



EZULWINI MUNICIPALITY

STRATEGIC PLAN

02/06/2018

Powered by



OUR PLAN

Vision					
"“To provide a high quality residential, corporate, tourism friendly and green environment” ”					
Values					
Respect		Accountability		Professionalism	
Focus Area	Organisational Goal	2018	2019	2020	2021
Governance and Administration	Improve Corporate governance: 100% by 30th Jun 2019				
	Improve Information management services to staff and clients: 100% by 30th Sep 2018				
	Improve Organizational performance and culture: 30% to 100% by 30th Jun 2018				
	Improve Resources for effective Service Delivery by 30th Apr 2020				
	Reduce Risk for the local authority: 90% to 10% by 31st Mar 2019				
Financial Viability	Improve Local economy: 3% by 31st Mar 2019				
	Increase Rates collection by 5 percent: 5% by 31st Mar 2019				
	Increase Revenue: 5% by 31st Mar 2019				
	Reduce Overhead costs by 5 percent: 10% to 5% by 31st Mar 2019				
Infrastructure Development and Improvement	Develop Civic Centre: 100% by 31st Mar 2021				
	Improve Health and social Services in Ezulwini: 100% by 31st Jul 2018				
	Improve Road infrastructure: 50% to 100% by 31st Mar 2019				
	Improve Safety by installing LED street lights: 100% by 31st Oct 2018				
	Reduce Piecemeal subdivisions: 100% by 31st Jul 2018				
	Reduce Stray animals on Ezulwini roads: 100% by 31st Dec 2022				

<p>Environmental Sustainability and Spatial Development</p>	<p>Improve Community meeting sessions: 2 unit to 6 unit by 31st May 2018</p> <p>Increase Waste recycling stations: 2 unit to 5 unit by 31st Oct 2018</p> <p>Maintain Natural beauty of the environment: 100% by 31st Dec 2021</p> <p>Reduce Noise pollution in the urban area: 100% to 50% by 30th Nov 2018</p> <p>Reduce Waste in the surrounding areas: 100% to 50% by 30th Sep 2019</p>	
<p>Disaster Management</p>	<p>Improve Capacity of AMICAALL staff: 50% to 100% by 31st May 2018</p> <p>Improve Decentralization of health and social Services: 30% to 100% by 31st May 2018</p> <p>Improve Disaster management response: 40% to 100% by 28th Feb 2019</p> <p>Improve Volunteers Morale: 50% to 100% by 30th Sep 2018</p> <p>Increase Youth participation: 50% to 100% by 31st Jul 2018</p>	

““TO PROVIDE A HIGH QUALITY RESIDENTIAL, CORPORATE,
TOURISM FRIENDLY AND GREEN ENVIRONMENT” ”

No additional details.

OUR VALUES

Respect

- We are polite to our stakeholders and colleagues
- We are timeous for work and meetings
- We have regard for authority and stakeholder responsibility
- We have an open and honest attitude

