Sections Admin. Manager Computing J Data GE Sections Countries Technologist Countries Water Community Development Worker Countries Water Community Development Worker			1 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	#DIV/0! 100% #DIV/0!	Cannot find suitably skilled candidates Cannot find suitably skilled											

Code Occupation Name Alternative Title / Specialisation No. of Posts per No. of Posts Post No. of Posts No. of Posts Post No. of Posts Post No. of Posts No. of Post No.	Section 10.1 Department of Labour Critical and	oda oc olano ni	39629															
Marie Mari		Annual Park (Annual Park)				Current Status		I	·	Anticipated change			Are there any critical skills					Number of qualified people to be imported from outside
The second column	Code Occupation Name	Alternative file / Specialisation				Vacancy Rate	Reason for Vacancy		Years?	Change over 5 Years?	staffing shortfalls/ redundancies		attached to this occuaption? Please list					from outside South Africa
Part	SOC300 SOC 300 Technicians and Trade Workers 311205 Pharmacy/ Cechnician	Dispensary Technician			0	#DIV/0!					TOURISME							COULT PITTER
Manual	311901 Earth & Atmospheric Science Technician	Air Ouglity Technician			0	#DIV/0!												
Manual	311901 Earth & Atmospheric Science Technician 311903 Environmental Science Technician	Environmental Technical Officer			0	#DIV/0!												
Marie Service Marie Service Service Service Marie Service Service Service Service Marie Service Servic	312102 Building Associate 312103 Building Inspector	Clerk of Works Electrical Installation Inspector			0	#DIV/0! #DIV/0!												
The content of the			4		4	100%	Cannot find suitably skilled					Absolute scarce skill		Yes	4	5	Diploma	
Column			3		3	100%						Absolute scarce skill		Yes	3	6	Degree	
March Marc	312202 Civil Engineering Technician 312202 Civil Engineering Technician	Waste Water Treatment Officer																
March Marc	312302 Electrical Engineering Technician	Electrical Engineering Technical Officer	1				Cannot find suitably skilled candidates					Absolute scarce skill		Yes	1	6	Degree	
Column C							Cannot find suitably skilled											
The content	321201 Motor Mechanic (General)		2				candidates					Absolute scarce skill		Yes	2		Diploma	
1		Waterworks Pitter / Westrans	- 5				Cannot find suitably skilled					Absolute scarce skill		Yes	5	5	Dinloma	
1	331201 Carpenter & Joiner	Building Maintenance Repairman	-			#D/IV/0!	candidates								-	-		
Part	334101 Plumber (General) 334101 Plumber (General)	Maintenance Plumber Water Plumber			0	#DIV/0! #DIV/0!												
Column C	334103 Drainer / Drainlayer	Sewer Pipe Layer			0	#DIV/0!												
	334104 Gasfitter				0	#DIV/0!												
March Marc			10		0							About de access abill		Ven	40		Distance	
Column	342201 Electrical Linesworker / Electrical Line Mechanic 342201 Electrical Linesworker / Electrical Line Mechanic	Electrical Cable Layer / Puller Electric Power Lines Faultsman / Serviceman	10		10		candidates					Absolute scarce skill		Yes	10		Dipioma	-
Second	342201 Electrical Linesworker / Electrical Line Mechanic	Electrical Inspector Lines			0	#DIV/01												
1	342202 Technical Cable Jointer	Mains Layer and Jointer			0	#DIV/0!												
Marie Primer Mari	342302 Communications Operator 361101 Animal Attendants	Radio Communications Operator			0	#DIV/0! #DIV/0!		1	 						1			
Second Content of the Content of t	362103 Gardener (General)		20		20		Cannot find suitably skilled candidates					Absolute scarce skill		Yes	20	4	Certificate	
Second Second Process Second Seco	362106 Nursery person	Horticulturist			0	#DIV/0!	Curdouics											
Control Cont	362107 Green Keeper 364103 Livestock Product Evaluator * Broker	Meat Examiner / Classifier			0	#DIV/0!												
See The Control of Con		c Red Meat Processing Supervisor (Abattoir) SUB-TOTALS	45	0	0 45													
Amount property Property File Property F	SOC 400 Community and Personal Service																	
Amount property Property File Property F	411101 Ambulance Officer	Ambulance Man / Woman			0	#DIV/0!												
Column C			20				Cannot find suitably skilled					Absolute scarce skill		Ver	20	6	Dinloma	
## See Programment West Programment Continues of the Programment Continues	441202 Fire Fighter	Fire Prevention Officer / Fire Brigade Officer Rescue Firefighter	20		0		candidates					Absolute scalce skill		105	20		Diploma	-
Column C	441302 Police Officer (Non-Commissioned Metro)	Metro Police Officer			0	#DIV/0!												
10 September 10	441303 Traffic Officer	Driver testing / road safety / traffic safety			0	#DIV/0!												
March Marc	442204 Security Officer 451401 Gallery or Museum Guide	Gallery Assistant			0													
March Marc	451402 Tour Guide 451601 Tourists Information Officer	Tour Leader Tourist Advisor			0	#DIV/0! #DIV/0!												
1	452311 Other Sports Official	Recreation Co-ordinator			0	#DIV/0!												
100 Control Advances Contr		SUB-TOTALS	20	0	20	100%									1			
Approximation Clark Officer 11 11 15 15 15 15 15 1	511101 Contract Administrator	Contract Co-ordinator			0	#DIV/0!									1			
Approximation Clark Officer 11 11 15 15 15 15 15 1	511102 Contract Program & project Administrators 511102 Contract Program & project Administrators	Administrator Senior Officer			0	#DIV/0! #DIV/0!												
\$1000 Confunction		Office Co-ordinator			0	#DIV/0!	Cannot find suitably skilled											
Street Prince P	531101 General Clerk		11		11		candidates					Absolute scarce skill		Yes	11	5	Diploma	
Selection Section Se	532103 Word Processing Operator	Typist			0	#DIV/0!												
Approximate Communication	541101 Call or Contract Centre Operator 541201 Inquiry clerk				0													
Section Comment Content			3		3							Absolute scarce skill		Yes	3	5	Diploma	
Address			5		5	100%	Cannot find suitably skilled					Absolute scarce skill		Yes	5	5	Diploma	
100 100			2		2	100%	Cannot find suitably skilled					Absolute scarce skill		Yes	2	5	Dinloma	
All Code Mark Mar	551301 Payroll Clerk	Wage Clerk			0	#DIV/0!	candidates								<u> </u>	-		
Service Mark Codes	561301 Filing or Registry clerk	Documentation Clerk / Officer					Cannot find suitably skilled											
Setter State Sta	561401 Mail Clerk	Mail Assistant					candidates											
Session Water Electricity Neter Reader 4	561601 Switchboard Operator	Telephone Operator / Attendant	1		1	100%						Absolute scarce skill		Yes	1	5	Diploma	
Section Procurement Administrator Confidence Conf	561902 Meter Reader	Water / Electricity Meter Reader	4				Cannot find suitably skilled candidates					Absolute scarce skill		Yes	4	4	Certificate	
	591103 Purchasing Officer 591105 Stock Clerk	Procurement Administrator / Co-ordinator / Officer Stores Maintenance Clerk			0	#DIV/0! #DIV/0!												
Approximation Approximatio	599401 Human Resource Clerk	Human Resources Records Clerk			0	#DIV/0!												
1,000 1,00			5		5		Cannot find suitably skilled					Absolute scarce skill		Yes	5	5	Diploma	
Absolute scarce skill Yes 4	599701 Library Assistant 599904 Radio Services Dispatcher				0	#DIV/0!	candidates											
Absolute scarce skill Yes 4	612102 Property Manager 621901 Materials Recycler	Building Services Manager Waste Recycler			0	#DIV/0! #DIV/0!		H	⊢ —				-	\vdash	H			
Carbon C	621903 Aniusement, Priness or Sports Centre Attendant	Swimming Pool Attendant			0	#DIV/0!	Cannot find suitably skilled											
Substancy Common and Christs	631102 Office Cashier	Cashier	4		4		candidates	ļ				Absolute scarce skill		Yes	4	5	Diploma	
Section Sect		SUB-TOTALS	36	0	0 36	#DIV/0! 100%		<u> </u>							<u> </u>	L		
1/200 Visite Plant Operator	712101 Crane, Hoist or Lift Operator				0													
Tribit Person Feet Operator Applied Spreador Applied Spreado					0	#DIV/0! #DIV/0!												
All and loss unter Some date unter Some da	721205 Grader Operator	Grader Driver			Ö	#DIV/0!												
All and loss unter Some date unter Some da	721905 Road roller Operator	Road Repairer			0	#DIV/0!												
All and loss unter Some date unter Some da	721906 Streetsweeper 731103 Emergency Vehicle Drivers	Road Sweeper			0	#DIV/0! #DIV/0!		H	⊢ —				-	\vdash	H			+ $-$
Table Tabl	731201 Bus Driver	School Bus Driver			Ó	#DIV/0!	Cannot find suitably skilled											
SUB-TOTALS 40 150 -110 -277%	733101 Truck Driver (General)	Compactor Driver (Rubbish Collection)	40	150				ļ				Absolute scarce skill		Yes	40	4	Certificate	
SUB-TOTALS 40 150 -110 -277%	733101 Fruck Driver (General) 741101 Store Person	Stores Assistant			0	#DIV/0!		<u> </u>	<u> </u>						<u> </u>			
811201 Commercial Cleaner Building Exterior Cleaner 0 x001/01		SUB-TOTALS	40	150	-110	-275%												
	811201 Commercial Cleaner	Building Exterior Cleaner			0	#DIV/0!												

