

LIMPOPO PROVINCE  
MUNICIPAL BACK TO BASICS ACTION PLAN

2025/2026

GREATER TZANEEN MUNICIPALITY

**B&B**  
BACK TO BASICS  
SERVING OUR COMMUNITIES BETTER

**Back to Basics**  
Serving Our Communities Better!

- Participate people engaging with communities
- Delivering basic services
- Good governance
- Sound financial management
- Building capabilities

Documents on the Back to Basics can be found here: <http://www.eogta.gov.za/summit2014/>



2<sup>nd</sup> Quarter Progress Report

1 Oct '25 – 31 Dec '25

NO	Key focus area	Baseline/Status	Challenges/Weakness	KPI for reporting	Annual Target	Quarterly Targets			Timeframes	Responsibility
						Quarter 2	Actual Performance	Challenges		
1	<b>PUTTING PEOPLE FIRST</b>									
1.1	Public Participation/ community engagement			Number of public participation/feedback meetings held.	4 public participation meetings held (one per quarter)	1	19 November 2025 Kgwekgwe Sport Ground Ward 9	None	None	Director Corp
			Ineffective coordination of issues raised by communities during public participation	Number of issued raised & resolved during public participation meetings	Resolve all issues raised	Number raised/number resolved	5/7 71.30%	Lack of water supply. Lack of maintenance of internal streets. Backlog in housing provision and sanitation services.	All water-related challenges will be referred to the Mopani District Municipality, which serves as the Water Services Authority. There is an ongoing road grading programme in place	Director Corp

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						Quarter 2	Actual Performance	Challenges		
									that covers all clusters within the Municipality to improve accessibility and road conditions. These challenges have been noted and are being addressed through ongoing engagement with relevant sector departments MDM and COGHSTA to find sustainable	

NO	Key focus area	Baseline/Status	Challenges/Weakness	KPI for reporting	Annual Target	Quarterly Targets				Timeframes	Responsibility
						Quarter 2	Actual Performance	Challenges	Corrective measures		
1.2	Communication		Ineffective implementation of communication strategy	Communication strategy in place  Number of communication events held (press release/conference, media statements, radio interviews)	Communication strategy reviewed and implemented  4 communication events held (one per quarter)	N/A	N/A	N/A	N/A	Quarterly	Director Corp
							(9) Advisories/Statements were issued on Media WhatsApp group	None	None	Quarterly	Director Corp
							1. Fraudster posing as municipal Official 17/10/25 2. Invitation to media networking session 17/10/25 3. GTM and Eskom agree on commissioni				

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							<ul style="list-style-type: none"> <li>1. Commissioning of new substation 20/10/25</li> <li>2. 4.Load reduction</li> <li>3. Suspended following successful transfer by Eskom 30/10/25</li> <li>4. 5. Recognition Day Awards 11/11/25</li> <li>5. 6. Project Site Handover Ceremonies 25/11/25</li> <li>6. 7. Statement in response to video of a family carrying a deceased</li> </ul>			

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						Quarter 2	Actual Performance	Challenges		
						<p>coffin 27/11/25</p> <p>8. Update on the electricity crisis 09/12/25</p> <p>9. Mayor's visit to the damaged electricity network 28/12/25</p> <p>We conducted 12 Formal Media Interviews via radio</p> <p>1. Media Networking session 24/10/25 (Vision FM)</p> <p>2. Recognition Day Awards</p>				

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						Quarter 2	Actual Performance	Challenges		
							14/11/25 (Perfect Radio) 3. Recognition Day Awards P/2 14/11/25 (Perfect Radio) 4. Nkwankowa roads project handover 26/11/25 (Perfect radio) 5. Nkwankowa roads project handover 26/11/25 (Vision FM) 6. Electricity Crisis 10/12/25 (Capricorn FM)			