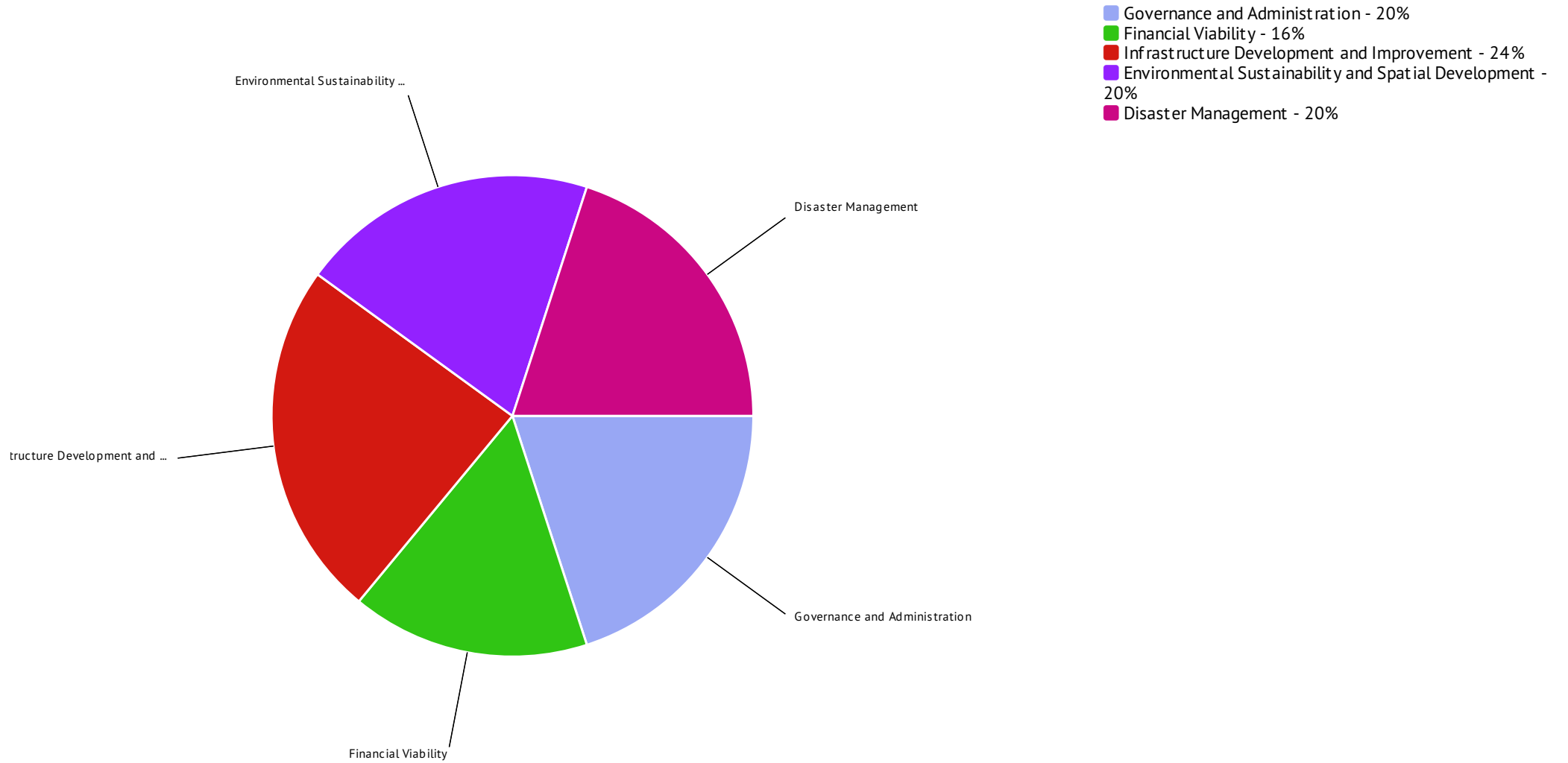
Accountability

- We are truthful
- We are transparent and have open lines of communication
- We take responsibility for our actions
- We respond and react to team objectives and understand our role within the team
- We respond to all requests

Professionalism

- We uphold ethical standards
- We comply with high quality standards
- We follow best practices in the workplace
- We are disciplined towards work and programmes
- We maintain confidentiality
- We practice objectivity
- We are innovative in our work

FOCUS AREAS



IMPROVE CORPORATE GOVERNANCE: 100% BY 30TH JUN 2019 - VUSI MATSEBULA

Focus Area Alignment

- ✓ Governance and Administration

Scorecard

- ✓ Process

Strategic horizon

- ✓ Horizon 2

Priority: Top Priority

Contributing Goals

- Establish A clear chain of command and accountability: 1 unit by 30th Jun 2018 - Corporate Services Manager Vusi Matsebula
- Establish A code of conduct: 1 unit by 30th Jun 2018 - Corporate Services Manager Vusi Matsebula
- Establish and implement An effective performance management system: 40% to 100% by 30th Jun 2019 - Corporate Services Manager Vusi Matsebula
- Provide Corporate governance training for councilors: 1 unit by 30th Jun 2018 - Corporate Services Manager Vusi Matsebula
- Review All Regulations (e.g. Urban Act of 1969) to ensure relevance to the current environment: 100% by 30th Jun 2019 - Vusi Matsebula Corporate Services Manager
- Review and implement Appropriate remuneration strategies: 50% to 100% by 30th Jun 2019 - Vusi Matsebula