PLANNING
Section 10: Critical and Scarce Skills
Section 10.1 Department of Labour Critical and Scarce Skills in

						Current Status			-	nticipated change		Scarce and (Critical Skills	Planned Sca	rce Skills or Critic	al Skills Training	Interventions	Number of
Code	Occupation Name	Alternative Title / Specialisation	No. of Posts per Organogram	No. of Posts Filled	No. of Posts Vacant	Vacancy Rate	Reason for Vacancy	18(2) Learners & Interns	Change over 3 Years?	Change over 5 Years?	Anticipated staffing shortfalls/ redundancies	Is this Occupation a Scarce Skill? Give reasons	Are there any critical skills attached to this occuaption? Please list	Intend to train SS or CS	If YES, numbers to be trained	If YES, NQF Level	If YES, type of Intervention	qualified people to be imported from outside South Africa
	Healthcare Cleaner	Low Risk Area Cleaner			0	#DIV/0!											ĺ	1
	Builder's Worker	Pipe Layer			0	#DIV/0!												
	Builder's Worker	Road Construction / Maintenance Labourer			0	#DIV/0!												1
821101	Builder's Worker	Road Surfaceman			0	#DIV/0!												
821102	Drainage, Sewerage & Storm Water Worker	Hydro Contract Worker			0	#DIV/0!												
821103	Earthmoving Worker	Ditch Digging Worker Grave Digger			0	#DIV/0!												1
	Earthmoving Worker				0	#DIV/0!												
	Concreter	Concrete Worker			0	#DIV/0!												1
821501	Paving & Surfacing Worker	Roading Construction Worker			0	#DIV/0!												
831202	Slaughterer	Slaughtering Assistant			0	#DIV/0!												
841402	Ornamental Horticultural or Nursery Assistant	Horticultural / Nursery Worker			0	#DIV/0!												1
899101	Caretaker	Janitor	3		3	100%	Cannot find suitably skilled candidates					Absolute scarce skill		Yes	3	4	Certificate	
899301	Handyperson	Handyman	3		3	100%	Cannot find suitably skilled candidates					Absolute scarce skill		Yes	3	4	Certificate	
899601	Recycling or Rubbish Collector	Garbage Collector	20		20	100%	Cannot find suitably skilled candidates					Absolute scarce skill		Yes	20	3	Work Placement	
		SUB-TOTAL:	26	0	26	100%												
		TOTAL	186	150	36	19%												

Section 10: Critical and Scarce Skills

Section 10.2 LGSETA Scarce Skills (Discretionary Grant Priority Areas) for

39629

Strategic Priority Area:		Project Name:	Mode of delivery:	Total No. of Beneficiaries
	Infrastructu	re asset maintenance		
	Infrastructu	re asset maintenance		ĺ
	Labour inte	nsive construction (EPWP)		
		nsive construction (EPWP)		
	Electricity r		Skills Programme	1
	Electricity r			
	Water serv			
nfrastructure and service	Water serv			
delivery	Roads			
	Roads			
	Roads			
	Other:	Mechanic	RPL	1
	Other:	Tipper Driver	RPL	40
	Other:	Cherry Picker	Skills Programme	1
	Other:	Compressor Apprenticeship	Apprenticeship	1
	Property va		/ пристивсенир	
	Property va			_
		procurement		
		procurement		_
	Municipal f		l a casa cashin	
Financial viability			Learnership	4
Financial viability	Municipal f			
	Municipal f		0	
	Other:	Debt Collection	Skills Programme	5
	Other:	Revenue Management	Skills Programme	2
	Other:	Expenditure Control	Skills Programme	1
	Other:	Financial Statements&Budgeting	Skills Programme	3
	Ward comr			
	Ward comr	nittees		
	Planning		Skills Programme	1
	Planning			
	IDPs		Skills Programme	2
Community based	IDPs			
participation and planning	LED		Learnership	1
partioipation and planning	LED			
	LED			
	Other:	Waste Management	Skills Programme	1
	Other:	Cemetery Management	Skills Programme	1
	Other:	Sport-field Management	Skills Programme	1
	Other:	Horticulture	Skills Programme	1
	Training co	mmittees	Skills Programme	12
	Training co	mmittees		
	Councillors			
	Councillors			
Manage	Municipal L	eadership Development		
Management and leadership		eadership Development		
	Other:			
ABET	NQF Level	2	Structured Learning	417

Summary LGSETA Scarce Skills Data

Total Scarce Skills Training Beneficiaries	496
Total Beneficiaries of Scarce Skills Training as a % of Total Training Beneficiaries	#DIV/0!

REPORTING - Annual Report Only

Section 10: Critical and Scarce Skills

Section 10.2 LGSETA Scarce Skills (Discretionary Grant Priority Areas) for

39629

Strategic Priority Area:	Project Name:	Mode of delivery:	Planned No. of Beneficiaries	Actual No. of Beneficiaries	Difference	Reason for Difference
	Infrastructure asset maintenance	0	0		0	
	Infrastructure asset maintenance	0	0		0	
	Labour intensive construction (EPWP)	0	0		0	
	Labour intensive construction (EPWP)	0	0		0	
	Electricity reticulation	Skills Programme	1		-1	
	Electricity reticulation	0	0		0	
	Water services	0	0		0	
Infrastructure and service	Water services	0	0		0	
delivery	Roads	0	0		0	
	Roads	0	0		0	
	Roads	0	0		0	
	Other:	RPL	1		-1	
	Other:	RPL	40		-40	
	Other:	Skills Programme	1		-1	
	Other:	Apprenticeship	1		-1	
	Property valuation	0	0		0	
	Property valuation	0	0		0	
	Audit and procurement	0	0		0	
	Audit and procurement	10	0		0	
	Municipal finance	Learnership	4		-4	
Financial viability	Municipal finance	Learnership	0		0	
	Municipal finance	0	0		0	
	Other:	Oldilla Danasana	5			
	Other:	Skills Programme Skills Programme	2		-5	
	Other:	Skills Programme	1		-2 -1	
			3		-1 -3	
	Other:	Skills Programme	0		-3	
	Ward committees	0				
	Ward committees	U D	0		0 -1	
	Planning	Skills Programme	1			
	Planning	0	0 2		0	
	IDPs	Skills Programme			-2	
Community based	IDPs	0	0		0	
participation and planning	LED	Learnership	1		-1	
	LED	0	0		0	
	LED	0	0		0	
	Other:	Skills Programme	1		-1	
	Other:	Skills Programme	1		-1	
	Other:	Skills Programme	1		-1	
	Other:	Skills Programme	1		-1	
	Training committees	Skills Programme	12		-12	
	Training committees	0	0		0	
	Councillors	0	0		0	
	Councillors	0	0		0	
Management and leadership	Municipal Leadership Development	0	0		0	
	Municipal Leadership Development	0	0		0	
	Other:	0	0		0	
	Other:	0	0		0	
	Other:	0	0		0	
	Other:	0	0		0	
ABET		Structured Learning	417		-417	