NO	Key focus area	Baseline/Status	Challenges/Weakness	KPI for reporting	Annual Target	Quarterly Targets			Timeframes	Responsibility
						Quarter 2	Actual Performance	Challenges		
							7. Discolored Water 18/12/25 (Capricorn FM)			
							8. Minister of Electricity's Visit 18/12/25 (SABC MLFM)			
							9. Response to the Windstorm Disaster 28/12/25 (Capricorn FM)			
							10. Response to the Windstorm Disaster 28/11/25 (SABC MLFM)			
							11. Response to the			

NO	Key focus area	Baseline/Status	Challenges/Weaknesses	KPI for reporting	Annual Target	Quarterly Targets			Timeframes	Responsibility
						Quarter 2	Actual Performance	Challenges		
							Windstorm disaster 29/11/25 (Energy FM) 12.Distributions of food parcels 31/12/25 (SABC MLFM)			
1.3	Strengthening community representatives		Poor coordination of ward committee meeting and submission of reports	Number of ward committees that are functional	35 Functional ward committees	35	35	None	Quarterly	Director Corp
1.4	Batho Pele Service Standards Framework for Local Government		Batho Pele committee not in place/ functional Batho Pele service standards not in place	Established Batho Pele committee in place and functional Batho Pele service standards approved by council	Establish Batho Pele committee Develop/review Batho Pele service standards	N/A	N/A	N/A	30 June 2026 30 June 2026	Director Corp Director Corp
1.5	Customer Care		None implementation of Batho Pele events Functional Complaint management system not in place	Number of Batho Pele events held Complaint management system in place	1 Batho Pele event held Develop /review Complaint management system (types)	1	1	None	30 June 2026 30 June 2026	Director Corp Director Corp

NO	Key focus area	Baseline/Status	Challenges/Weakness	KPI for reporting	Annual Target	Quarterly Targets			Timeframes	Responsibility	
						Quarter 2	Actual Performance	Challenges			Corrective measures
1.6	Community protest			% of official complaints responded to through the municipal complaint management system Number of community protests against the municipality % of issues resolved form community protest	100% complaints received 0 community protests experienced 100% Issues raised during protests resolved Report on areas (hotspots) where the protests has taken place	% of complaints registered/ % resolved 0 Community protests and no issues % Issues raised /%protests resolved 1. Number of protests Nature of the protest	25/25 100%	Fixing of streetlights are not being attended to None None None	Develop procedure of attending to streetlight None None None	Quarterly Quarterly Quarterly Quarterly	Director Corp Director Corp Director Corp Director Corp
1.7	Community protest		Poor/lack coordination of community feed back Hotspot areas for community protests	Areas where the protest has taken place and the nature of protest			0	None	None	Quarterly	Director Corp
<b>2</b>	<b>BASIC SERVICE DELIVERY</b>										
2.1	MIG Expenditure		Lack of forward planning	% MIG expenditure reported. Number of MIG projects implemented/completed.	100% R116 192 600 All MIG projects implemented and progress	50% R58 096 300 3.5km	62% R75 498 871,88 5km Lenyenye Paving Road – 1.5km .	None None	None None	30 June 2026 30 June 2026	ESD ESD

NO	Key focus area	Baseline/Status	Challenges/Weakness	KPI for reporting	Annual Target	Quarterly Targets			Timeframes	Responsibility	
						Quarter 2	Actual Performance	Challenges			Corrective measures
						Physical progress 90%	Rehabilitation Dan access road - Physical progress 1.8km, 93%	Topanama Paving Road - 100m, Physical progress 100%	Thapane paving Road - 1.6km Physical progress 100%		
2.2	Other conditional Grants			% RBIG expenditure reported. Number of RBIG projects	100% of RBIG expenditure	N/A	N/A	N/A	N/A	30 June 2026	N/A
					All RBIG projects	N/A	N/A	N/A	N/A	30 June 2026	N/A

