

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:	30-Jun-08
Last Day of the <u>previous</u> Financial Year:	30 June 2007
First Day of the Financial Year Covered by this Plan and Report:	01 July 2008
Last Day of the Financial Year Covered by this Plan and Report:	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, Bedfordview 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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Changes
QR
QR
QR

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:	

Municipal Manager	
Date WSP 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.

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:	

Municipal Manager	
Name:	
Signature:	
Date:	

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

Employment category	Race											PWD		
	African		Coloured		Indian		White		Total		Total	M	F	Total
	M	F	M	F	M	F	M	F	M	F				
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

Employment category	Race											PWD		
	African		Coloured		Indian		White		Total		Total	M	F	Total
	M	F	M	F	M	F	M	F	M	F				
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
1 Providing and Facilitating Sustainable Infrastructure	Upgrade and extend the existing water	The staff is trained and capacitated on how	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
2 Local Economic Development	0	0	0	0
	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
3 Institutional development	0	0	0	0
	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
4 Financial viability	To ensure the availability of adequate equipment to	0	None	0
	0	0	0	0
	To increasingly improve the payment levels to	Train financial staff on the latest financial	None	None of the above
	0	0	0	0
5 0	0	0	0	0
	0	0	0	0
	0	0	0	0
	0	0	0	0
6 0	0	0	0	0
	0	0	0	0
	0	0	0	0
	0	0	0	0
7 0	0	0	0	0
	0	0	0	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
9 0	0	0	0	0
	0	0	0	0
	0	0	0	0
	0	0	0	0
10 0	0	0	0	0
	0	0	0	0
	0	0	0	0
	0	0	0	0
11 0	0	0	0	0
	0	0	0	0
	0	0	0	0
	0	0	0	0

12	0	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	0	0	0	0	0
	0	0	0	0	0
	0	0	0	0	0
	0	0	0	0	0
	0	0	0	0	0
14	0	0	0	0	0
	0	0	0	0	0
	0	0	0	0	0
	0	0	0	0	0
	0	0	0	0	0
15	0	0	0	0	0
	0	0	0	0	0
	0	0	0	0	0
	0	0	0	0	0
	0	0	0	0	0
16	0	0	0	0	0
	0	0	0	0	0
	0	0	0	0	0
	0	0	0	0	0
	0	0	0	0	0
17	0	0	0	0	0
	0	0	0	0	0
	0	0	0	0	0
	0	0	0	0	0
	0	0	0	0	0
18	0	0	0	0	0
	0	0	0	0	0
	0	0	0	0	0
	0	0	0	0	0
	0	0	0	0	0
	0	0	0	0	0

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

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

- 3. 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

Employment category	Race											PWD		
	African		Coloured		Indian		White		Total		Total	M	F	Total
	M	F	M	F	M	F	M	F	M	F				
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

Employment category	Race											PWD		
	African		Coloured		Indian		White		Total		Total	M	F	Total
	M	F	M	F	M	F	M	F	M	F				
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	
	Infrastructure asset maintenance		0	0	0	
	Infrastructure asset maintenance		0	0	0	
	Labour intensive construction (EPWP)		0	0	0	
	Labour intensive construction (EPWP)	Skills Programme	1	0	-1	
	Labour intensive construction (EPWP)		0	0	0	
	Electricity reticulation		0	0	0	
	Electricity reticulation		0	0	0	
	Electricity reticulation		0	0	0	
	Water services		0	0	0	
	Water services		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	-4	
Audit and Procurement			0	0	0	
Municipal Finance			0	0	0	
Municipal Finance		Skills Programme	1	0	-1	
Municipal Finance		Skills Programme	3	0	-3	
Community Based Participation and Planning	Ward Committees		0	0	0	
	Ward Committees		0	0	0	
	Ward Committees	Skills Programme	1	0	-1	
	Planning		0	0	0	
	Planning	Skills Programme	2	0	-2	
	Planning		0	0	0	
	IDPs	Learnership	1	0	-1	
	IDPs		0	0	0	
	IDPs		0	0	0	
	LED	Skills Programme	1	0	-1	
	LED	Skills Programme	1	0	-1	
LED	Skills Programme	1	0	-1		
Management and Leadership	Training Committees	Skills Programme	12	0	-12	
	Training Committees		0	0	0	
	Training Committees		0	0	0	
	Councillors		0	0	0	
	Councillors		0	0	0	
	Councillors		0	0	0	
	Municipal Leadership Development		0	0	0	
	Municipal Leadership Development		0	0	0	
	Municipal Leadership Development		0	0	0	
ABET		Structured Learning	417	0	-417	

PLANNING

Section 1: Details of Municipality for: 39629	
Section 1.1: Name and Type	
1.1.1 Name of Municipality Enter the name of your Municipality	
DIHLABENG LOCAL MUNICIPALITY	
1.1.2 Provincial location Select the provincial location of your Municipality	Free State
1.1.3 Demarcation code Enter the demarcation code of your Municipality	FS192
1.1.4 Municipality type Select a type of Municipality	B
Section 1.2: Standard Industrial Classification Codes	
Select the SIC code/s relevant to your Municipality (select at least one) - refer to guidelines for SIC code definitions. If the category is relevant to your Municipality choose YES from the drop down menu.	
91201	
91202	
91203	
91204	
50493	
Please list any additional SIC codes which are covered by your Municipality, but which may not be listed above	
91309	
Section 1.3: Contact details of the CFO	
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 1.4: Global figures					
1.4.1 Total anticipated no of employees on: 01 July 2008	825	1.4.2 Total anticipated payroll amount (on which levy payment is based) for: 39629			
Of the total anticipated number of employees, how many will be:					
1.4.3 Persons with disabilities	7	1.4.4 Casual workers		1.4.5 Contract workers	4
1.4.6 Part-time Councillors	35	1.4.7 Full-time (salaried) Councillors	2	1.4.8 Total Councillors	37
1.4.9 Number of skills development facilitators, including primary SDF					
Section 1.5: Proposed expenditure on training - Municipal Employees					
Proposed expenditure on training (excluding subsistence & travel) for the period: 39629					
Note the SALGA HRD conference resolution (10-14 March 2006) which encourages municipalities to budget and spend on training more than the 1% stipulated in legislation.					
Source		Amount to be spent		Comment/Notes	
Mandatory grant funds					
Discretionary grant funds					
Municipal Training over and above levy payments					
Donor funds					
SALGA or Trade Unions					
Government department funds (MIG, EPWP etc)					
Bursaries and/or Educational Assistance Programmes					
Loan funding to the Municipality (for capacity building)					
Other (specify)	Municipal Budget				
TOTAL to be spent		R1, 500, 000,00			
TOTAL anticipated Levy Payment		R1, 000,000,00			
Section 1.6: Proposed expenditure on training - unemployed people					
Source		Amount to be spent		Comment/Notes	
Municipal funds					
Donor funds					
Other (specify)					
TOTAL to be spent		R 0.00			

REPORTING - Annual Report Only 39629

Section 1.4: Global figures					
1.4.1 Total actual no of employees on: 30 June 2008	825	1.4.2 Total actual payroll amount (on which levy payment is based) for: 39629			
Of the total number of employees, how many are:					
1.4.3 Persons with disabilities	7	1.4.4 Casual workers		1.4.5 Contract workers	4
1.4.6 Part-time Councillors	35	1.4.7 Full-time (salaried)	2	1.4.8 Total Councillors	37
1.4.9 Number of skills development facilitators, including primary SDF					
Section 1.5: Actual expenditure on training - Municipal Employees					
Proposed expenditure on training (excluding subsistence & travel) for the period: 39629					
Note the SALGA HRD conference resolution (10-14 March 2006) which encourages municipalities to budget and spend on training more than the 1% stipulated in legislation.					
Source		Amount Spent		Comment/Notes	
Mandatory grant funds					
Discretionary grant funds					
Municipal Training over and above levy payments					
Donor funds					
SALGA or Trade Unions					
Government department funds (MIG, EPWP etc)					
Bursaries and/or Educational Assistance Programmes					
Loan funding to the Municipality (for capacity building)					
Other (specify)					
TOTAL spent		R 0.00			
TOTAL actual Levy Payment		R 0.00			
Section 1.6: Actual expenditure on training - unemployed people					
Source		Amount spent		Comment/Notes	
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	
2.3 First names		2.4 Surname	
2.5 Telephone number	Code	Number	
2.6 Fax number	Code	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.			
2.10 Race		2.11 Gender	
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			
2.17 Training Programmes completed that assist in performance of SDF role	SDF short course		
	SDF qualification		
	Conducting skills audits		
	Education, Training and Development Practitioner (ETDP)		
	Other (please list):		
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?			