Summary LGSETA Scarce Skills Data

Total Scarce Skills Training Beneficiaries	0
Total Beneficiaries of Scarce Skills Training as a % of Total Training Beneficiaries	0.00%

DIHLABENG LOCAL MUNICIPALITY

PLANNING

Section 11: Number of beneficiaries to receive ABET training during the Financial Year Do not enter 0 into the fields below - only use a field if the number is 1 or greater.

####

				Tota	A ABE	T Benef	ficiaries	;					PWD	
Employment category	Africa	an	Colo	ured	Ind	lian	Wh	ite	To	tal	Total			Total
	M	F	M	F	M	F	M	F	М	F		M	F	
SOC 100 Legislators									0	0	0			0
SOC 100 Directors and Corporate Managers									0	0	0			0
SOC 200 Professionals									0	0	0			0
SOC 300 Technicians and Trade Workers									0	0	0			0
SOC 400 Community and Personal Service Workers									0	0	0			0
SOC 500 Clerical and Administrative Workers									0	0	0			0
SOC 700 Machine Operators and Drivers									0	0	0			0
SOC 800 Labourers	376	41							376	41	417			0
Apprentices									0	0	0			0
TOTALS	376	41			0	0	0	0	376	41	417	0	0	0

Summary ABET Data

Total no of employees w. NQF L1 and below	0
Total no of employees who will receive ABET (all levels)	417
% of employees w. NQF L1 and below who will receive ABET	#DIV/0!

REPORTING - Quarterly and Annual Report
Section 11: Number of beneficiaries who received ABET during the Financial Year
Do not enter 0 into the fields below - only use a field if the number is 1 or greater.

####

Do not enter 0 into ti	the fields below - only use a field if the number is 1 or gr	eater.																																	
	Employment category					ABET	LEVE	L 1									ABE	T LEVI	EL 2											ABET LE	EVEL 3	3			
First Quarter	Linployment category	Afri	can	Colou	red	Indiar	n	Whit	te	To	tal	Total	Af	rican	Cold	oured	Indi	ian	White		Tota	al	Total	Afric	can	Colo	ured	Ir	ndian		Whit	te	To	otal	Total
		M	F	M	F	M	F	M	F	M	F		M	F	M	F	M	F	M F	-	M	F		M	F	M	F	M	F	N.	1	F	M	F	
SOC 100 Legislator										0	0	0									0	0	0										0	0	0
SOC 100 Directors	and Corporate Managers									0	0	0									0	0	0										0	0	0
SOC 200 Professio	onals									0	0	0									0	0	0										0	0	0
	ans and Trade Workers									0	0	0									0	0	0										0	0	0
SOC 400 Communi	ity and Personal Service Workers									0	0	0									0	0	0										0	0	0
	and Administrative Workers									0	0	0									0	0	0										0	0	0
SOC 700 Machine (Operators and Drivers									0	0	0									0	0	0										0	0	0
SOC 800 Labourers	s	376	41							376	41	417									0	0	0										0	0	0
Apprentices										0	0	0									0	0	0										0	0	0
TOTALS		376	41	0	0	0	0	0	0	376	41	417	0	0	0	0	0	0	0 0)	0	0	0	0	0	0	0	0	0	Q	5	0	0	0	0

				ABET L	EVEL 1						ABE	T LEVEL	2							AE	BET LEVEL	3			
	Employment category																								
Second Quarter	Linployment category																								
		African	Coloured	Indian	White	Tot	al	Total	African	Coloured	Ind	lian	White	To	tal	Total	African	Coloured		Indian	W	nite	To	otal	Total
		M F	M F	M F	M F	M	F		M F	M F	M	F	M F	M	F		M F	M F	M	F	M	F	M	F	
SOC 100 Legislate	ors					0	0	0						0	0	0							0	0	0
SOC 100 Directors	s and Corporate Managers					0	0	0						0	0	0							0	0	0
SOC 200 Professi	onals					0	0	0						0	0	0							0	0	0
SOC 300 Technici	ians and Trade Workers					0	0	0						0	0	0							0	0	0
SOC 400 Commun	nity and Personal Service Workers					0	0	0						0	0	0							0	0	0
SOC 500 Clerical	and Administrative Workers					0	0	0						0	0	0							0	0	0
SOC 700 Machine	Operators and Drivers					0	0	0						0	0	0							0	0	0
SOC 800 Laboure	rs	376 41	1			376	41	417						0	0	0							0	0	0
Apprentices						0	0	0						0	0	0							0	0	0
TOTALS		376 41	1 0 0	0 0) 0 0	376	41	417	0 0	0 0	n	0	0 0	0	0	0	0 0	0 0	0	0	0	0	n	0	0

	Employment category				ABI	ET LEVEL 1								AB	ET LEVEL:	2								-	ABET LEVE	L 3			
Third Quarter	Employment category	Africa	an	Coloured	Ind	dian \	White	To	tal	Total	Afric	an	Coloured	Inc	lian	White	T	otal	Total	Africa	n C	oloured		Indian	V	/hite	To	otal	Total
		M	F	M F	M	F M	F	M	F		M	F	M F	M	FI	M F	M	F		M	F N	F	M	F	M	F	М	F	
SOC 100 Legislato	ors							0	0	0							0	0	0								0	0	0
SOC 100 Directors	s and Corporate Managers							0	0	0							0	0	0								0	0	0
SOC 200 Profession	onals							0	0	0							0	0	0								0	0	0
SOC 300 Technicia	ians and Trade Workers							0	0	0							0	0	0								0	0	0
SOC 400 Commun	nity and Personal Service Workers							0	0	0							0	0	0								0	0	0
SOC 500 Clerical	and Administrative Workers							0	0	0							0	0	0								0	0	0
SOC 700 Machine	Operators and Drivers							0	0	0							0	0	0								0	0	0
SOC 800 Labourer	rs	376	41					376	41	417							0	0	0								0	0	0
Apprentices								0	0	0							0	0	0								0	0	0
TOTALS		376	41	0 0	0	0 0	0	376	41	417	0	0	0 0	0	0	0 0	0	0	0	0	0 0	0	0	0	0	0	0	0	0