NO	Key focus area	Baseline/Status	Challenges/Weakness	KPI for reporting	Annual Target	Quarterly Targets				Timeframes	Responsibility	
						Quarter 2	Actual Performance	Challenges	Corrective measures			
				Implemented/completed.	Implemented and progress							
				% WSIG expenditure reported.	100% of WSIG expenditure	N/A	N/A	N/A	N/A	30 June 2026	N/A	
				Number of WSIG projects completed.	All WSIG projects implemented and progress	N/A	N/A	N/A	N/A	30 June 2026	N/A	
				% INEP expenditure reported.	100% R10 536 000 of INEP expenditure	10%	73%	None	None	30 June 2026	EED	
				Number of INEP projects completed.	All INEP projects implemented and progress	N/A	Busy with MV and LV structures (80%)	None	None	30 June 2026		
							MV and LV structures completed. Busy with installation of transformers, updating of ENS and capturing of					

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						Quarter 2	Actual Performance	Challenges			Corrective measures
							PCS file (86%). MV and LV structures completed. As-built drawing completed Transformer installed, ENS updated. Busy with capturing of PCS file and outage bookings (90%)				
2.3	Maintenance of Infrastructure		Poor Maintenance of Infrastructure	Percentage Budget on Maintenance and operations spent	100% operational and maintenance budget spent	50%	74% R20 741 645	None	None	30 June 2026	CFO
2.4	Electricity		Illegal electricity connection	Number of households with new electricity connections Number of illegal connections identified	Increased households with access to electricity Reduction of illegal electricity connection	N/A	N/A	N/A	N/A		EED
						0	0	None	None	Quarterly	EED

NO	Key focus area	Baseline/Status	Challenges/Weakness	KPI for reporting	Annual Target	Quarterly Targets			Challenges	Corrective measures	Timeframes	Responsibility		
						Quarter 2	Actual Performance							
2.5	Free basics services		Electricity losses	Number of street lights maintained	Maintenance of street lights	100	196		Theft	Install bundle conductor	Quarterly	EED		
				Number of traffic lights maintained	Maintenance of Traffic lights	10	10		None	None	None	Quarterly	EED	
				Percentage of electricity losses	Reduction of electricity losses by 3%	12% electricity losses reduced	9.11%		None	None	None	None	Quarterly	EED
				% of electricity interruptions reported and attended	Reduction of electricity interruptions	Number of interruptions reported & Number attended to	2065		Increase number of power interruption to Storms	Identify critical areas and prioritize repairs		Identify critical areas and prioritize repairs	Quarterly	EED
				Updated indigent register in place	Updated indigent register in place	20 511	21204		None	None	None	None	Ongoing	CFO
				Number of beneficiaries registered to receive Free Basics services	Provision of FBE	4842	2002		Some indigent not collecting token	Advised online	Ongoing	CFO		
				Number of beneficiaries received Free Basic electricity					Indigent Management system, to enable self - registration					

NO	Key focus area	Baseline/Status	Challenges/Weakness	KPI for reporting	Annual Target	Quarterly Targets			Timeframes	Responsibility	
						Quarter 2	Actual Performance	Challenges			Corrective measures
				Number of beneficiaries received Free Basic water	Provision of FBW	1293	1140	Low registration	Advised online Indigent Management system, to enable self-registration	Ongoing	CFO
				Number of beneficiaries received Free Basic sanitation	Provision of FBS	1051	992	Low registration	Advised online Indigent Management system, to enable self-registration	Ongoing	CFO
				Number of beneficiaries received Free Basic waste removal	Provision of FBWR	1098	1140	None	None	Ongoing	CFO
2.6	Roads and Storm water		Poor road infrastructure	Km of roads upgraded from gravel to tar	15.1km of roads tarred	3.5km	3.7km	None	None	30 June 2026	ESD
				KM of gravel road maintained.	2400 km of gravel roads maintained	600km	2287.6km	None	None	30 June 2026	ESD