Section 2: Primary Skills Development Facilitator			
<p>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.</p>			
2.1 Date appointed as SDF		2.2 ID Number	
2.3 First names		2.4 Surname	
2.5 Telephone number	Code	Number	
2.6 Fax number	Code	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.			
2.10 Race		2.11 Gender	
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			
2.17 Training Programmes completed that assist in performance of SDF role	SDF short course		
	SDF qualification		
	Conducting skills audits		
	Education, Training and Development Practitioner (ETDP)		
	Other (please list):		

PLANNING

Section 4: Employment profile

Section 4.2: Number of new recruits employed during the year ending 39263

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

Employment category	Race										Age categories										PWD								
	African		Coloured		Indian		White		Total		Total		- 20		21-30		31-40		41-50		+ 51		Total		Total		M	F	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	Total		
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	
TOTALS	33	18	0	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	

PLANNING

Section 4: Employment profile

Section 4.3: New labour market entrants employed during the year ending 39263

(ie. of the new recruits reflected in Section 4.2) Do not enter 0 into the fields below - only use a field if the number is 1 or greater

Employment category	Race										Age categories										PWD									
	African		Coloured		Indian		White		Total		- 20		21-30		31-40		41-50		+ 51		Total		Total	M	F	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	Total					
SOC 100 Legislators										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	
TOTALS	33	18	0	0	0	0	0	0	0	33	18	51	0	0	16	6	10	7	5	4	3	0	0	0	34	17	51	0	0	0

Summary New LME Data

% of new recruits who are also new labour market entrants	100.00%
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PLANNING

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 in RED**

Work area		African		Coloured		Indian		White		Total		Total		PWD		Total
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	
Corporate Services	Core Admin									0	0	0				0
	Core Finance	1	2							1	2	3				0
	Legal									0	0	0				0
	IT									0	0	0				0
	Procurement									0	0	0				0
HR and Training										0	0	0				0
Financial Services	Property Valuation									0	0	0				0
	Rates									0	0	0				0
	Billing									0	0	0				0
	Client Services									0	0	0				0
Community Services	Parks									0	0	0				0
	Community Facilities									0	0	0				0
	Libraries									0	0	0				0
	Recreation Centres									0	0	0				0
	Primary Health Care Facilities									0	0	0				0
	Cemeteries									0	0	0				0
Environmental Management	Environmental Health									0	0	0				0
	Pollution Control									0	0	0				0
Legal	By-laws									0	0	0				0
	Licensing									0	0	0				0
Emergency Services	Fire & rescue									0	0	0				0
	Disaster Planning and Management									0	0	0				0
Community Safety	Public Safety									0	0	0				0
	Traffic Management									0	0	0				0
Public Transport										0	0	0				0
Municipal Planning	LED/IDP/Urban Planning									0	0	0				0
	Land use management									0	0	0				0
Housing										0	0	0				0
Technical Services	Roads and Stormwater									0	0	0				0
	Solid Waste and Landfill									0	0	0				0
	Water supply and waste water									0	0	0				0
	Electricity									0	0	0				0
Other (specify below)																
TOTALS		1	2	0	0	0	0	0	0	1	2	3	0	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%

PLANNING

Section 4: Employment profile

Section 4.5: Number of 18.2 learners given structured work experience during the year ending

39263

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		African		Coloured		Indian		White		Total		Total		PWD		Total
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	
Corporate Services	Core Admin									0	0	0				0
	Core Finance									0	0	0				0
	Legal									0	0	0				0
	IT									0	0	0				0
	Procurement									0	0	0				0
HR and Training										0	0	0				0
Financial Services	Property Valuation									0	0	0				0
	Rates									0	0	0				0
	Billing									0	0	0				0
	Client Services									0	0	0				0
Community Services	Parks									0	0	0				0
	Community Facilities									0	0	0				0
	Libraries									0	0	0				0
	Recreation Centres									0	0	0				0
	Primary Health Care Facilities									0	0	0				0
	Cemeteries									0	0	0				0
Environmental Management	Environmental Health									0	0	0				0
	Pollution Control									0	0	0				0
Legal	By-laws									0	0	0				0
	Licensing									0	0	0				0
Emergency Services	Fire & rescue									0	0	0				0
	Disaster Planning and Management									0	0	0				0
Community Safety	Public Safety									0	0	0				0
	Traffic Management									0	0	0				0
Public Transport										0	0	0				0
Municipal Planning	LED/IDP/Urban Planning									0	0	0				0
	Land use management									0	0	0				0
Housing										0	0	0				0
Technical Services	Roads and Stormwater									0	0	0				0
	Solid Waste and Landfill									0	0	0				0
	Water supply and waste water									0	0	0				0
	Electricity									0	0	0				0
Other (specify below)																
TOTALS		0	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!

PLANNING

Section 4: Employment profile

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

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

Code	Employment category	Race								Age categories								PWD								
		African		Coloured		Indian		White		Total		- 20		21-30		31-40		41-50		+ 51		Total		M	F	Total
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Total		
SOC 300 Technicians and Trade Workers																										
Corporate Services	Core Admin							1			1	1					1			1	1			2		
	Core Finance									1									1					1		
	Legal																							0		
	IT																							0		
	Procurement																								0	
HR and Training																								0		
Financial Services	Property Valuation									1										1				2		
	Rates																							0		
	Billing																							0		
	Client Services				1										1		1							1		
Community Services	Parks																							0		
	Community Facilities																							0		
	Libraries																							0		
	Recreation Centres																							0		
	Primary Health Care Facilities																							0		
	Cemeteries																							0		
	Environmental Management	Environmental Health																						0		
Legal	Pollution Control																							0		
	By-laws																							0		
	Licensing																							0		
Emergency Services	Fire & rescue																						1			
Community Safety	Disaster Planning and Management																							0		
	Public Safety																							0		
Public Transport	Traffic Management																							1		
	Municipal Planning																							0		
Municipal Planning	LED/IDP/Urban Planning																							1		
	Land use management																							0		
Housing																								0		
Technical Services	Roads and Stormwater																							1		
	Solid Waste and Landfill																							0		
	Water supply and waste water																							0		
	Electricity																							0		
	SUB-TOTALS		8	1		1			0	0			2									8	1		9	
SOC 400 Community and Personal Service Workers																										
Corporate Services	Core Admin																							0		
	Core Finance																							0		
	Legal																							0		
	IT																							0		
	Procurement																							0		
HR and Training																								0		
Financial Services	Property Valuation																							0		
	Rates																							0		
	Billing																							0		
	Client Services																							0		
Community Services	Parks																							0		
	Community Facilities																							0		
	Libraries																							0		
	Recreation Centres																							0		
	Primary Health Care Facilities																							0		
	Cemeteries																							0		
	Environmental Management	Environmental Health																						0		
Legal	Pollution Control																							0		
	By-laws																							0		
	Licensing																							0		
Emergency Services	Fire & rescue																						3			
Community Safety	Disaster Planning and Management																							0		
	Public Safety																							0		
Public Transport	Traffic Management																							1		
	Municipal Planning																							0		
Municipal Planning	LED/IDP/Urban Planning																							0		
	Land use management																							0		
Housing																								0		
Technical Services	Roads and Stormwater																							0		
	Solid Waste and Landfill																							0		
	Water supply and waste water																							0		
	Electricity																							0		
	SUB-TOTALS		5	1					0	0															0	

PLANNING

Section 4: Employment profile

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

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

Code	Employment category	Race										Age categories										PWD					
		African		Coloured		Indian		White		Total		- 20		21-30		31-40		41-50		+ 51		Total		M	F	Total	
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Total					
SOC 800 Labourers																											
	Core Admin	9	9							9	9	18			1	2		5	2	1	7	9	9	18			0
	Core Finance									0	0	0										0	0	0			0
	Legal									0	0	0										0	0	0			0
	IT									0	0	0										0	0	0			0
	Procurement									0	0	0										0	0	0			0
HR and Training																											
	Property Valuation									0	0	0										0	0	0			0
	Rates									0	0	0										0	0	0			0
	Billing									0	0	0										0	0	0			0
	Client Services									0	0	0										0	0	0			0
Financial Services																											
	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			0
Community Services																											
	Environmental Health									0	0	0										0	0	0			0
	Pollution Control									0	0	0										0	0	0			0
Environmental Management																											
	By-laws									0	0	0										0	0	0			0
	Licensing									0	0	0										0	0	0			0
Legal																											
	Fire & rescue									0	0	0										0	0	0			0
	Disaster Planning and Management									0	0	0										0	0	0			0
Emergency Services																											
	Public Safety									0	0	0										0	0	0			0
	Traffic Management									0	0	0										0	0	0			0
Community Safety																											
	Public Transport									0	0	0										0	0	0			0
Municipal Planning																											
	LED/IDP/Urban Planning									0	0	0										0	0	0			0
	Land use management									0	0	0										0	0	0			0
Housing																											
	Roads and Stormwater									0	0	0										0	0	0			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	67	11					6		73	11	84			15	3	19	3	24	2	15	3	73	11	84		0
SUB-TOTALS		76	20	0	0	0	0	6	0	82	20	102	0	0	15	3	19	3	24	2	15	3	73	11	84	0	0
Apprentices																											
	Roads and Stormwater									0	0	0										0	0	0			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
TOTALS		152	66	2	2	0	0	35	13	189	81	270	0	0	19	19	60	23	66	19	45	19	190	80	270	0	0

Summary 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	0
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:

39994

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

Code	Employment category	Race								Age categories										PWD						
		African		Coloured		Indian		White		Total		- 20		21-30		31-40		41-50		+ 51		Total		M	F	Total
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Total				
SOC 300 Technicians and Trade Workers																										
Corporate Services	Core Admin									0	0	0														0
	Core Finance									0	0	0														0
	Legal									0	0	0														0
	IT									0	0	0														0
	Procurement									0	0	0														0
HR and Training																										
Financial Services	Property Valuation									0	0	0														0
	Rates	1								1	0	1							1							0
	Billing		1							0	1	1						1								0
	Client Services									0	0	0														0
Community Services	Parks									0	0	0														0
	Community Facilities									0	0	0														0
	Libraries									0	0	0														0
	Recreation Centres									0	0	0														0
	Primary Health Care Facilities									0	0	0														0
	Cemeteries									0	0	0														0
Environmental Management	Environmental Health									0	0	0														0
	Pollution Control									0	0	0														0
Legal	By-laws									0	0	0														0
	Licensing									0	0	0														0
Emergency Services	Fire & rescue									0	0	0														0
	Disaster Planning and Management									0	0	0														0
Community Safety	Public Safety									0	0	0														0
	Traffic Management	5	5							5	5	10			2	2	3	3								0
Public Transport																										
Municipal Planning	LED/IDP/Urban Planning	2								2	0	2					2									0
	Land use management									0	0	0														0
Housing																										
Technical Services	Roads and Stormwater									0	0	0														0
	Solid Waste and Landfill									0	0	0														0
	Water supply and waste water									0	0	0														0
	Electricity		1							0	1	1					1									0
SUB-TOTALS		8	7	0	0	0	0	0	0	8	7	15	0	0	2	2	3	4	1	0	0	0	0	0	0	0
SOC 400 Community and Personal Service Workers																										
Corporate Services	Core Admin									0	0	0														0
	Core Finance									0	0	0														0
	Legal									0	0	0														0
	IT									0	0	0														0
	Procurement									0	0	0														0
HR and Training																										
Financial Services	Property Valuation									0	0	0														0
	Rates									0	0	0														0
	Billing									0	0	0														0
	Client Services									0	0	0														0
Community Services	Parks									0	0	0														0
	Community Facilities									0	0	0														0
	Libraries									0	0	0														0
	Recreation Centres									0	0	0														0
	Primary Health Care Facilities									0	0	0														0
	Cemeteries									0	0	0														0
Environmental Management	Environmental Health									0	0	0														0
	Pollution Control									0	0	0														0
Legal	By-laws									0	0	0														0
	Licensing									0	0	0														0
Emergency Services	Fire & rescue									0	0	0														0
	Disaster Planning and Management									0	0	0														0
Community Safety	Public Safety									0	0	0														0
	Traffic Management									0	0	0														0
Public Transport																										
Municipal Planning	LED/IDP/Urban Planning									0	0	0														0
	Land use management									0	0	0														0
Housing																										
Technical Services	Roads and Stormwater									0	0	0														0
	Solid Waste and Landfill									0	0	0														0
	Water supply and waste water									0	0	0														0
	Electricity									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

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Section 4: Employment profile

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

39994

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

Code	Employment category	Race								Age categories										PWD						
		African		Coloured		Indian		White		Total		- 20		21-30		31-40		41-50		+ 51		Total		M	F	Total
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F			
SOC 500 Clerical and Administrative Workers																										
Corporate Services	Core Admin									0	0	0														0
	Core Finance									0	0	0														0
	Legal									0	0	0														0
	IT									0	0	0														0
	Procurement									0	0	0														0
HR and Training																										
Financial Services	Property Valuation									0	0	0														0
	Rates									0	0	0														0
	Billing									0	0	0														0
	Client Services									0	0	0														0
Community Services	Parks									0	0	0														0
	Community Facilities									0	0	0														0
	Libraries									0	0	0														0
	Recreation Centres									0	0	0														0
	Primary Health Care Facilities									0	0	0														0
Environmental Management	Cemeteries									0	0	0														0
	Environmental Health									0	0	0														0
Legal	Pollution Control									0	0	0														0
	By-laws									0	0	0														0
Emergency Services	Licensing									0	0	0														0
	Fire & rescue									0	0	0														0
Community Safety	Disaster Planning and Management									0	0	0														0
	Public Safety									0	0	0														0
Public Transport	Traffic Management									0	0	0														0
	LED/IDP/Urban Planning									0	0	0														0
Municipal Planning	Land use management									0	0	0														0
	Housing									0	0	0														0
Technical Services	Roads and Stormwater									0	0	0														0
	Solid Waste and Landfill									0	0	0														0
	Water supply and waste water									0	0	0														0
	Electricity									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
SOC 700 Machine Operators and Drivers																										
Corporate Services	Core Admin									0	0	0														0
	Core Finance									0	0	0														0
	Legal									0	0	0														0
	IT									0	0	0														0
	Procurement									0	0	0														0
HR and Training																										
Financial Services	Property Valuation									0	0	0														0
	Rates									0	0	0														0
	Billing									0	0	0														0
	Client Services									0	0	0														0
Community Services	Parks									0	0	0														0
	Community Facilities									0	0	0														0
	Libraries									0	0	0														0
	Recreation Centres									0	0	0														0
	Primary Health Care Facilities									0	0	0														0
Environmental Management	Cemeteries									0	0	0														0
	Environmental Health									0	0	0														0
Legal	Pollution Control									0	0	0														0
	By-laws									0	0	0														0
Emergency Services	Licensing									0	0	0														0
	Fire & rescue									0	0	0														0
Community Safety	Disaster Planning and Management									0	0	0														0
	Public Safety									0	0	0														0
Public Transport	Traffic Management									0	0	0														0
	LED/IDP/Urban Planning									0	0	0														0
Municipal Planning	Land use management									0	0	0														0
	Housing									0	0	0														0
Technical Services	Roads and Stormwater									0	0	0														0
	Solid Waste and Landfill									0	0	0														0
	Water supply and waste water									0	0	0														0
	Electricity									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

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Section 4: Employment profile

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

39994

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

Code	Employment category	Race										Age categories										PWD								
		African		Coloured		Indian		White		Total		- 20		21-30		31-40		41-50		+ 51		Total		M	F	Total				
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Total								
SOC 800 Labourers																														
	Core Admin									0	0	0														0	0	0		
	Core Finance									0	0	0															0	0	0	
	Legal									0	0	0															0	0	0	
	IT									0	0	0															0	0	0	
	Procurement									0	0	0															0	0	0	
HR and Training																														
	Property Valuation									0	0	0															0	0	0	
	Rates									0	0	0															0	0	0	
	Billing									0	0	0															0	0	0	
	Client Services									0	0	0															0	0	0	
Financial Services																														
	Parks									0	0	0															0	0	0	
	Community Facilities									0	0	0															0	0	0	
	Libraries									0	0	0															0	0	0	
	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 Management																														
	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	0	
Emergency Services																														
	Fire & rescue									0	0	0															0	0	0	
	Disaster Planning and Management									0	0	0															0	0	0	
Community Safety																														
	Public Safety									0	0	0															0	0	0	
	Traffic Management									0	0	0															0	0	0	
Public Transport																														
	Municipal									0	0	0															0	0	0	
	LED/IDP/Urban Planning									0	0	0															0	0	0	
	Land use management									0	0	0															0	0	0	
Planning																														
	Housing									0	0	0															0	0	0	
Technical Services																														
	Roads and Stormwater									0	0	0															0	0	0	
	Solid Waste and Landfill									0	0	0															0	0	0	
	Water supply and waste water									0	0	0															0	0	0	
	Electricity									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	0	0
Apprentices																														
	Technical									0	0	0															0	0	0	
	Roads and Stormwater									0	0	0															0	0	0	
	Solid Waste and Landfill									0	0	0															0	0	0	
	Water supply and waste water									0	0	0															0	0	0	
	Electricity									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	0	0
TOTALS		31	23	0	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	0
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%

PLANNING

Section 5: Employee qualification profile

Section 5.1: Employee qualification profile as at 39630

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

Employment category	Highest level qualifications held by employees																								Total	
	Below NQF 1		NQF 1		NQF 2		NQF 3		NQF 4		NQF 5		NQF 6		NQF 7		NQF 8		Unknown		Total		Total			
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F				
SOC 100 Legislators																										
	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	0	23	14	37	
SOC 100 Directors and Corporate Managers																										
11131	City/Municipal Manager																							1	0	1
11133	General Managers							2		2	1													4	1	5
1211	Corporate Services Managers													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	0	1
1221	Engineering Managers										1													0	0	0
1222	Construction Managers													1										1	0	1
1231	ICT Managers															1								0	1	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																							1	0	1
	SUB-TOTALS	0	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 Professionals																										
	Core Admin											1				1			1					1	2	3
	Core Finance																							0	0	0
	Legal																							0	0	0
	IT																							0	0	0
	Procurement																							0	0	0
HR and Training																										
	Property Valuation																							0	0	0
	Rates																							0	0	0
	Billing																							0	0	0
	Client Services																							0	0	0
Community Services																										
	Parks																							0	0	0
	Community Facilities																							0	0	0
	Libraries																							0	0	0
	Recreation Centres																							0	0	0
	Primary Health Care Facilities																							0	0	0
	Cemeteries																							0	0	0
Environmental Management																										
	Environmental Health																							0	0	0
	Pollution Control																							0	0	0
Legal																										
	By-laws																							0	0	0
	Licensing																							0	0	0
Emergency Services																										
	Fire & rescue																							0	0	0
	Disaster Planning and Management																							0	0	0
Community Safety																										
	Public Safety																							0	0	0
	Traffic Management																							0	0	0
Public Transport																										
	LED/IDP/Urban Planning																							0	0	0
	Land use management											2	1											2	1	3
Municipal Planning																										
	Land use management																							0	0	0
Housing																										
	Roads and Stormwater																							0	0	0
	Solid Waste and Landfill																							0	0	0
	Water supply and waste water													3										0	3	3
	Electricity																							0	0	0
	SUB-TOTALS	0	0	0	0	0	0	0	0	0	0	3	4	0	1	0	1	0	0	0	0	0	3	6	9	