	Employment category				ABET	LEVEL 1								A	BET LEV	EL 2									AE	BET LEVE	. 3			
Fourth Quarter	Employment category	African	C	Coloured	Indian	n Wi	hite	To	tal	Total	Afric	can	Coloured	l li	ndian	W	hite	Tot	al	Total	African	Colou	red	In	dian	W	hite	To	otal	Total
		M	F N	M F	M	F M	F	M	F		M	F	M F	M	F	M	F	М	F		M F	M	F	M	F	M	F	M	F	
SOC 100 Legislator	rs							0	0	0								0	0	0								0	0	0
SOC 100 Directors	and Corporate Managers							0	0	0								0	0	0								0	0	0
SOC 200 Profession	nals							0	0	0								0	0	0								0	0	0
SOC 300 Technicia	ins and Trade Workers							0	0	0								0	0	0								0	0	0
SOC 400 Communi	ity and Personal Service Workers							0	0	0								0	0	0								0	0	0
SOC 500 Clerical a	and Administrative Workers							0	0	0								0	0	0								0	0	0
SOC 700 Machine C	Operators and Drivers							0	0	0								0	0	0								0	0	0
SOC 800 Labourers	s	376 4	1					376	41	417								0	0	0								0	0	0
Apprentices								0	0	0								0	0	0								0	0	0
TOTALS		376 4	1 0	0 0	0	0 0	0	376	41	417	0	0	0 0	0	0	0	n	0	0	n	0 0	0	0	0	n	0	0	0	0	0

					ABET L	LEVE	L1									ABE	T LEV	EL 2										Α	BET LEVE	. 3			
Annual Report	Afı	rican	C	oloured	Indian	1	Whit	te	Tot	al	Total	Afri	can	Colo	ured	Ind	ian	Wi	ite	То	tal	Total	Afr	ican	Cold	oured	1	ndian	W	hite	Т	Total	Total
	M	F	M	l F	M I	F	M	F	M	F		M	F	М	F	M	F	M	F	M	F		M	F	M	F	M	F	M	F	M	F	
Total No. Received Training in Quarter 1	376	41	0	0	0 (0	0	0	376	41	417	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total No. Received Training in Quarter 2	376	41	0	0	0 (0	0	0	376	41	417	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total No. Received Training in Quarter 3	376	41	0	0	0 (0	0	0	376	41	417	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total No. Received Training in Quarter 4	376	41	0	0	0 (0	0	0	376	41	417	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Graduates									0	0	0									0	0	0									0	0	0

				Α	BET LEVE	L 4									N	NQF LEVEL	1						PWD	
Afr	rican	Colo	ured	Ind	lian	W	hite	To	otal	Total	Afr	ican	Colo	ured	Inc	dian	WI	hite	To	tal	Total			Total
M	F	M	F	M	F	M	F	M	F		M	F	M	F	M	F	M	F	M	F		M	F	
								0	0	0									0	0	0			0
								0	0	0									0	0	0			0
								0	0	0									0	0	0			0
								0	0	0									0	0	0			0
								0	0	0									0	0	0			0
								0	0	0									0	0	0			0
								0	0	0									0	0	0			0
								0	0	0									0	0	0			0
								0	0	0									0	0	0			0
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

				Α	BET LEVE	L 4									1	IQF LEVEL	1						PWD	
																								4
Afr	ican	Cold	oured	Ind	lian	v	/hite	Т	otal	Total	Afr	ican	Colo	ured	Inc	lian	WI	hite	То	tal	Total			Total
М	F	M	F	M	F	M	F	M	F	1	M	F	M	F	M	F	M	F	M	F		M	F	
								0	0	0									0	0	0			0
								0	0	0									0	0	0			0
								0	0	0									0	0	0			0
								0	0	0									0	0	0			0
								0	0	0									0	0	0			0
								0	0	0									0	0	0			0
								0	0	0									0	0	0			0
								0	0	0									0	0	0			0
								0	0	0									0	0	0			0
0	0	n	0	n	n	0	0	n	0	0	0	n	n	n	n	0	0	0	0	0	0	n	n	0.1

				Α	BET LEVEL	_ 4									N	IQF LEVEL	1						PWD	
Afr	rican	Cold	ured	Ind	lian	W	hite	To	tal	Total	Afr	ican	Colo	ured	Inc	lian	WI	nite	To	otal	Total			Total
M	F	M	F	M	F	M	F	M	F	İ	M	F	M	F	M	F	M	F	M	F		M	F	
								0	0	0									0	0	0			0
								0	0	0									0	0	0			0
								0	0	0									0	0	0			0
								0	0	0									0	0	0			0
								0	0	0									0	0	0			0
								0	0	0									0	0	0			0
								0	0	0									0	0	0			0
								0	0	0									0	0	0			0
								0	0	0									0	0	0			0
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

				Α	BET LEVE	L 4									1	NQF LEVEL	1						PWD	
Afr	ican	Colo	ured	Ind	lian	W	/hite	Te	otal	Total	Afr	ican	Colo	ured	Inc	dian	WI	hite	To	tal	Total			Total
M	F	M	F	M	F	M	F	M	F	Ī	M	F	M	F	M	F	M	F	M	F		М	F	
								0	0	0									0	0	0			0
								0	0	0									0	0	0			0
								0	0	0									0	0	0			0
								0	0	0									0	0	0			0
								0	0	0									0	0	0			0
								0	0	0									0	0	0			0
								0	0	0									0	0	0			0
								0	0	0									0	0	0			0
								0	0	0									0	0	0			0
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

				Al	BET LEVE	L 4									N	IQF LEVEL	.1						PWD	
Afri	ican	Colo	ured	Ind	lian	W	hite	To	otal	Total	Afr	ican	Cole	oured	Ind	lian	Wi	nite	To	otal	Total			Total
M	F	M	F	M	F	M	F	M	F		M	F	M	F	M	F	M	F	M	F		M	F	A 7
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
								0	0	0									0	0	0			0