NO	Key focus area	Baseline/Status	Challenges/Weaknesses	KPI for reporting	Annual Target	Quarterly Targets			Challenges	Corrective measures	Timeframes	Responsibility
						Quarter 2	Actual Performance					
				KM of tarred road maintained.	30 708m <sup>2</sup> tarred roads maintained	6000 m <sup>2</sup>	11 552.0m <sup>2</sup>	None	None	30 June 2026	ESD	
			Lack of patching/repair of potholes	Number of potholes repaired	All (100%) reported Potholes repaired	100%	89%	We have overwhelming number of potholes in most of the municipality roads due to recent floods and we are unable to respond to the reported complaints on time.	We are currently prioritising main streets and streets with potholes which are dangerous to the road users.	Quarterly	ESD	
			Improper security for municipal infrastructure	% of infrastructure Theft reported and resolved	Reduction of Theft of infrastructure	100%	100%	None	None	Ongoing	CSD	
2.7	Waste Management		Weekly Waste collection	Number of household with access to once a week waste collection against the total number of households	9428 households received weekly waste collection	9428 HH	9558HH	Increasing workload, challenges current capacity.	Re-organization of refuse removal teams to meet weekly targets.	Quarterly	CSD	

NO	Key focus area	Baseline/Status	Challenges/Weakness	KPI for reporting	Annual Target	Quarterly Targets			Corrective measures	Timeframes	Responsibility
						Quarter 2	Actual Performance	Challenges			
									Motivation for purchase of new fleet to meet the ever growing demand.		
			Extension of waste collection to rural areas	Number of households with extended waste collection in rural areas against total households	46HH (villages) received weekly extended rural Waste collection	46 WSA's	48WSA	Illegal dumping and improper use of communal skips placed at strategic places. Corroded skip bins that are unusable	Integrated Education and Awareness to rural communities on waste management. Refurbishment of skip bins.	Quarterly	CSD
			None compliance with the implementation of waste management act	Number of licensed land fill site	Landfill site operated in line with waste management act	1	1	Daily covering and compaction of waste is difficult due to high rainfall.	Maintenance of wet cell during the dry season	30 June 2026	CSD

NO	Key focus area	Baseline/Status	Challenges/Weakness	KPI for reporting	Annual Target	Quarterly Targets			Timeframes	Responsibility	
						Quarter 2	Actual Performance	Challenges			Corrective measures
2.8	Water Services management		Service Level Agreements not signed  Unattended sewer blockages  Failure to honour the SLA by both parties  None compliance of water treatment plants  Over-flooding and lack of storm-water drainage maintenance  Assessments and reporting into the system	Number of SLA with WSP signed and implemented  Number of Households with access to basic water  Number of sewer blockages attended to within 24 hours  Amount owed to district by locals /locals to district in terms of water service provision  Number of compliant water treatment plants  Storm water drainage maintained	Signed Service Level Agreement	1	1	None	None	30 June 2026	WSP
					Households with access to water	N/A	N/A	N/A	Quarterly	WSP	
					100% sewer blockages attended to within 24 hours	100%	95%	High rate of sewer blockage due to aging infrastructure	Quarterly	ESD	
					100% Payments made in terms of the SLA	100%	0%	MDM owe GTM net of R401 000	Quarterly	CFO	
3	SOUND FINANCIAL MANAGEMENT		Compliant water treatment plants  Maintain all the storm-water drainage system  Compliant % of blue drop and green drop status	Compliant water treatment plants	3/3	3/3	None	None	30 June 2026	ESD	
				7	24	None	None	Quarterly	ESD		
				N/A	N/A	N/A	N/A	Quarterly	ESD		