PLANNING

Section 5: Employee qualification profile

Section 5.1: Employee qualification profile as at 39630

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

Employment category	Highest level qualifications held by employees																				Total				
	Below NQF 1		NQF 1		NQF 2		NQF 3		NQF 4		NQF 5		NQF 6		NQF 7		NQF 8		Unknown			Total			
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F					
SOC 300 Technicians and Trade Workers																									
Corporate Services	Core Admin						2	1	2	1	1	1									5	3	8		
	Core Finance									1	1	1		1	2						1	3	4		
	Legal																				0	0	0		
	IT																				0	0	0		
	Procurement																				0	0	0		
HR and Training																									
Financial Services	Property Valuation									1	1										0	2	2		
	Rates																				0	0	0		
	Billing									1											0	1	1		
	Client Services			2		1				1											3	1	4		
Community Services	Parks					2															2	0	2		
	Community Facilities			3			1	2													5	1	6		
	Libraries											1									0	1	1		
	Recreation Centres																				0	0	0		
	Primary Health Care Facilities																				0	0	0		
	Cemeteries																				0	0	0		
Environmental Management																									
	Environmental Health																				0	0	0		
	Pollution Control																				0	0	0		
Legal																									
	By-laws																				0	0	0		
	Licensing																				0	0	0		
Emergency Services																									
	Fire & rescue									1											1	0	1		
	Disaster Planning and Management																				0	0	0		
Community Safety																									
	Public Safety										1	1									1	1	2		
	Traffic Management																				0	0	0		
Public Transport																									
	LED/IDP/Urban Planning			3		2			1	2	1							2	1		9	3	12		
	Land use management						1														1	0	1		
Housing																									
	Roads and Stormwater			1							2	1									4	2	6		
	Solid Waste and Landfill						3	1	1												4	1	5		
	Water supply and waste water																				2	0	2		
	Electricity			2																	12	1	13		
SUB-TOTALS																									
		0	0	11	0	9	2	14	2	8	9	5	4	1	2	0	0	0	0	2	1	50	20	70	
SOC 400 Community and Personal Service Workers																									
Corporate Services	Core Admin																				0	0	0		
	Core Finance																				0	0	0		
	Legal																				0	0	0		
	IT																				0	0	0		
	Procurement																				0	0	0		
HR and Training																									
Financial Services	Property Valuation																				0	0	0		
	Rates																				0	0	0		
	Billing																				0	0	0		
	Client Services																				0	0	0		
Community Services	Parks																				0	0	0		
	Community Facilities																				0	0	0		
	Libraries																				0	0	0		
	Recreation Centres																				0	0	0		
	Primary Health Care Facilities																				0	0	0		
	Cemeteries																				0	0	0		
Environmental Management																									
	Environmental Health																				0	0	0		
	Pollution Control																				0	0	0		
Legal																									
	By-laws																				0	0	0		
	Licensing																				0	0	0		
Emergency Services																									
	Fire & rescue																		14		14	0	14		
	Disaster Planning and Management																				0	0	0		
Community Safety																									
	Public Safety																				0	0	0		
	Traffic Management									4	1										4	1	5		
Public Transport																									
	LED/IDP/Urban Planning																				0	0	0		
	Land use management																				0	0	0		
Housing																									
	Roads and Stormwater																			10	10	0	10		
	Solid Waste and Landfill																				0	0	0		
	Water supply and waste water																			2	8	2	8	10	
	Electricity																				0	0	0		
SUB-TOTALS																									
		0	0	0	0	0	0	0	0	4	1	0	0	0	0	0	0	0	0	0	26	8	30	9	39

PLANNING

Section 5: Employee qualification profile

Section 5.1: Employee qualification profile as at 39630

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

Employment category	Highest level qualifications held by employees																				Total		Total		
	Below NQF 1		NQF 1		NQF 2		NQF 3		NQF 4		NQF 5		NQF 6		NQF 7		NQF 8		Unknown		M	F			
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F					
SOC 500 Clerical and Administrative Workers																									
Corporate Services	Core Admin			1	1	2	2	1	1	1	4		3									5	11	16	
	Core Finance																					0	0	0	
	Legal																					0	0	0	
	IT																					0	0	0	
	Procurement																					0	0	0	
HR and Training																									
	Property Valuation									2	2											0	4	4	
Financial Services	Rates									1	1											0	2	2	
	Billing																					0	0	0	
	Client Services					2	4	3														0	9	9	
Community Services	Parks					3	2	1										1				3	4	7	
	Community Facilities					2	2	3	2													2	7	9	
	Libraries							1	1	3			2						1	1		2	7	9	
	Recreation Centres																					0	0	0	
	Primary Health Care Facilities																					0	0	0	
	Cemeteries																					0	0	0	
Environmental Management																									
	Environmental Health																					0	0	0	
	Pollution Control																					0	0	0	
Legal																									
	By-laws																					0	0	0	
	Licensing																					0	0	0	
Emergency Services																									
	Fire & rescue																	9				9	0	9	
	Disaster Planning and Management																					0	0	0	
Community Services																									
	Public Safety																					0	0	0	
Safety																									
	Traffic Management									1	1											0	2	2	
Public Transport																									
Municipal Planning																									
	LED/IDP/Urban Planning									1	2											2	1	3	
	Land use management																					0	0	0	
Housing																									
	Roads and Stormwater							1	1													0	2	2	
Technical Services	Solid Waste and Landfill					1	2	1	1	1												3	3	6	
	Water supply and waste water							1														0	1	1	
	Electricity					1					4											0	5	5	
SUB-TOTALS		0	0	0	1	1	7	8	12	4	20	3	15	0	5	0	0	0	0	0	11	1	27	61	88
SOC 700 Machine Operators and Drivers																									
Corporate Services	Core Admin									1												1	0	1	
	Core Finance																					0	0	0	
	Legal																					0	0	0	
	IT																					0	0	0	
	Procurement																					0	0	0	
HR and Training																									
Financial Services																									
	Property Valuation																					0	0	0	
	Rates																					0	0	0	
	Billing																					0	0	0	
	Client Services																					0	0	0	
Community Services	Parks					5	1	6		31	1											32	0	32	
	Community Facilities																					11	1	12	
	Libraries																					0	0	0	
	Recreation Centres																					0	0	0	
	Primary Health Care Facilities																					0	0	0	
	Cemeteries					1																1	0	1	
Environmental Management																									
	Environmental Health																					0	0	0	
	Pollution Control																					0	0	0	
Legal																									
	By-laws																					0	0	0	
	Licensing																					0	0	0	
Emergency Services																									
	Fire & rescue																					0	0	0	
	Disaster Planning and Management																					0	0	0	
Community Services																									
	Public Safety																					0	0	0	
Safety																									
	Traffic Management																					0	0	0	
Public Transport																									
Municipal Planning																									
	LED/IDP/Urban Planning																					0	0	0	
	Land use management																					0	0	0	
Housing																									
Technical Services	Roads and Stormwater							29	33	7												69	0	69	
	Solid Waste and Landfill					4		3	5													12	0	12	
	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	0	0	149	1	150	

PLANNING

Section 5: Employee qualification profile

Section 5.1: Employee qualification profile as at 39630

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

Employment category	Highest level qualifications held by employees																			Total		Total						
	Below NQF 1		NQF 1		NQF 2		NQF 3		NQF 4		NQF 5		NQF 6		NQF 7		NQF 8		Unknown									
	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 800 Labourers																												
Corporate Services	Core Admin																				10	9	10	9	19			
	Core Finance																								0	0	0	
	Legal																									0	0	0
	IT																									0	0	0
	Procurement																									0	0	0
HR and Training																												
	Property Valuation																									0	0	0
Financial Services																												
	Rates																									0	0	0
	Billing																									0	0	0
	Client Services																									0	0	0
Community Services																												
	Parks			3	2	6	2	4	1	3	1														16	6	22	
	Community Facilities			7	2	32	4	45	19	30	6														114	31	145	
	Libraries				1																					0	1	1
	Recreation Centres																									0	0	0
	Primary Health Care Facilities																									0	0	0
	Cemeteries					3		6																		9	0	9
Environmental Management																												
	Environmental Health																									0	0	0
	Pollution Control																									0	0	0
Legal																												
	By-laws																									0	0	0
	Licensing																									0	0	0
Emergency Services																												
	Fire & rescue																									0	0	0
	Disaster Planning and Management																									0	0	0
Community Safety																												
	Public Safety							2																		0	0	0
	Traffic Management								2																	4	0	4
Public Transport																												
	LED/IDP/Urban Planning							2																		2	0	2
Municipal Planning																												
	Land use management																									0	0	0
Housing																												
	Roads and Stormwater			1		1	1	11		12												17			42	1	43	
Technical Services																												
	Solid Waste and Landfill					18	8	19	3	3	1														40	12	52	
	Water supply and waste water			1		1		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	0	0	47	9	339	72	411		
Apprentices																												
Technical Services																												
	Roads and Stormwater																									0	0	0
	Solid Waste and Landfill																									0	0	0
	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	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				