DI ANNING

Section 12: Number of beneficiaries to be trained during the Financial Year

Do not enter 0 into	the fields below - only use a field if the number is 1 or g	reater.					D											• • •		•••						Dist	
Code	Employment category	Δfı	rican	Colo	oured	Inc	Race dian	Wh	ito	Т,	otal		_	20	21	1-30	31	-40	catego 41-		+ 5	51	Tota			PWI	
Jour	Employment category	M				M		М		M		Total	M			F		F		F	М			F To	tal	M F	Total
SOC 100 Legislat	tors																										
	Executive Mayor									0		0	0										0	0	0		0
	Mayor									0		0											0	0	0		0
	Local Government Legislators (Councillors)									0													0	0	0		0
	Traditional Leaders & Heads of Villages									0) (0)										0	0	0		0
	Other (specify below) Ward Committee Members									0	, ,	0 0											0	0	0	_	_
	SUB-TOTALS		0 0	0	0	0	0	0	0) 0	0	0	0	0	0	0	0	0	0	0	0	0 0
SOC 100 Director	rs and Corporate Managers		<u>, </u>	1 0			1 0	, o	0		, ,	, ,	, 0		, 0	<u> </u>	U	0	U	U	U	0	U U	٥	٧	<u> </u>	0 0
11131	City/Municipal Manager	_	Т	1			1	1 1		0) (ol o	il		Т	1							0	0	0	$\overline{}$	0
11133	General Managers	1	1		1			1	2	2		_			1		2		1	1	1	2	5	3	8	-	0
1211	Corporate Services Managers							1		1	1 () 1							1				1	0	1		0
1212	Finance Managers	1	1							1	1 (1							1				1	0	1		0
1213	Human Resource Managers	1	1							1	1 (1							1				1	0	1		0
1214	Policy and Planning Managers									0													0	0	0		0
1221	Engineering Managers		<u> </u>	<u> </u>	<u> </u>		<u> </u>			0				<u> </u>	<u> </u>	<u> </u>					\sqcup		0	0	0	$-\!$	0
1222	Construction Managers	_	 	1	-		<u> </u>	$\vdash \vdash$		0				!	 	1	!				$\vdash \vdash$		0	0	0	+	0
1231	ICT Managers	⊢	+		-		1			0				-	1		-				\vdash		0	0	0	-	0
1251	Health, Welfare and Education Service Managers	_	1	1			1			0		_		-	1	1	-	-			\vdash		0	0	0	$-\!$	0
12922 12923	Commissioned Fire Officer Commissioned Police Officer (Metro/Traffic Police)	_	1-	1			 	\vdash		0				-	1	1		-			\vdash		0	0	0	+	0
12923	Laboratory Managers		1					\vdash		0		_			1						\vdash		0	0	0	+	0
12992	Environment, Parks and Land Care Managers	_	1	1			1			0					1	1							0	0	0	+	0
12993	Sports Administrator or Manager		1							0		_			1								0	0	0		0
12994	Arts Administrator or Managers									0													0	0	0	\neg	0
1491	Sport and Recreation Managers									0) (0)										0	0	0		0
1492	Customer Services Managers									0) (0)										0	0	0		0
	Other (specify below)																										
	Security Manager	1	1							1		1							1				1	0	1		0
	SUB-TOTALS	4	1 0	0	1	0	0	2	2	6	3	9	0	0) 1	0	2	0	5	1	1	2	9	3	12	0	0 0
SOC 200 Professi														_													
	Core Admin	_								0		0	1										0	0	0		0
Corporate	Core Finance Legal	_		-						0						-							0	0	0		0
Services	IT	_	+	-			-			0						-							0	0	0	$-\!$	0
	Procurement	_		-			-			0						-							0	0	0	$-\!$	0
HR and Training	Troduction		1	1			1			0					1	1							0	0	0	$-\!$	0
Till and Training	Property Valuation		1	1			1			0					1	1							0	0	0	$-\!$	0
Financial	Rates									0													0	0	0	\neg	0
Services	Billing									0													0	0	0		0
	Client Services									0) (0)										0	0	0		0
	Parks									0) (0)										0	0	0		0
	Community Facilities									0		_											0	0	0		0
Community	Libraries									0													0	0	0		0
Services	Recreation Centres									0													0	0	0	——	0
	Primary Health Care Facilities									0													0	0	0		0
Farriage and all	Cemeteries	_	-	ļ			-			0					-	ļ							0	0	0	——	0
Environmental Management	Environmental Health Pollution Control	_	1-	1			 	\vdash		0				-	1	1		-			\vdash		0	0	0	+	0
	By-laws	_	+	1			!	H		0				-	+	1		-			\vdash		0	0	0	+	0
Legal	Licensing	Η-	+		 		 	1		0				1	1		 		-		\vdash \vdash		0	0	0	+	0
Emergency	Fire & rescue		1	1			1	H		0		_			1	1	†						0	0	0	-	0
Services	Disaster Planning and Management		1				l –			Ö													Ö	Ö	0		0
Community	Public Safety									0	0 0												0	0	0	\neg	0
Safety	Traffic Management									0													0	0	0		0
Public Transport										0													0	0	0		0
Municipal	LED/IDP/Urban Planning									0													0	0	0		0
Planning	Land use management		1				1			0													0	0	0		0
Housing										0													0	0	0		0
	Roads and Stormwater	_	↓	<u> </u>	-		<u> </u>	igspace		0				-	!	<u> </u>	—	<u> </u>			\sqcup		0	0	0	$-\!$	0
Technical	Solid Waste and Landfill	⊢	+		-		1			0				-	1		-				\vdash		0	0	0	-	0
Services	Water supply and waste water	\vdash	+-		-		 			0				-	1		-				\vdash		0	0	0	+	0
	Electricity SUB-TOTALS	(0 0	0	0	0		0	0	0) 0	0		0	0	Λ	٥	0	0	0	0	0	0 0
	JOB-TOTALS		, 0	ı U	. 0	U	1 0	J	J		1 (, U	ı U				J	J	0	U	J	J		- J

							Race											Age	catego	ries							PWD	
Code	Employment category		ican		ured	Ind	ian	Wh			otal	Total		20		-30		-40	41-	·50		51		otal	Total	М	F	Total
000000		М	F	М	F	М	F	M	F	M	F	. o.u.	М	F	М	F	М	F	M	F	М	F	M	F	. otu.			. ota.
SOC 300 Technic	ians and Trade Workers Core Admin	1	1						- 1	1	2	2 :	zi.		- 1			- 1				1	1	2	3			0
	Core Finance	_	-						1	0			1							1		- 1	0		1			0
Corporate	Legal									0			D										0		0			0
Services	IT									0) ()										0	0	0			0
	Procurement									0			D										0					0
HR and Training										0) ()										0					0
	Property Valuation		1							0			1							1			0					0
Financial	Rates									0)										0					0
Services	Billing	_							_	0	_	4	9								_		0		_			0
	Client Services	-						- 1	1	2	1	, ;	2					- 1					2					0
	Parks Community Facilities									0		1 1	1										0					0
Community	Libraries									0	_)										0		_			0
Services	Recreation Centres									0	_	0 (0					0
	Primary Health Care Facilities									0) ()										0					0
	Cemeteries									0	() ()										0	0	0			0
Environmental	Environmental Health									0	() ()										0	0				0
Management	Pollution Control									0													0					0
Legal	By-laws									0)										0					0
	Licensing									0) (0					0
Emergency	Fire & rescue	1						3	1	4	_		1				1	1	2		1	\sqcup	4					0
Services	Disaster Planning and Management									0	_) ()										0		_			0
Community	Public Safety									0		9 9	2										0					0
Safety Public Transport	Traffic Management	_								0			,										0					0
Municipal	LED/IDP/Urban Planning	- 1	1					1		5	_	_					2	- 1	- 1	- 1	- 1		5					0
Planning	Land use management	- 4						- '		0			0				3	- '					0					0
Housing	Land use management									0	_		0										0					0
riouding	Roads and Stormwater							2		2									1		1		2					0
Technical	Solid Waste and Landfill									0) (0										0		0			0
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	Primary Health Care Facilities									0		0											0	•				0
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SOC 700 Machine	e Operators and Drivers																				,	_						
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Code	Employment category	Afr	ican		oured	Ind	ian	Wh	nite	Tot	al	Total		20	21	-30	31-	40	41-	-50		51	To	otal	Total	М	F	Tota
		M	F	M	F	M	F	M	F	M	F	Total	M	F	M	F	M	F	M	F	M	F	M	F	Total	141		1012
SOC 800 Labour																												
	Core Admin	5	2							5	2	7							2	1	3	1	5		7			
Corporate	Core Finance									0	0	0											0	•	0			
Services	Legal									0	0	0											0	0	0			
Jei vices	IT									0	0	0											0		0			
	Procurement									0	0	0											0	_	0			
HR and Training										0	0	0											0	0	0			
	Property Valuation									0	0	0											0	0	0			
Financial	Rates									0	0	0											0	0	0			
Services	Billing									0	0	0											0	0	0			
	Client Services									0	0	0											0	0	0			
	Parks	13	2							13	2	15			2		3	1	5		3	1	13	2	15			
	Community Facilities	40	11					1		41	11	52			3		20		12	7	6	4	41	11	52			
Community	Libraries									0	0	0											0	0	0			
Services	Recreation Centres									0	0	0											0	0	0			
	Primary Health Care Facilities									0	0	0											0	0	0			
	Cemeteries									0	0	0											0	0	0			
Environmental	Environmental Health									0	0	0											0	0	0			
Management	Pollution Control									0	0	0											0	0	0			
Legal	By-laws									0	0	0											0		0			
	Licensing									0	0	0											0	0	0			Ī
Emergency	Fire & rescue	5						2		7	0	7			1		2		2		2		7	0	7			
Services	Disaster Planning and Management									0	0	0											0	0	0			
Community	Public Safety									0	0	0											0	0	0			
Safety	Traffic Management									0	0	0											0	0	0			
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Municipal	LED/IDP/Urban Planning	2								2	0	2					2						2	0	2			
Planning	Land use management									0	0	0											0	0	0			
Housing										0	0	0											0	0	0			
·	Roads and Stormwater	25								25	0	25			7		4		8		6		25	0	25			
Technical	Solid Waste and Landfill		7							0	7	7				4				3			0	7	7			
Services	Water supply and waste water	28								28	0	28	1		9		10		6		2		28	0	28			
	Electricity		14							0	14	14				6		6		1		1	0	14	14			
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	Roads and Stormwater				T T					0	0	0										T	0	0	0	$\overline{}$	1	
Technical	Solid Waste and Landfill				t —					0	0	0										1	Ö		0			
Services	Water supply and waste water									0	0	0										1	0	0	0	\neg		
	Electricity									0	0	0										1	0	0	0	\neg		
	SUB-TOTALS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	
	TOTALS	153	68	Ĭ	2	_	0	14	16	167	86	253	- 4	0	26	21	54	28	50	25	39	13	170	87	257	0	- 1	