NO	Key focus area	Baseline/Status	Challenges/Weakness	KPI for reporting	Annual Target	Quarterly Targets			Timeframes	Responsibility	
						Quarter 2	Actual Performance	Challenges			Corrective measures
3.1	Audit Outcome		Poor audit opinions	AG opinion	Unqualified AG audit opinion	Unqualified Audit Opinion	Unqualified Audit Opinion	None	None	30 November 2026	Municipal Manager
			Delay in the submission for AFS and APR	Submission of AFS and APR to the AG within the legislated time frame	Compile and submit AFS and APR within the legislated time frame	N/A	N/A	N/A	N/A	N/A	31 August 2026
3.2	Irregular Expenditure		Insufficient implementation for audit action plan	Number of AG findings resolved	AG action plan developed and implemented.	N/A	N/A	N/A	N/A	30 June 2026	Municipal Manager
			None compliance with management of MFMA section 32	Section 32 expenditure amount reported.	Compliance with management of MFMA section 32	R-value reported	R5 060 474.53	Long term contracts awarded in previous years for non-compliance with SCM	SCM prescripts are now adhered to, no findings	Quarterly	CFO
3.3	Spending on capital budget		Poor spending on capital budget excluding grants	% of own capital budget spent(Excluding grants)	100% spending on capital budget	50%	28.34%	Late implementation of capital projects	Implementation of capital projects to be prioritised	30 June 2026	CFO
3.4	Personnel budget		Poor spending on personnel budget	Percentage of budget spent on personnel	100% spending of budget spent on personnel	50%	45.75%	Termination/Resignations	Recruitment process in process	30 June 2026	CFO

NO	Key focus area	Baseline/Status	Challenges/Weakness	KPI for reporting	Annual Target	Quarterly Targets			Timeframes	Responsibility	
						Quarter 2	Actual Performance	Challenges			Corrective measures
							R225,812,672.26				
3.5	Revenue collection		Poor implementation of credit control policies resulted on poor revenue collection	% of own revenue collected against the billing	100% of own revenue collected against the billing	90%	96%	Enforcement of credit control	None	Ongoing	CFO
3.6	Payment of creditors		Inability to pay creditors within 30 days	% of creditors paid within 30 days against all invoices	100% payment of creditors on all invoices within 30 days	100%	100%	None	None	Monthly	CFO
3.7	The extent to which debt is serviced.		Servicing of existing debt	% of debt serviced	100% of debt serviced	100%	100%	N/A	None Required	Ongoing	CFO
3.8	Payment of debts by Government Dept		None payment of debts by Government Dept	% of debt owed by Government Dept	100% payment of Government debt paid	100%R-value dept per Department	Agriculture-16644.49 Land Affairs -31 322 631.83 Water & sanitation 463 531.77 Water Affairs -1459851.74 Education -3839414.18 Environmental Affairs-642994.10	Non-payment and accumulating interest	Enforcement of credit control and continuous engagement with organ of state	Ongoing	CFO

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						Quarter 2	Actual Performance	Challenges			Corrective measures
						Health 1661113.20 PPW - 3877391.06 NPW - 8279200.48 Roads & Transport- 10885.32 Mopani District - 358360.32 Unregistered Prop PPW- 25453671.94 NPDC/Leda - 4864040.23 Total - 82254730.66					
3.9	Efficiency and functionality of supply chain management and political interference		None compliance with supply chain regulations on the constitution of the bid committees  Tenders not awarded within timeframes	Number of functional supply chain committees  Number of bids above quotation threshold awarded within 90 days	Establish functional supply chain committees.  Award bids within 90 days (Except quotation threshold)	3 (Specification, Evaluation & Adjudication)	3 (Specification, Evaluation & Adjudication)	None	None	Quarterly  Ongoing	CFO  CFO