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 % of total employees in those categories	42.31%
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 employees in those categories	57.14%

REPORTING - Annual Report Only

Section 5: Employee qualification profile

Section 5.1: Employee qualification profile as at 30 June 2008

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

Employment category	Highest level qualifications held by employees																				Total				
	Below NQF 1		NQF 1		NQF 2		NQF 3		NQF 4		NQF 5		NQF 6		NQF 7		NQF 8		Unknown		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	
SOC 100 Legislators																									
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	0	23	14	37	
SOC 100 Directors and Corporate Managers																									
11131 City/Municipal Manager																							1	0	1
11133 General Managers																							2	0	2
1211 Corporate Services Managers																							1	0	1
1212 Finance Managers											1												3	1	4
1213 Human Resource Managers																							0	0	0
1214 Policy and Planning Managers																							0	0	0
1221 Engineering Managers																							0	0	0
1222 Construction Managers																							0	0	0
1231 ICT Managers																							0	0	0
1251 Health, Welfare and Education Service Managers																							0	0	0
12922 Commissioned Fire Officer																							0	0	0
12923 Commissioned Police Officer (Metro/Traffic Police)																							0	0	0
12991 Laboratory Managers																							0	0	0
12992 Environment, Parks and Land Care Managers																							0	0	0
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)																									
LED/IDP/UrbanPlanningManagers											1												0	1	1
SUB-TOTALS	0	0	0	0	0	0	0	0	0	0	1	1	0	6	1	0	0	0	0	0	0	7	2	9	
SOC 200 Professionals																									
Corporate Services	Core Admin																						0	0	0
	Core Finance																						0	0	0
	Legal																						0	0	0
	IT																						0	0	0
	Procurement																						0	0	0
HR and Training	Property Valuation																						0	0	0
	Rates																						0	0	0
	Billing																						0	0	0
	Client Services																						0	0	0
Community Services	Parks																						0	0	0
	Community Facilities																						0	0	0
	Libraries																						0	0	0
	Recreation Centres																						0	0	0
	Primary Health Care Facilities																						0	0	0
	Cemeteries																						0	0	0
Environmental Management	Environmental Health																						0	0	0
	Pollution Control																						0	0	0
Legal	By-laws																						0	0	0
	Licensing																						0	0	0
Emergency Services	Fire & rescue																						0	0	0
	Disaster Planning and Management																						0	0	0
Community Safety	Public Safety																						0	0	0
	Traffic Management																						0	0	0
Public Transport																							0	0	0
Municipal Planning	LED/IDP/Urban Planning																						0	0	0
	Land use management																						0	0	0
Housing																							0	0	0
Technical Services	Roads and Stormwater																						0	0	0
	Solid Waste and Landfill																						0	0	0
	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	

REPORTING - Annual Report Only

Section 5: Employee qualification profile

Section 5.1: Employee qualification profile as at 30 June 2008

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

Employment category	Highest level qualifications held by employees																		Total		Total						
	Below NQF 1		NQF 1		NQF 2		NQF 3		NQF 4		NQF 5		NQF 6		NQF 7		NQF 8		Unknown								
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F		M	F				
SOC 300 Technicians and Trade Workers																											
Corporate Services	Core Admin																					0	0	0			
	Core Finance																						0	0	0		
	Legal																						0	0	0		
	IT																						0	0	0		
	Procurement																						0	0	0		
HR and Training																											
	Property Valuation																						0	0	0		
Financial Services	Rates								1														1	0	1		
	Billing									1														0	1	1	
	Client Services																							0	0	0	
		Parks																						0	0	0	
Community Services	Community Facilities																							0	0	0	
	Libraries																							0	0	0	
	Recreation Centres																							0	0	0	
	Primary Health Care Facilities																							0	0	0	
		Cemeteries																							0	0	0
Environmental Management	Environmental Health																							0	0	0	
	Pollution Control																							0	0	0	
Legal	By-laws																							0	0	0	
	Licensing																							0	0	0	
Emergency Services	Fire & rescue																							0	0	0	
	Disaster Planning and Management																							0	0	0	
Community Safety	Public Safety																							0	0	0	
	Traffic Management										5	5												5	5	10	
Public Transport																								0	0	0	
	LED/IDP/Urban Planning																							2	0	2	
Municipal Planning	Land use management																							0	0	0	
																								0	0	0	
Housing																											
	Roads and Stormwater																							0	0	0	
Technical Services	Solid Waste and Landfill																							0	0	0	
	Water supply and waste water																							0	0	0	
	Electricity																							0	1	1	
SUB-TOTALS		0	0	0	0	0	0	0	0	1	1	7	6	0	0	0	0	0	0	0	0	0	8	7	15		
SOC 400 Community and Personal Service Workers																											
Corporate Services	Core Admin																							0	0	0	
	Core Finance																							0	0	0	
	Legal																							0	0	0	
	IT																							0	0	0	
	Procurement																							0	0	0	
HR and Training																											
	Property Valuation																							0	0	0	
Financial Services	Rates																							0	0	0	
	Billing																							0	0	0	
	Client Services																							0	0	0	
		Parks																							0	0	0
Community Services	Community Facilities																								0	0	0
	Libraries																								0	0	0
	Recreation Centres																								0	0	0
	Primary Health Care Facilities																								0	0	0
		Cemeteries																								0	0
Environmental Management	Environmental Health																								0	0	0
	Pollution Control																								0	0	0
Legal	By-laws																								0	0	0
	Licensing																								0	0	0
Emergency Services	Fire & rescue																								0	0	0
	Disaster Planning and Management																								0	0	0
Community Safety	Public Safety																								0	0	0
	Traffic Management																								0	0	0
Public Transport																											
																									0	0	0
Municipal Planning	LED/IDP/Urban Planning																								0	0	0
	Land use management																								0	0	0
Housing																											
	Roads and Stormwater																								0	0	0
Technical Services	Solid Waste and Landfill																								0	0	0
	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	0	0	0

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Section 5: Employee qualification profile

Section 5.1: Employee qualification profile as at 30 June 2008

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

Employment category	Highest level qualifications held by employees																		Total		Total					
	Below NQF 1		NQF 1		NQF 2		NQF 3		NQF 4		NQF 5		NQF 6		NQF 7		NQF 8		Unknown			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	
SOC 500 Clerical and Administrative Workers																										
Corporate Services	Core Admin																						0	0	0	
	Core Finance																							0	0	0
	Legal																							0	0	0
	IT																							0	0	0
	Procurement																							0	0	0
HR and Training																										
	Property Valuation																							0	0	0
Financial Services	Rates																							0	0	0
	Billing																							0	0	0
	Client Services																							0	0	0
		Parks																							0	0
Community Services	Community Facilities																							0	0	0
	Libraries																							0	0	0
	Recreation Centres																							0	0	0
	Primary Health Care Facilities																							0	0	0
		Cemeteries																							0	0
Environmental Management	Environmental Health																							0	0	0
	Pollution Control																							0	0	0
Legal	By-laws																							0	0	0
	Licensing																							0	0	0
Emergency Services	Fire & rescue																							0	0	0
	Disaster Planning and Management																							0	0	0
Community Safety	Public Safety																							0	0	0
	Traffic Management																							0	0	0
Public Transport																								0	0	0
	LED/IDP/Urban Planning																							0	0	0
Municipal Planning	Land use management																							0	0	0
																								0	0	0
Housing																										
	Roads and Stormwater																							0	0	0
Technical Services	Solid Waste and Landfill																							0	0	0
	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	0	0
SOC 700 Machine Operators and Drivers																										
Corporate Services	Core Admin																							0	0	0
	Core Finance																							0	0	0
	Legal																							0	0	0
	IT																							0	0	0
	Procurement																							0	0	0
HR and Training																										
	Property Valuation																							0	0	0
Financial Services	Rates																							0	0	0
	Billing																							0	0	0
	Client Services																							0	0	0
		Parks																							0	0
Community Services	Community Facilities																							0	0	0
	Libraries																							0	0	0
	Recreation Centres																							0	0	0
	Primary Health Care Facilities																							0	0	0
		Cemeteries																							0	0
Environmental Management	Environmental Health																							0	0	0
	Pollution Control																							0	0	0
Legal	By-laws																							0	0	0
	Licensing																							0	0	0
Emergency Services	Fire & rescue																							0	0	0
	Disaster Planning and Management																							0	0	0
Community Safety	Public Safety																							0	0	0
	Traffic Management																							0	0	0
Public Transport																								0	0	0
	LED/IDP/Urban Planning																							0	0	0
Municipal Planning	Land use management																							0	0	0
																								0	0	0
Housing																										
	Roads and Stormwater																							0	0	0
Technical Services	Solid Waste and Landfill																							0	0	0
	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	0	0