Summary Beneficiary Data

Total number of beneficiaries	253
Beneficiaries as a % of total employees	93.70%
Total number of black (African, Coloured, Indian) beneficiaries	223
Black beneficiaries as a % of total beneficiaries	88.14%
Total number of women beneficiaries	86
Women beneficiaries as a % of total beneficiaries	33.99%
Total beneficiaries with Disabilities	1
Beneficiaries with disabilities as a % of total beneficiaries	0.40%
Total beneficiaries 50 and below	204
50 and below beneficiaries as a % of total beneficiaries	79.38%

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Do not enter o into	the fields below - only use a field if the number is 1 or gr	ealei.					Bass						_					٨٨٨	antaga	rioo							PWD	_
Code	Employment category	Λfr	ican	Cole	oured	Inc	Race lian	Wi	ito	Т,	otal	1	-	20	21	-30	31-		catego 41-		+	51	То	tal				_
Code	Employment category	M		M		M		M	F	M		Total	M		M		M		M .	F	M		M		Total	M	F	Total
SOC 100 Legislat	tors									181			1 141				141	-										_
ooo ioo Ecgisiat	Executive Mayor		_	_		_				0	1 0	1 (n I	_		1			_				0	0	0	$\overline{}$	_	
	Mayor		-	-	_	<u> </u>		 		0	1 .	1	1	-		1							0	0	0	-		0
1112	Local Government SOC 100 Legislators (Councillors)		1							0	,		1										0	_	•	-		- 0
1113	Traditional Leaders & Heads of Villages	1	1							0													0			-		0
1113	Other (specify below)									,	1	1 `	,											U	U			
	Other (specify below)									0) () (1										0	0	0	-		0
	SUB-TOTALS	0	0 0	0	0	0	0	0	0				0 0	0	0	0	0	0	0	0	0	0				0	0	Ö
SOC 100 Director	rs and Corporate Managers			_ •		_ •		_ •					<u>, </u>					•							•		Ť	_
11131	City/Municipal Manager		_	_						0) () (n I	_		1			_				0	0	0	$\overline{}$	_	
11133	General Managers		1							0													0	_		-+		- 0
1211	Corporate Services Managers		1							Ö													0			-+		0
1212	Finance Managers		1							0													0	0		-+		0
1213	Human Resource Managers		1							0	,	4	1										0	_		-+		0
1214	Policy and Planning Managers		1							0		_	•										0			-		0
1221	Engineering Managers		1							0													0	_	0	-+		0
1222	Construction Managers		 	1		1		1		0				1		1							0	_	•	-+		0
1231	ICT Managers	1	 	 	_	 		 		0				 	_	1					-	-	0			-		0
1251	Health, Welfare and Education Service Managers	—	 	1	 	1		1		0				1	 	\vdash							0	_		-		0
12922	Commissioned Fire Officer	1	1	1	 	1		1		0	, ,		1	1	-	1 1					1		0	0	0	$\overline{}$		0
12923	Commissioned Fire Officer Commissioned Police Officer (Metro/Traffic Police)		 	1		1		1		0	_		ń	1		1							0	0	_	-+		0
12991	Laboratory Managers	1	1	1	 	1		1		0				1	-	1 1					1		0	_		$\overline{}$		0
12991	Environment, Parks and Land Care Managers		1	1	-	1		1		0				1	-	1							0			$\overline{}$		0
12993	Sports Administrator or Manager	_	-	1		1		1		0				1									0	_		$\overline{}$		0
12994		—		-				-		0				-		1							0					0
	Arts Administrator or Managers	_	-			1				0	1 .		1										0	0	0	${m H}$		U
1491	Sport and Recreation Managers		1	1		1		<u> </u>		0	, ,		•	1		1							0	_	•	-		0
1492	Customer Services Managers									U	, ,	'	,										U	U	U	$\overline{}$	_	U
	Other (specify below)									0) (0	0	0	-		_
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Emergency	Fire & rescue									0	0) ()										0	0	0			0
Services	Disaster Planning and Management									0) ()										0	0	0			0
Community	Public Safety									0) () ()										0	0	0	\Box		0
Safety	Traffic Management									0)										0	0	0			0
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Planning	Land use management									0) () ()										0	0	0	-		0
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Services	Water supply and waste water		1	1	1	1		1		0				1	1	1 1					1	1	0	_	•	-		0
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Code	Employment category		rican		ured	Ind	ian	Wh			otal	Total		20		-30		-40	41	-50		51	То		Total	М	F	Total
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SOC 300 Technic	cians and Trade Workers		_	1	_			1 1		_	1 0		1	1	_						_		0		1 0			
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	Primary Health Care Facilities									0		_											0				·	0
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Environmental	Environmental Health	-	-	-	-	$\vdash \vdash \vdash$		\vdash		0	_		_	-	-			\vdash				<u> </u>	0					0
Management	Pollution Control By-laws					\vdash		H		0						\vdash		\vdash				1	0					0
Legal	Licensing			\vdash	 	\vdash		\vdash		0				\vdash	 	\vdash	—	\vdash	—	—	 	<u> </u>	0					0
Emergency	Fire & rescue		†		 			\vdash		0		_	_		 			\vdash			-	 	0	_			-	0
Services	Disaster Planning and Management									0		O											0				_	0
Community	Public Safety									0	0	0											0	0	0			0
Safety	Traffic Management									0		0)										0	0				0
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Municipal	LED/IDP/Urban Planning									0	_		4										0	·	,		·	0
Planning	Land use management									0		_	_										0	_	_			0
Housing	Roads and Stormwater	-	<u> </u>							0	_											1	0	0	_			0
Technical	Solid Waste and Landfill		1							0													0					0
Services	Water supply and waste water		1							0													0	_			-	0
	Electricity									0													0					0
	SUB-TOTALS	3 0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SOC 400 Commu	ınity and Personal Service Workers																											
	Core Admin									0	_	0)										0	0				0
Corporate	Core Finance	_								0	_	0											0	0		1	<u> </u>	0
Services	Legal		1							0		_											0	_				0
	Procurement									0													0	0			$\overline{}$	0
HR and Training			1							0	_	_											0	0				0
·	Property Valuation									0	0	0											0	0	0			0
Financial	Rates									0													0	_				0
Services	Billing									0													0				·	0