NO	Key focus area	Baseline/Status	Challenges/Weakness	KPI for reporting	Annual Target	Quarterly Targets				Timeframes	Responsibility
						Quarter 2	Actual Performance	Challenges	Corrective measures		
4	<b>GOOD GOVERNANCE</b>										
4.1	Council Stability		Council Stability and non-adherence to corporate calendar	Number of ordinary council meetings held	4 Ordinary council meetings held in accordance with the legislation 4 special council meetings held	1	(1) 30 Oct 2025	None.	None.	Quarterly	Director Corporate Services
4.2	Audit/Performance Audit Committee		None adherence to meeting schedule	Appointed Audit and Performance Audit committee in place Number of ordinary audit and Performance committee meetings held	Appoint Audit/Performance Audit Audit/Performance committee meetings held	1	(1) 1 Dec 2025	None.	None.	Quarterly	Director Corporate Services
4.3	MPAC		None adherence to annual work plan by MPAC and none implementation of MPAC resolution by council	Number of special audit and Performance committee meetings held Number of MPAC meetings held	special Audit/Performance committee meetings held 4 MPAC meetings held	1	1 08/12/2025	None	None	Quarterly	Municipal Manager
						1	1 27/11/2025	None	None	Ongoing	Municipal Manager
						1	4 16 Oct 2025 21 Oct 2025 18 Nov 2025 03 Dec 2025	None	None	Quarterly	Director Corporate Services

NO	Key focus area	Baseline/Status	Challenges/Weakness	KPI for reporting	Annual Target	Quarterly Targets			Timeframes	Responsibility	
						Quarter 1	Quarter 2	Actual Performance			
						Challenges	Corrective measures				
			Functionality of MPAC	Number of MPAC reports compiled	Compile 4 MPAC reports per quarter	1		1	Quarterly	Director Corporate Services	
4.4	Anti-Fraud and Corruption policies and committee	None	None	Number of fraud and corruption cases reported	Cases of fraud and corruption dealt with on quarterly basis	0		0	Quarterly	Municipal Manager	
4.5	Forensic Investigations	Non-	implementation of forensic investigations	Number of forensic investigations conducted	Implementation of forensic investigations	0		0	Quarterly	Municipal Manager	
4.6	Disciplinary Cases	New	Prolonged or unfinalised disciplinary cases	Number of disciplinary cases instituted and resolved	Report on all cases instituted and resolved	0		0	Quarterly	Director Corporate Services	
4.7	Litigations	New		Number of litigation cases instituted against the municipality	Report on all litigation against the municipality	0		22 Court cases	Quarterly	Municipal Manager	
						Back log in allocation of trial dates and unreasonable postponement of cases on trial day	To continue to engage in settlement negotiations with the other side with the intention to settle cases out of court.				
						1. Payment dispute of Tax Recovery services which was not rendered to GTM					

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						Quarter 2	Actual Performance	Challenges		
						<p>2.Payment of an insurance claim which the Municipality insurance declined on the basis that the Municipality failed to pay the insurance premiums.</p> <p>3.Dispute over termination of a Surveillance Cameras Contract.</p> <p>4.Claim for gun-shot injuries sustained</p>				

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						Quarter 2	Actual Performance	Challenges		
							during ejection of illegal Hawkers in Tzaneen CBD during clean-up campaign.			
							5.A traditional Authority claiming that council land is their property.			
							6.Claim of unfair dismissal and reinstatement to the position.			
							7.Claim of unfair dismissal			

NO	Key focus area	Baseline/Status	Challenges/Weakness	KPI for reporting	Annual Target	Quarterly Targets			Timeframes	Responsibility
						Quarter 2	Actual Performance	Challenges		
							and setting aside the arbitration award which confirmed the dismissal was fair. 8. Review and setting aside an appointment of a successful candidate in an interview for a position in the Municipality. 9. Dispute over termination of a physical security contract.			