REPORTING - Annual Report Only

Section 5: Employee qualification profile

Section 5.1: Employee qualification profile as at 30 June 2008

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

Employment category	Highest level qualifications held by employees																				Total																										
	Below NQF 1		NQF 1		NQF 2		NQF 3		NQF 4		NQF 5		NQF 6		NQF 7		NQF 8		Unknown		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 800 Labourers																																															
Corporate Services	Core Admin																						0	0	0																						
	Core Finance																							0	0	0																					
	Legal																							0	0	0																					
	IT																							0	0	0																					
	Procurement																							0	0	0																					
HR and Training																																															
Financial Services	Property Valuation																							0	0	0																					
	Rates																							0	0	0																					
	Billing																							0	0	0																					
	Client Services																								0	0	0																				
Community Services	Parks																							0	0	0																					
	Community Facilities																							0	0	0																					
	Libraries																							0	0	0																					
	Recreation Centres																							0	0	0																					
	Primary Health Care Facilities																							0	0	0																					
Environmental Management	Cemeteries																							0	0	0																					
	Environmental Health																							0	0	0																					
Legal	Pollution Control																							0	0	0																					
	By-laws																							0	0	0																					
Emergency Services	Licensing																							0	0	0																					
	Fire & rescue																							0	0	0																					
Community Safety	Disaster Planning and Management																							0	0	0																					
	Public Safety																							0	0	0																					
Public Transport	Traffic Management																							0	0	0																					
	LED/IDP/Urban Planning																							0	0	0																					
Municipal Planning	Land use management																							0	0	0																					
																								0	0	0																					
Technical Services	Roads and Stormwater																							0	0	0																					
	Solid Waste and Landfill																							0	0	0																					
	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	0	0
Apprentices																																															
Technical Services	Roads and Stormwater																							0	0	0																					
	Solid Waste and Landfill																							0	0	0																					
	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	0	0
TOTALS																							0	0	0	0	0	0	0	0	1	2	31	20	6	1	0	0	0	0	0	0	0	0	38	23	61

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 % of total employees in those categories	#REF!
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 employees in those categories	#REF!

PLANNING

Section 4: Employment profile

Section 4.6: Number of employees who left the enterprise in the year ending 39263

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

Employment category	Race								Age categories												PWD			Reason																			
	African		Coloured		Indian		White		Total	Total	- 20		21-30		31-40		41-50		+ 51		Total	Total	M	F	Total	Resigned		Retired		Retrenched		Medical grounds		Dismissed		Death		Total	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	M	F	M	F	M	F	M	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	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		3	1	3	3	6			0	1	2	2	1									3	3	6
SOC 400 Community and Personal Service Workers	3							3	0	3										3	0	3			0	3														3	0	3	
SOC 500 Clerical and Administrative Workers		1						2	0	3	3			1		2				0	3	3			0		3													0	3	3	
SOC 700 Machine Operators and Drivers		2						0	2	2					1		1			2	0	2			0				1										1		2	0	2
SOC 800 Labourers	26	5						26	5	31			2		3	2	9	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	12	2	18	4	39	12	51	0	0	0	7	6	8	4	0	0	0	0	4	0	20	2	39	12	51	

Summary Data

Employees who left as a % of total employees	18.89%
--	--------

PLANNING

Section 5: Employee qualification profile

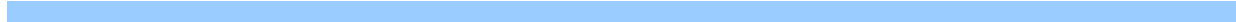
Section 5.2: Process used to complete the qualification profile		
Description	Yes/No	Comment
Looked at formal qualifications	Yes	
Considered all training, both formal and informal		
Interviewed each employee	Yes	
Conducted Recognition of Prior Learning (RPL) Process		
Skills audit	Yes	
Other (specify below):		

PLANNING

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

39629

IDP objectives	Operational context Municipal objectives		Enabling context Training and skills development objectives	
	Objectives	Targets and measures of success	Objectives	Targets and measures of success
P Providing and Facilitating Sustainable Infrastructure	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 the upgrading of the water treatment works. Identify developable informal settlements and provide rudimentary drinking water.
	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-deemed competent to deliver within the job specification of sewage technician.
	Facilitate the electrification of all houses within Dihlabeng municipality.	Reduce the existing electricity backlog by 40% 2009. Foster better co-operation 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.	Learners are incorporated into the technical electrical teams and their work experience is monitored and evaluated.
2 Local Economic Development	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 running business.
	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 Dihlabeng towns must be further enhanced by creating related markets for local products in Dihlabeng.	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 manufacturing, technical development. Develop a central transport network.		
3 Institutional development	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 Pele 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.
	To develop all governance policies 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 integrated 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 availability of adequate equipment to perform essential services and functions.	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.		
4 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



P

Transformation context		Priority Skills Area addressed	Notes
Employment equity objectives (employees only)	Targets and measures of success		
Objectives	Targets and measures of success		
None	None	Specialist technical	The items listed to ensure sustainability and should be the result of ongoing monitoring and evaluation against standards 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	Computer Literacy	Dihlabeng unemployment is reduced by 20% in 2010
None	None	Computer Literacy	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.
			Bethlehem contrite as the main industrial centre and as a pool of resources.
None	None	Administration	Institutional capacity of Dihlabeng is strengthened.
None	None	None of the above	Implement training and development policy, procedure and plan.
None	None	Policy development	Governance policies that effect the functioning of the organization function effectively by the end 2008.
None	None		
None	None	None of the above	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 debt-collection process.

2

3

4

PLANNING

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

39629

IDP objectives	Operational context Municipal objectives		Enabling context Training and skills development objectives	
	Objectives	Targets and measures of success	Objectives	Targets and measures of success
5 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's 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.
6				
7				
8				
9				
10				



Transformation context		Priority Skills Area addressed	Notes
Employment equity objectives (employees only)	Targets and measures of success		
Objectives	Targets and measures of success		
None	None		Reduce the level of crime within Dihlabeng Municipality.
5		None of the above	
6			
7			
8			
9			
10			

PLANNING

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

39629

	IDP objectives	Operational context Municipal objectives		Enabling context Training and skills development objectives	
		Objectives	Targets and measures of success	Objectives	Targets and measures of success
11					
12					
13					
14					
15					
16					
17					
18					



Transformation context		Priority Skills Area addressed	Notes
Employment equity objectives (employees only)	Targets and measures of success		
Objectives			
11			
12			
13			
14			
15			
16			
17			
18			

PLANNING**Section 7: Sector Priority Skills Areas for the Financial Year****39629**

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

Training and skills development interventions in the area of...	Skills Priority no	Number of interventions planned for the period								Unknown
		General (GET) band	Further Education and Training			Higher Education and Training (HE) band				
		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	
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



TOTAL
417
45
3
59
0
13
0
8
0
1
2
1
0
0
0

PLANNING

Section 8: Proposed Programmes - Training for Municipal Employees during

39629

No.	Course Name or Qualification Title	Proposed Provider	Skills Priority Area	Skills Priority No	Informal/ Formal	In-house/ External	Type of Intervention	Target Employment Category	Total No. to be Trained	Estimated Cost
1	Policy Development&Legislation	University of the Free State	Policy development	4			Skills Programme	Directors and Corporate Managers		
2	Regional&Urban Planning	University of Pretoria	Specialist technical	1			Degree	Technicians & Trade Workers		
3	CPMD	WITS Business School	Management / leadership	1			Certificate	Directors and Corporate Managers		
4	Property Valuation	Technikon South Africa	Financial	1			Diploma	Clerical & Administrative Workers		
5	Human Resource Management	Le Mark Communication	Management / leadership	2			Certificate	Professionals		
6	Customer/Client Services	Lethabile Consulting	Client service	1			Short Course	Clerical & Administrative Workers		
7	Supply Chain Management	SAMDl	Financial	2			Short Course	Clerical & Administrative Workers		
8	Basic Fire Fighter	Mangaung Municipality	Specialist Skills required by legislation	4			Skills Programme	Labourers		
9	Internal Auditing	Specialist Technical	Specialist technical	2			Leamership	Clerical & Administrative Workers		
10	Certificate in Disaster Management	University of the Free State	Social/community/economic development and plan	1			Certificate	Technicians & Trade Workers		
11	Auditing Governance Strategy, Ethics&Risk	Institute of Internal Auditors of SA	Specialist Skills required by legislation	2			Short Course	Professionals		
12	Tools&Techniques for Internal Audit-B1	Institute of Internal Auditors of SA	Specialist Skills required by legislation	2			Short Course	Professionals		
13	Tools&Techniques for Internal Audit-B2	Institute of Internal Auditors of SA	Specialist Skills required by legislation	2	Formal	External	Short Course	Professionals		
14	Tools&Techniques for Internal Audit-B3	Institute of Internal Auditors of SA	Specialist Skills required by legislation	2	Formal	External	Short Course	Professionals		
15	Using Government Approach UGAD	Institute of Internal Auditors of SA	Specialist Skills required by legislation	2	Formal	External	Short Course	Professionals		
16	Performance Auditing Public Service	Institute of Internal Auditors of SA	Specialist Skills required by legislation	2	Formal	External	Short Course	Professionals		
17	Balance Scorecard	Institute of Internal Auditors of SA	Specialist Skills required by legislation	2	Formal	External	Short Course	Professionals		
18	Auditing Budget National Treasury	Institute of Internal Auditors of SA	Specialist Skills required by legislation	2	Formal	External	Short Course	Professionals		
19	How to develop a Model IA Programme	Institute of Internal Auditors of SA	Specialist Skills required by legislation	2	Formal	External	Short Course	Professionals		
20	Local Government Financial Management	Belgravia Institute of Management	Financial	3	Formal	In-house	Skills Programme	Directors and Corporate Managers		
21	Computer Training	Maluti FET	Computer Literacy	1	Formal	External	Skills Programme	Labourers		
22	Artisan Training: Plumbing	Learner International	Specialist technical	1	Formal	External	Skills Programme	Technicians & Trade Workers		
23	Artisan Training: Electricity	GENTLEC	Specialist technical	1	Formal	External	Skills Programme	Technicians & Trade Workers		
24	Artisan Training: Road Construction	Tjeka Training Matters	Specialist technical	1	Formal	External	Skills Programme	Labourers		
25	Understanding Skills Development	Incorporated Labour Solutions	Specialist Skills required by legislation	3	Formal	External	Short Course	Clerical & Administrative Workers		
26	Understanding Employment Equity	Incorporated Labour Solutions	Specialist Skills required by legislation	4	Formal	External	Short Course	Clerical & Administrative Workers		
27	ABET Training	LTSSC	ABET	1	Formal	External	Certificate	Labourers		
28	First-Aid Level 1&2 Training	St. John's Ambulance Foundation	Specialist Skills required by legislation	2	Formal	External	Short Course	Labourers		
29	Water Reticulation Services	Makgabane Empowerment Development	Specialist technical	1	Formal	External	Leamership	Labourers		
30	Water Purification Services	Mahube Training & Development	Specialist technical	2	Formal	External	Leamership	Labourers		
31	Wastewater Processing	Seboka Manyabolo	Specialist technical	3	Formal	External	Leamership	Labourers		
32	Municipal Financial Administration	Bafethile	Financial	1	Formal	External	Leamership	Clerical & Administrative Workers		
33	Telephone Etique	Le Mark Communication	Specialist technical	2	Formal	External	Skills Programme	Clerical & Administrative Workers		
34	IT Network	INTEC	Specialist technical	2	Formal	External	Skills Programme	Professionals		
35	IT Security	INTEC	Specialist technical	1	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										
40										
41										
42										
43										
44										
45										
46										
47										
48										
49										
50										