	Client Services									0		_	_										0				<u> </u>	0
	Parks		ļ							0		•											0	_		_		0
Community	Community Facilities Libraries		1							0		_	1										0	_				0
Services	Recreation Centres		1							0		0											0	_			-	0
	Primary Health Care Facilities									0		0											0	0	0		$\overline{}$	0
	Cemeteries									0	0	0)										0	0	0			0
Environmental	Environmental Health									0		0)										0					0
Management	Pollution Control							Щ		0	_	0	1										0	0				0
Legal	By-laws	-	1	-		$\vdash \vdash$		\vdash		0		_		-		1		\vdash				<u> </u>	0					0
Emergency	Licensing Fire & rescue					\vdash		H		0		_	_			\vdash		\vdash				1	0	_	_			0
Services	Disaster Planning and Management			\vdash	 	\vdash		\vdash		0		_		\vdash	 	\vdash	—	\vdash	—	—	 	 	0	_		1		0
Community	Public Safety	_								0	_	_											0		_			0
Safety	Traffic Management									0		_											0					0
Public Transport										0		0											0	0	0			0
Municipal	LED/IDP/Urban Planning									0		0											0	·	,			0
Planning	Land use management									0	_	0											0	0	_			0
Housing										0	_	0											0	0	_			0
	Roads and Stormwater							Ш		0	_	_											0	0				0
Technical	Solid Waste and Landfill	-	1	-		\vdash		\vdash		0	_	_		-	<u> </u>							<u> </u>	0	0				0
Services	Water supply and waste water Electricity	-		-		\vdash		\vdash		0	_	0		 	<u> </u>			\vdash				<u> </u>	0	0		-		0
	SUB-TOTALS	S 0	0	0	0	0	0	0	0		_	0	_	n	n	0	0	0	0	0	0	0	0		_	0	0	0
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Code	Employment category		ican		ured	Indi	ian	Wh			otal	Total		20		-30		-40	41	-50		51		tal	Total	М		Total
		M	F	М	F	М	F	M	F	M	F	Total	M	F	M	F	М	F	M	F	М	F	M	F	Total			Total
SOC 500 Clérical	I and Administrative Workers Core Admin									0	il 0	1 0											0	0	0			
	Core Finance	_								0		_		1								1	0				-	0
Corporate	Legal									0													0				\neg	0
Services	IT									0		0											0					0
	Procurement									0		0											0					0
HR and Training										0	_	0											0		_			0
	Property Valuation									0		0										1	0	0	_	\vdash		0
Financial Services	Rates Billing	_								0		0	-	1								+	0	_	_	┢	+	0
Jei vices	Client Services									0	_	0										1	0	_			\dashv	0
	Parks									0	0	0		1									0	0	0		\neg	0
	Community Facilities									0	0	0											0	0	0			0
Community	Libraries									0	0	0											0	_	_			0
Services	Recreation Centres	_								0	_	0		<u> </u>		1						<u> </u>	0	_				0
	Primary Health Care Facilities	_	-							0		0										1	0	·		\vdash		0
Environmental	Cemeteries Environmental Health									0	_			1								1	0	·	•	\vdash	-	0
Management	Pollution Control		 	 	 	\vdash		\vdash		0				 	 			\vdash			1	+	0	_		\vdash	-	0
	By-laws		1							0		_											0			\vdash	\neg	0
Legal	Licensing									0													0				\neg	0
Emergency	Fire & rescue									0	·	0											0	·	•			0
Services	Disaster Planning and Management									0	_	0											0		_			0
Community	Public Safety		<u> </u>							0	·	0		<u> </u>									0	·	_	\vdash		0
Safety Bublic Transport	Traffic Management	_	1							0	_	0	_	1								1	0	0		lacksquare		0
Public Transport Municipal	LED/IDP/Urban Planning	_	 							0		0	_	 		1						+	0	_	_	-	-	0
Planning	Land use management									0												1	0			-	-	0
Housing										0	0	0											0	0	0		\neg	0
·	Roads and Stormwater									0	0	0											0	0	0		\neg	0
Technical	Solid Waste and Landfill									0													0					0
Services	Water supply and waste water									0													0					0
	Electricity SUB-TOTALS		0	0	0	_	^		0	0					0		•		0	0	0) 0	0	_		_	0	0
SOC 700 Machine	e Operators and Drivers	5 0	U	U	U	U	0	U	- 0	U	U		U	0	U	U	0	U	U	U		, 0	U	U	U			- 0
555 FOO Macrimo	Core Admin	_	Т .							0	0	0	1									Т	0	0	0		$\overline{}$	0
	Core Finance									0	_	Ö											0	0			\dashv	0
Corporate Services	Legal									0	0	0											0	0	0			0
oci vices	IT									0		_											0					0
	Procurement	_								0		_											0	_		\vdash		0
HR and Training	December Malicetics	_								0				-									0	_				0
Financial	Property Valuation Rates	_								0				1								+	0	_	_			0
Services	Billing									0												1	0				\dashv	0
	Client Services									0		0											0				-	0
	Parks									0	0	0											0	0	0		\neg	0
	Community Facilities									0		0											0	·				0
Community	Libraries	\vdash				$oxed{oxed}$		$oxed{oxed}$		0	·	0											0	·	•	┷]	0
Services	Recreation Centres Primary Health Care Facilities		1							0		0		<u> </u>								-	0	_		⊢⊢		0
	Cemeteries		 	 	 	\vdash		\vdash		0		0		 	 	\vdash	_	H	—	—	 	+	0			\vdash	-	0
Environmental	Environmental Health									0	_	0											0	_	_	\vdash	\neg	0
Management	Pollution Control									0	0	Ö											0				=	0
Legal	By-laws									0	·	0											0	0	_			0
_	Licensing									0		0											0	·		ﻟﻄ]	0
Emergency	Fire & rescue	-	!	<u> </u>	<u> </u>	\vdash		\vdash		0		0	 	-	<u> </u>						-	-	0			\vdash		0
Services Community	Disaster Planning and Management Public Safety	-								0		0									-	1	0	_		┢	—	0
Safety	Traffic Management		<u> </u>							0		0		<u> </u>				\vdash				1	0	·		\vdash	\dashv	0
Public Transport	Trano management		t -			1		1		0	_	_	_	†								1	0	_		\vdash	\neg	0
Municipal	LED/IDP/Urban Planning									0		_											0	0	0		\neg	0
Planning	Land use management									0		0											0					0
Housing										0		_											0					0
	Roads and Stormwater	\vdash								0	•	0				Щ					lacksquare		0	_	_	ш		0
Technical	Solid Waste and Landfill		<u> </u>							0	_	0		<u> </u>									0	_		\vdash		0
Services	Water supply and waste water Electricity		1							0		0		<u> </u>								-	0	_	_	⊢⊢		0
	SUB-TOTALS	6 0	0	n	n	n	0	O.	0	0	_	0	0	0	n	n	n	n	n	n	-) 0	0		_	0	0	0
	30B-TOTAL3		U	U	U	•	U	,	U	U	U		U	U	U	U	•	U	•	•			U		U		U	,