NO	Key focus area	Baseline/Status	Challenges/Weakness	KPI for reporting	Annual Target	Quarterly Targets			Timeframes	Responsibility
						Quarter 2	Actual Performance	Challenges		
						10. Dispute over illegal acquisition of Council by a private developer without a Council Resolution 11. Claim for damages after the Municipality refused an unsolicited Bid. 12. Eviction of a Municipality Electrical Substation built on a private farm without a servitude or lease				

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						Quarter 2	Actual Performance	Challenges		
						agreement. <b>This case is a threat to the Municipality.</b>				
						13.A dispute of salary disparities between Managers in the Municipality.				
						14.A claim for payment for alleged water allocations to Greater Tzaneen Municipality.				
						15.A claim for damages caused water as a				

NO	Key focus area	Baseline/Status	Challenges/Weakness	KPI for reporting	Annual Target	Quarterly Targets			Timeframes	Responsibility
						Quarter 2	Actual Performance	Challenges		
						result of a wall built over the prescribed municipal measurements.				
						16. Dispute over termination of a physical security contract.				
						17. Dispute over termination of printing machine services contract.				
						18. Claim of unfair dismissal and setting aside the				

NO	Key focus area	Baseline/Status	Challenges/Weakness	KPI for reporting	Annual Target	Quarterly Targets			Timeframes	Responsibility
						Quarter 2	Actual Performance	Challenges		
						arbitration award which confirmed the dismissal was fair.				
						19.Claim for damages caused by fire from the Municipal Land Fill Site.				
						20.Claim for damages caused by electrocution of a Cow and Bull elephants.				
						21.Claim of unfair dismissal and setting aside the				

NO	Key focus area	Baseline/Status	Challenges/Weaknesses	KPI for reporting	Annual Target	Quarterly Targets			Timeframes	Responsibility
						Quarter 2	Actual Performance	Challenges		
						arbitration award which confirmed the dismissal was fair. 22.Claim for damages of motor vehicle accident caused by potholes				
4.8	IGR structures		IGR structures do not adhere to annual action plan and implementation of resolution	Number of IGR meetings held	Convene IGR meetings per quarter	1	1 02 Dec 2025	None	Quarterly	Municipal Manager
4.9	Traditional Council		None participation by traditional leaders in municipal council	Number of traditional leaders participated in council activities in accordance with the legislation	Traditional leaders participating in council activities per quarter	8	6 out of 8 30 Oct 2025 3 out of 8 1 Dec 2025	Tribal meetings clashing with Municipal Council meetings	Quarterly	Director Corporate Services

NO	Key focus area	Baseline/Status	Challenges/Weakness	KPI for reporting	Annual Target	Quarterly Targets				Timeframes	Responsibility
						Quarter 2	Actual Performance	Challenges	Corrective measures		
4.10	Annual report		municipal annual reports	Number of draft annual report tabled before council in accordance with the legislation	1 draft annual report tabled before council	N/A	N/A	N/A	N/A	31 January 2026	Municipal Manager
4.11	MPAC oversight report		Poor MPAC/Oversight reports	Number of oversight compiled, adopted and submitted within the timeframe	1 oversight compiled, adopted and submitted within the timeframe	N/A	N/A	N/A	N/A	31 March 2026	Director Corporate Services
<b>5 BUILDING CAPABLE INSTITUTIONS AND ADMINISTRATIONS</b>											
5.1	Vacancies	Number of funded vacancies	None filling of vacant posts other than section 57	Number of funded posts filled against the organogram	All funded posts filled on the organogram	N/A	N/A	N/A	N/A	30 June 2026	Director Corporate Services
			None compliance with the MSA regulation on the appointment of section 57 Managers	Number of section 57(MM) Manager post filled/vacant	Filling of section 57(MM) post in accordance with the regulations	N/A	N/A	N/A	N/A	Quarterly	Director Corporate Services
				Number of section 57 (Directors) Manager posts filled	Filling of section 57 (Directors) posts in accordance	N/A	N/A	N/A	N/A	Quarterly	Director Corporate Services