Summary Data of Proposed Programmes for Employees

Total Number to be Trained		0
Total Estimated Cost of Training		R 0.00
Total Estimated Levy		R1,000,000,00
Total Estimated Cost as a % of Levy		#VALUE!
Total Interventions		
Skills Priority No	Name of Intervention	Number of Interventions Planned
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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Section 8: Programme Details - Training for Municipal Employees during 39629

Note that if you have not yet appointed a provider, you can write 'not yet appointed' in the 'Proposed Provider' column

No.	Course Name or Qualification Title	Name of Provider	Skills Area	Skills Priority No	NQF Level	Informal/Formal	In-house/External	Includes SAQA reg. unit standards	Type of Intervention	Start Date	End Date	Duration	Target Employment Category	Total No. Trained	Actual Cost
1															
2															
3															
4															
5															
6															
7															
8															
9															
10															
11															
12															
13															
14															
15															
16															
17															
18															
19															
20															
21															
22															
23															
24															
25															
26															
27															
28															
29															
30															
31															
32															
33															
34															
35															
36															
37															
38														10	
39															
40															
41															
42															
43															
44															
45															
46															
47															
48															
49															
50															

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

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Section 9: Proposed Programmes - Training for the Unemployed during 39629

Note that if you have not yet appointed a provider, you can write 'not yet appointed' in the 'Proposed Provider' col.

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
1									
2									
3									
4									
5									
6									
7									
8									
9									
10									
11									
12									
13									
14									
15									
16									
17									
18									
19									
20									
21									
22									
23									
24									
25									
26									
27									
28									
29									
30									
31									
32									
33									
34									
35									
36									
37									
38									
39									
40									
41									
42									
43									
44									
45									
46									
47									
48									
49									
50									

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 Training Employees	#DIV/0!

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Section 9: Programme Details - Training for the Unemployed during

39629

No.	Course Name	Name of Provider	NQF Level	Informal/Formal	In-house/External	Includes SQA reg. unit standards	Type of Intervention	Start Date	End Date	Duration	Target Category	Total No. Trained	Actual Cost	No. of Learners now Employed		
														Mun.	Private Sector	Self Employed
1																
2																
3																
4																
5																
6																
7																
8																
9																
10																
11																
12																
13																
14																
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43																
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45																
46																
47																
48																
49																
50																

Summary Data of Actual Programmes for Unemployed

Total Number Trained	0
Total Actual Cost of Training	R 0.00
Total Actual Cost as a % of Total Actual Cost of Training Employees	#DIV/0!

PLANNING

Section 10: Critical and Scarce Skills

Section 10.1: Department of Labour Critical and Scarce Skills in

39629

Code	Occupation Name	Alternative Title / Specialisation	Current Status				Reason for Vacancy	Anticipated changes			Scarce and Critical Skills		Planned Scarce Skills or Critical Skills Training Interventions				Number of qualified people to be imported from outside South Africa	
			No. of Posts per Organogram	No. of Posts Filled	No. of Posts Vacant	Vacancy Rate		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 occupation? Please list	Intend to train SS or CS	If YES, numbers to be trained	If YES, NQF Level		If YES, type of Intervention
811004	Healthcare Cleaner	Low Risk Area Cleaner			0	#DIV/0!												
821101	Builder's Worker	Pipe Layer			0	#DIV/0!												
821101	Builder's Worker	Road Construction / Maintenance Labourer			0	#DIV/0!												
821101	Builder's Worker	Road Surfacer			0	#DIV/0!												
821102	Drainage, Sewerage & Storm Water Worker	Hydro Contract Worker			0	#DIV/0!												
821103	Earthmoving Worker	Ditch Digging Worker			0	#DIV/0!												
821103	Earthmoving Worker	Grave Digger			0	#DIV/0!												
821201	Concrete	Concrete Worker			0	#DIV/0!												
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!												
89101	Caretaker	Janitor	3		3	100%	Cannot find suitably skilled candidates					Absolute scarce skill		Yes	3	4	Certificate	
89301	Handyperson	Handyman	3		3	100%	Cannot find suitably skilled candidates					Absolute scarce skill		Yes	3	4	Certificate	
89601	Recycling or Rubbish Collector	Garbage Collector	20		20	100%	Cannot find suitably skilled candidates					Absolute scarce skill		Yes	20	3	Work Placement	
SUB-TOTALS			26	0	26	100%												
TOTALS			186	150	36	19%												

PLANNING

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
Infrastructure and service delivery	Infrastructure asset maintenance		
	Infrastructure asset maintenance		
	Labour intensive construction (EPWP)		
	Labour intensive construction (EPWP)		
	Electricity reticulation	Skills Programme	1
	Electricity reticulation		
	Water services		
	Water services		
	Roads		
	Roads		
	Other: Mechanic	RPL	1
Other: Tipper Driver	RPL	40	
Other: Cherry Picker	Skills Programme	1	
Other: Compressor Apprenticeship	Apprenticeship	1	
Financial viability	Property valuation		
	Property valuation		
	Audit and procurement		
	Audit and procurement		
	Municipal finance	Learnership	4
	Municipal finance		
	Municipal finance		
	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	
Community based participation and planning	Ward committees		
	Ward committees		
	Planning	Skills Programme	1
	Planning		
	IDPs	Skills Programme	2
	IDPs		
	LED	Learnership	1
	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	
Management and leadership	Training committees	Skills Programme	12
	Training committees		
	Councillors		
	Councillors		
	Municipal Leadership Development		
	Municipal Leadership Development		
	Other:		
	Other:		
Other:			
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!

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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 and service delivery	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	
	Water services	0	0		0	
	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		
Financial viability	Property valuation	0	0		0	
	Property valuation	0	0		0	
	Audit and procurement	0	0		0	
	Audit and procurement	0	0		0	
	Municipal finance	Learnarship	4		-4	
	Municipal finance	0	0		0	
	Municipal finance	0	0		0	
	Other:	Skills Programme	5		-5	
	Other:	Skills Programme	2		-2	
Other:	Skills Programme	1		-1		
Other:	Skills Programme	3		-3		
Community based participation and planning	Ward committees	0	0		0	
	Ward committees	0	0		0	
	Planning	Skills Programme	1		-1	
	Planning	0	0		0	
	IDPs	Skills Programme	2		-2	
	IDPs	0	0		0	
	LED	Learnarship	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		
Management and leadership	Training committees	Skills Programme	12		-12	
	Training committees	0	0		0	
	Councillors	0	0		0	
	Councillors	0	0		0	
	Municipal Leadership Development	0	0		0	
	Municipal Leadership Development	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%

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.

Employment category	Total ABET Beneficiaries										PWD			
	African		Coloured		Indian		White		Total		Total	M	F	Total
	M	F	M	F	M	F	M	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	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!