							Race											Age	catego								PWD	
Code	Employment category	Af	rican	Cole	oured	Ind	lian	WI	hite	To	otal	Tota		- 20	21	-30	31	-40	41-	·50	+	51	To	tal	Total	М	F	Tota
		M	F	M	F	M	F	M	F	M	F	TOLA	M	F	M	F	M	F	M	F	M	F	M	F	TOTAL	IVI		Tota
SOC 800 Labour	ers																											
	Core Admin									0	0)	0										0	0	0			(
C	Core Finance									0	0)	0										0	0	0			(
Corporate Services	Legal									0	0)	0										0	0	0			(
Services	IT									0	0)	0										0	0	0			(
	Procurement									0	0)	0										0	0	0			(
HR and Training										0	0		0										0	0	0			(
_	Property Valuation									0	0)	0										0	0	0			(
Financial	Rates									0	0)	0										0	0	0			(
Services	Billing									0	0)	0										0	0	0			(
	Client Services									0	0)	0										0	0	0			C
	Parks									0	0		0										0	0	0		—	0
	Community Facilities		1		1					0	0	_	0		1							1	0		0		1	Ö
Community	Libraries									0	0)	0										0	0	0			0
Services	Recreation Centres									0	0		0										0	0	0			0
	Primary Health Care Facilities									0	0)	0										0	0	0			0
	Cemeteries									0	0)	0										0	0	0			0
Environmental	Environmental Health				1					0	0		0		1						1	1	0	0	0		_	0
Management	Pollution Control									0	_	_	0										0		0		†	0
	By-laws				1					0	0		0		1						1	1	0	0	0		_	0
Legal	Licensing									0	0)	0										0	0	0			0
Emergency	Fire & rescue									0	0)	0								1		0	0	0		$\overline{}$	0
Services	Disaster Planning and Management									0	0)	0										0	0	Ō			0
Community	Public Safety				1					0	0		0		1						1	1	0	0	0		_	0
Safety	Traffic Management									0	0)	0										0	0	0			0
Public Transport					1					0	0)	0		1						1	1	0	0	0		_	0
Municipal	LED/IDP/Urban Planning				1					0	0		n		1							1	0		0	\vdash	_	0
Planning	Land use management									0	0		v									1	0	_	ŏ		\vdash	0
Housing	Land use management		+							0	1 0		n	+							+	1	0		0	-	-	-
riousing	Roads and Stormwater		_	_	_					0	0	1	0	-	_						-	-	0		0	-	-	0
Technical	Solid Waste and Landfill			-	1					0	_		-		1						1	1	0	_	0	\vdash	₩	0
Services	Water supply and waste water		1	1	 				 	0	0	4	0	+	 	 					 	 	0		0	-	-	0
Services	Electricity			-	1					0		1	~		1						1	1	0		0	\vdash	₩	0
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Apprentices	Deads and Observator		_		_								o.		_							_			0		_	
Taskaisal	Roads and Stormwater		1	-	-				-	0	,		v	+	-	-			_		<u> </u>	1	0		•	—	₩	0
Technical	Solid Waste and Landfill		-		-				-			4	~	+	-				—		<u> </u>	1	_	_		⊢—	├	_
Services	Water supply and waste water		1		1					0	0		0	1	1						<u> </u>	1	0		0	⊢—	₩	(
	Electricity			_					_	0	·		U		_	_					Щ.	_	0	•	0		—	
	SUB-TOTA	_	0 0	_	0	0	0	0	0	0	0		0	0 0	_	0	0	0	0	0	(0	0	_		•	0) (
	TOTA	LS (0 0	0	0	0	0	0	0	0	0		0 (0 0	0	0	0	0	0	0	0	0	0	0	0	0	9	0

Summary Beneficiary Data

Total number of beneficiaries	(
Beneficiaries as a % of total employees	#REF
Total number of black (African, Coloured, Indian) beneficiaries	(
Black beneficiaries as a % of total beneficiaries	#DIV/0
Total number of women beneficiaries	(
Women beneficiaries as a % of total beneficiaries	#DIV/0
Total beneficiaries with Disabilities	(
Beneficiaries with disabilities as a % of total beneficiaries	#DIV/0
Total beneficiaries 50 and below	(
50 and below honoficiaries as a % of total honoficiaries	#DIV/0

Section 13: Learnerships, skills programmes and apprenticeships planned for the Financial Year

esocioni for Esamerompo, etamo programmos ana ap		Number	Number	
Title	Туре	of 18.2	of Emp.	ETQA this is registered with
		learners	Learners	
Mechanical Engineering	Apprenticeship		14	Maluti FET(UMALUSI)
Plumbing	Apprenticeship		10	TjekaTraining Matters(CETA)
Electrical Engineering	Apprenticeship		10	Genlec(ESETA)
Bricklayers	Apprenticeship		8	TjekaTraining Matters(CETA)
Auto-Electricians	Apprenticeship		4	Gentlec(ESETA)
Carpentry	Apprenticeship		8	TjekaTraining Matters(CETA)
Machine Operators	Apprenticeship		8	Mahube Training(ESETA/LGSETA)
Community Traffic	Apprenticeship		5	Mangaung Traffic College(UMALUSI)
Technical	Learnership		4	Viktorompie(LGSETA)
Finance	Learnership		4	Tadi(LGSETA)
Local Economic Development	Learnership		4	Maluti FET(LGSETA)
Waste Management	Learnership		4	Maluti FET(UMALUSI)
Environmental Sciences	Learnership		4	Maluti FET(UMALUSI)
Welders	Apprenticeship		6	Maluti FET

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Summary Learnership, Skills Programme and Apprenticeship Data

Total Number of 18.2 Learners	0
Total Number of Employed Learners	93
18.2 Learners as a % of Employed Learners	0.00%

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Section 13: Learnerships, skills programmes and apprenticeships implemented in the Financial Year 39629

Title	Туре	Number of 18.2	Number of Emp. Learners	ETQA this is registered with

Summary Learnership, Skills Programme and Apprenticeship Data

Total Number of 18.2 Learners		0
Total Number of Employed Learners		0
18.2 Learners as a % of Employed Learners	#DIV/0	J!

Section 14: Quality assurance - Providers to be used for planned training and development activities

Name of provider	ETQA	Accreditation number	Skills area
1 Bafetohile Development	AGRISETA	0129/07	Financial
2 Mahube Training Solutions	ESETA/LGSETA	14-273-102005	Infrastrucure
3 Tadi	LGSETA	14-80-052007	Financial
4 Le Mark Communications	SEEVICESETA	0149/23/09/05	Leadership&Management
5 Institution of Internal Auditors in SA	SEQA	20358	Specialist Technical
6 University of Free State	CHE		Financial
7 Summat	ETDP	33/2005	Leadership&Management
8 Belgravia Management Institute	LGSETA	117	Leadership&Management
9 Learner International	SASSETA	61960002806	Infrastrucure
Makgabane Empowerment Development	ETDP	9765	Infrastrucure
1 Incorporated Labour Solutions	SERVICESETA	0145/15/07/04	Specialist Technical
2 Viktorompie	LGSETA	191	Financial
3 Seboka Manyabolo	ESETA	583/0155	Infrastrucure
4 Maluti FET	UMALUSI		Social/Community/Economic
5 LTSSC			ABET
6 WITS Business School	CHE		Leadership&Management
7 Tjeka Training Matters	CETA		Infrastrucure
8 Gentlec	ESETA		Infrastrucure
9 Mangaung Municipality	LGSETA		Social/Community/Economic
0 University of Pretoria	CHE		Specialist Skills required by legisl
1 St. John`s Ambulance Foundation	DOL		Specialist Skills required by legisl
2 INTEC	CHE/UMALUSI		Specialist Skills required by legisl
3			
4			
25			
26			
7			
8			
9			
60			
1			
2			
3			

Section 14: Quality assurance - Providers to be used for planned training and development activities

	Name of provider	ETQA	Accreditation number	Skills area
34				
35				
36				
37				
38				
39				
40				
41				
42				
43				
44				
45 46				
46 47				
47 48				
49				
50				

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Section 14: Quality assurance - Providers used for training and development activities

Name of provider	ETQA	Accreditation	Skills area
Name of provider	LIGA	number	
0			0
0 8 0			0
0			0
0			0
0			0
0			0
0			0
3 0			0
0			0
0			0
0			0
0			0
3 0			0
10			0
0			0
0			0
0			0
3 0			0
0			0
0 0			0
0			0
0			0
3 0			0
0			0
0			0
0			0
0			0
8 0			0
0 0			0
0			0
0			0
2			0
0			0

REPORTING - Annual Report Only Section 14: Quality assurance - Providers used for training and development activities

	Name of provider	ETQA	Accreditation	Skills area
			number	
34				0
35				0
36				0
37	0			0
38	0			0
39	0			0
40	0			0
41	0			0
42	0			0
43	0			0
44	0			0
45	0			0
46	0			0
47				0
48	0			0
49				0
50	0			0