NO	Key focus area	Baseline/Status	Challenges/Weakness	KPI for reporting	Annual Target	Quarterly Targets				Timeframes	Responsibility
						Quarter 2	Actual Performance	Challenges	Corrective measures		
					with the regulations						
		New	Failure to conduct assessments	Number of Senior Managers performance assessment conducted	All appointed Senior managers assesses	N/A	N/A	N/A	N/A	Midyear and Annually	Director Corporate Services
			Compliance with Chapter 4 of Municipal Staff Regulations	Number of Staff below senior managers signed performance agreements and assessed at required intervals (Midyear & annual)	All municipal staff signed performance agreements and assessed at mid-year and annual	N/A	N/A	N/A	N/A	Midyear and Annual	Director Corporate Services
5.2	Technical Capacity		Lack of personnel with technical skills	Number of employees in the technical department with technical skills e.g. engineers, town planners and technicians	Filling of posts in the technical department by personnel with technical skills appointed e.g. engineers, and technicians	Electricians :24 Civil Technicians :6 Water technicians: 11 Building inspectors: 6 PMU technician: 2 Town Planners: 3	Technical Department is fully Capacitated in terms of the approved Organisational Structure.	None	None	Quarterly	Director Corporate Services

NO	Key focus area	Baseline/Status	Challenges/Weakness	KPI for reporting	Annual Target	Quarterly Targets			Timeframes	Responsibility
						Quarter 2	Actual Performance	Challenges		
			Ineffective implementation of WSP	Number of municipal officials trained in line with WSP	Municipal officials trained in line with WSP	71	333	None	Quarterly	Director Corporate Services
				Number of councillors trained in accordance with WSP	Municipal councillors trained in accordance with WSP	N/A	N/A	N/A	30 June 2026	Director Corporate Services
				Number of training reports submitted to LGSETA	1 annual training report submitted.	N/A	N/A	N/A	30 June 2026	Director Corporate Services
5.3	Local Labour Forum (LLF)		None adherence to LLF to annual work plan	Number of LLF meeting held	4 LLF meetings convened	1	1	None	Quarterly	Director Corporate Services
5.4	Realistic and affordable municipal organisations		None alignment of organisation structure with IDP/Budget	Organizational structure approved by council aligned with IDP/Budget	Develop Organizational structure for approval by council	N/A	N/A	N/A	31 May 2026	Director Corporate Services
<b>6. LOCAL ECONOMIC DEVELOPMENT</b>										
6.1	LED strategy		None implementation of LED strategy	LED strategy approved by Council	Develop/Review LED strategy	N/A	N/A	N/A	31 May 2026	PED
6.2	LED strategy		Poor reporting of beneficiaries and none upscaling of	Number of job opportunities	Job opportunities	500	44	Less project implement in the quarter	Quarterly	PED

NO	Key focus area	Baseline/Status	Challenges/Weakness	KPI for reporting	Annual Target	Quarterly Targets			Timeframes	Responsibility	
						Quarter 2	Actual Performance	Challenges			Corrective measures
6.3	EPWP		all municipal projects Poor reporting of beneficiaries and none upscaling of EPWP to all municipal projects	created through LED initiatives Number of job opportunities created through EPWP initiatives	created through LED initiatives Job opportunities created through EPWP initiatives	250	44		Quarterly	PED	
6.4	CWP		Poor reporting of beneficiaries and none upscaling of CWP all municipal wards	Number of job opportunities created through CWP initiatives	Job opportunities created through CWP initiatives	100	1742	None	Quarterly	PED	
6.5	Other initiatives		Creation of job opportunities through other sectors	Number of Jobs created through other sectors e.g mining, retail and Agriculture	200	200	246	None	Quarterly	PED	
6.6	SMME	New indicator	Inability to track the impact of SMME's supported & jobs created through the support provided SMME's	Number of SMME's supported	# of SMME's supported	500	106	Fewer SMMEs support activities during the quarter	Quarterly	PED	
<b>7 SPATIAL PLANNING</b>											
7											