Code	Employment category	Race										Age categories										PWD										
		African		Coloured		Indian		White		Total		Total	- 20		21-30		31-40		41-50		+ 51		Total		Total	M	F	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	Total				
SOC 500 Clerical and Administrative Workers																																
Corporate Services	Core Admin	2	10		1			4	2	15	17				4	2	6		4		1	2	15	17							0	
	Core Finance	1	2					1	1	3	4							1	1		2	1	3	4							0	
	Legal								0	0	0											0	0	0								0
	IT								0	0	0											0	0	0								0
	Procurement								0	0	0											0	0	0								0
HR and Training																																
Financial Services																																
Property Valuation																																
Rates																																
Billing																																
Client Services																																
Community Services																																
Parks																																
Community Facilities																																
Libraries																																
Recreation Centres																																
Primary Health Care Facilities																																
Cemeteries																																
Environmental Management																																
Environmental Health																																
Pollution Control																																
Legal																																
By-laws																																
Licensing																																
Emergency Services																																
Fire & rescue																																
Disaster Planning and Management																																
Community Safety																																
Public Safety																																
Traffic Management																																
Public Transport																																
Municipal Planning																																
LED/IDP/Urban Planning																																
Land use management																																
Housing																																
Technical Services																																
Roads and Stormwater																																
Solid Waste and Landfill																																
Water supply and waste water																																
Electricity																																
SUB-TOTALS																																
SOC 700 Machine Operators and Drivers																																
Corporate Services																																
Core Admin																																
Core Finance																																
Legal																																
IT																																
Procurement																																
HR and Training																																
Financial Services																																
Property Valuation																																
Rates																																
Billing																																
Client Services																																
Community Services																																
Parks																																
Community Facilities																																
Libraries																																
Recreation Centres																																
Primary Health Care Facilities																																
Cemeteries																																
Environmental Management																																
Environmental Health																																
Pollution Control																																
Legal																																
By-laws																																
Licensing																																
Emergency Services																																
Fire & rescue																																
Disaster Planning and Management																																
Community Safety																																
Public Safety																																
Traffic Management																																
Public Transport																																
Municipal Planning																																
LED/IDP/Urban Planning																																
Land use management																																
Housing																																
Technical Services																																
Roads and Stormwater																																
Solid Waste and Landfill																																
Water supply and waste water																																
Electricity																																
SUB-TOTALS																																

Code	Employment category	Race										Age categories										PWD							
		African		Coloured		Indian		White		Total		Total	- 20		21-30		31-40		41-50		+ 51		Total		Total	M	F	Total	
		M	F	M	F	M	F	M	F	M	F		M	F	M	F	M	F	M	F	M	F							
SOC 800 Labourers																													
Corporate Services	Core Admin	5	2							5	2	7							2	1	3	1	5	2	7			0	
	Core Finance									0	0	0											0	0	0			0	
	Legal									0	0	0											0	0	0			0	
	IT									0	0	0											0	0	0			0	
	Procurement									0	0	0											0	0	0			0	
HR and Training																													
Financial Services	Property Valuation									0	0	0										0	0	0			0		
	Rates									0	0	0										0	0	0			0		
	Billing									0	0	0										0	0	0			0		
	Client Services									0	0	0										0	0	0			0		
Community Services	Parks	13	2							13	2	15			2		3	1	5		3	1	13	2	15			0	
	Community Facilities	40	11					1		41	11	52			3		20		12	7	6	4	41	11	52			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			0	
Environmental Management	Environmental Health									0	0	0										0	0	0			0		
	Pollution Control									0	0	0											0	0	0			0	
Legal	By-laws									0	0	0										0	0	0			0		
	Licensing									0	0	0										0	0	0			0		
Emergency Services	Fire & rescue	5						2		7	0	7			1		2		2		2		7	0	7			0	
	Disaster Planning and Management									0	0	0											0	0	0			0	
Community Safety	Public Safety									0	0	0										0	0	0			0		
	Traffic Management									0	0	0										0	0	0			0		
Public Transport																													
Municipal Planning	LED/IDP/Urban Planning	2								2	0	2					2					2	0	2			0		
	Land use management									0	0	0										0	0	0			0		
Housing																													
Technical Services	Roads and Stormwater	25								25	0	25			7		4		8		6		25	0	25			0	
	Solid Waste and Landfill		7							0	7	7				4			3			0	7	7			0		
	Water supply and waste water	28								28	0	28	1		9		10		6		2		28	0	28			0	
	Electricity		14							0	14	14				6		6		1		1	0	14	14			0	
SUB-TOTALS		118	36	0	0	0	0	3	0	121	36	157	1	0	22	10	41	7	35	12	22	7	121	36	157	0	0	0	
Apprentices																													
Technical Services	Roads and Stormwater									0	0	0										0	0	0			1	1	
	Solid Waste and Landfill									0	0	0										0	0	0			0	0	
	Water supply and waste water									0	0	0										0	0	0			0	0	
	Electricity									0	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	1	1
TOTALS		153	68	0	2	0	0	14	16	167	86	253	1	0	26	21	54	28	50	25	39	13	170	87	257	0	1	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%

Code	Employment category	Race										Age categories										PWD									
		African		Coloured		Indian		White		Total		Total	- 20		21-30		31-40		41-50		+ 51		Total		Total	M	F	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	Total			
SOC 800 Labourers																															
Corporate Services	Core Admin									0	0	0																0	0	0	
	Core Finance									0	0	0																	0	0	0
	Legal									0	0	0																	0	0	0
	IT									0	0	0																	0	0	0
	Procurement									0	0	0																	0	0	0
HR and Training																															
Financial Services	Property Valuation									0	0	0																0	0	0	
	Rates									0	0	0																	0	0	0
	Billing									0	0	0																	0	0	0
	Client Services									0	0	0																	0	0	0
Community Services	Parks									0	0	0																	0	0	0
	Community Facilities									0	0	0																	0	0	0
	Libraries									0	0	0																	0	0	0
	Recreation Centres									0	0	0																	0	0	0
	Primary Health Care Facilities									0	0	0																	0	0	0
Environmental Management	Cemeteries									0	0	0																	0	0	0
	Environmental Health									0	0	0																	0	0	0
Legal	Pollution Control									0	0	0																	0	0	0
	By-laws									0	0	0																	0	0	0
Emergency Services	Licensing									0	0	0																	0	0	0
	Fire & rescue									0	0	0																	0	0	0
Community Safety	Disaster Planning and Management									0	0	0																	0	0	0
	Public Safety									0	0	0																	0	0	0
Public Transport	Traffic Management									0	0	0																	0	0	0
										0	0	0																	0	0	0
Municipal Planning	LED/IDP/Urban Planning									0	0	0																	0	0	0
	Land use management									0	0	0																	0	0	0
Housing										0	0	0																	0	0	0
	Roads and Stormwater									0	0	0																	0	0	0
	Solid Waste and Landfill									0	0	0																	0	0	0
	Water supply and waste water									0	0	0																	0	0	0
Technical Services	Electricity									0	0	0																	0	0	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	0	0	
Apprentices																															
Technical Services	Roads and Stormwater									0	0	0																	0	0	0
	Solid Waste and Landfill									0	0	0																	0	0	0
	Water supply and waste water									0	0	0																	0	0	0
	Electricity									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	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	0	0	0	0	0	0	

Summary Beneficiary Data

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

PLANNING**Section 13: Learnerships, skills programmes and apprenticeships planned for the Financial Year****39629**

Title	Type	Number of 18.2 learners	Number of Emp. Learners	ETQA this is registered with
Mechanical Engineering	Apprenticeship		14	Maluti FET(UMALUSI)
Plumbing	Apprenticeship		10	Tjeka Training Matters(CETA)
Electrical Engineering	Apprenticeship		10	Genlec(ESETA)
Bricklayers	Apprenticeship		8	Tjeka Training Matters(CETA)
Auto-Electricians	Apprenticeship		4	Gentlec(ESETA)
Carpentry	Apprenticeship		8	Tjeka Training 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

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	Type	Number of 18.2 learners	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!

PLANNING**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	SEEVICSETA	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
10	Makgabane Empowerment Development	ETDP	9765	Infrastrucure
11	Incorporated Labour Solutions	SERVICSETA	0145/15/07/04	Specialist Technical
12	Viktorompie	LGSETA	191	Financial
13	Seboka Manyabolo	ESETA	583/0155	Infrastrucure
14	Maluti FET	UMALUSI		Social/Community/Economic
15	LTSSC			ABET
16	WITS Business School	CHE		Leadership&Management
17	Tjeka Training Matters	CETA		Infrastrucure
18	Gentlec	ESETA		Infrastrucure
19	Mangaung Municipality	LGSETA		Social/Community/Economic
20	University of Pretoria	CHE		Specialist Skills required by legisl
21	St. John`s Ambulance Foundation	DOL		Specialist Skills required by legisl
22	INTEC	CHE/UMALUSI		Specialist Skills required by legisl
23				
24				
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PLANNING

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

	Name of provider	ETQA	Accreditation number	Skills area
1	0			0
2	0			0
3	0			0
4	0			0
5	0			0
6	0			0
7	0			0
8	0			0
9	0			0
10	0			0
11	0			0
12	0			0
13	0			0
14	0			0
15	0			0
16	0			0
17	0			0
18	0			0
19	0			0
20	0			0
21	0			0
22	0			0
23	0			0
24	0			0
25	0			0
26	0			0
27	0			0
28	0			0
29	0			0
30	0			0
31	0			0
32	0			0
33	0			0

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

	Name of provider	ETQA	Accreditation number	Skills area
34	0			0
35	0			0
36	0			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			0
48	0			0
49	0			0
50	0			0