IMPROVE INFORMATION MANAGEMENT SERVICES TO STAFF AND CLIENTS: 100% BY 30TH SEP 2018 - RUTH DUBE-MAZIYA

Focus Area Alignment

- ✓ Governance and Administration

Scorecard

- ✓ Process

Strategic horizon

- ✓ Horizon 1

Priority: Top Priority

Contributing Goals

- Procure An integrated Municipal Information system: 100 unit by 30th Sep 2018 - Ruth Dube-Maziya

IMPROVE ORGANIZATIONAL PERFORMANCE AND CULTURE: 30% TO 100% BY 30TH JUN 2018 - CORPORATE SERVICES MANAGER

Focus Area Alignment

- ✓ Governance and Administration

Scorecard

- ✓ People

Strategic horizon

- ✓ Horizon 1

Priority: Top Priority

Contributing Goals

- Establish Clear policies, procedures and process: 100% by 30th Sep 2018 - Corporate Services Manager
- Establish effective talent management programs: 5 unit by 30th Jun 2018 - Corporate Services Manager
- Integrate Organizational values into the performance management system: 100% by 30th Apr 2018 - Corporate Services Manager
- Ratify New organizational values: 100% by 30th Apr 2018 - Corporate Services Manager
- Workshop New organizational values: 100% by 30th Apr 2018 - Corporate Services Manager

IMPROVE RESOURCES FOR EFFECTIVE SERVICE DELIVERY BY 30TH APR 2020 - CORPORATE SERVICES MANAGER

Focus Area Alignment

- ✓ Governance and Administration

Allocate resources for effective service delivery

Scorecard

- ✓ Process

Strategic horizon

- ✓ Horizon 1

Priority: Important

Contributing Goals

- Provide Sufficient office space: 100% by 31st Mar 2019 - Vusi Matsebula Joy Nkosi
- Recruit Additional staff members: 3 people by 30th Mar 2019 - Corporate Services Manager
- Review Information technology strategy by 31st Mar 2019 - Corporate Services Manager

REDUCE RISK FOR THE LOCAL AUTHORITY: 90% TO 10% BY 31ST MAR 2019 - RUTH DUBE-MAZIYA

Focus Area Alignment

- ✓ Governance and Administration

Scorecard

- ✓ Process

Strategic horizon

- ✓ Horizon 1

Priority: Top Priority

Contributing Goals

- Establish Effective risk management policy and procedures by 31st Mar 2019 - Ruth Dube-Maziya

IMPROVE LOCAL ECONOMY: 3% BY 31ST MAR 2019 - ZWAKELE DLAMINI

Focus Area Alignment

✓ Financial Viability

Scorecard

✓ Financial

Strategic horizon

✓ Horizon 1

Priority: Important

Contributing Goals

- Engage Suitable consultant: 1 unit by 30th Jun 2019 - Zwakele Dlamini
- Get Strategy adopted by Council: 100% by 31st Mar 2019 - Zwakele Dlamini
- Prepare TORs for preparation of comprehensive LED strategy for Ezulwini: 1 unit by 31st May 2018 - Zwakele Dlamini
- Workshop LED strategy: 100% by 31st Dec 2018 - Zwakele Dlamini

INCREASE RATES COLLECTION BY 5 PERCENT: 5% BY 31ST MAR 2019 - RUTH DUBE-MAZIYA

Focus Area Alignment

✓ Financial Viability

Scorecard

✓ Financial

Strategic horizon

✓ Horizon 1

Priority: Top Priority

Contributing Goals

- Complete Rate billing within 30 days of budget approval: 60 unit to 30 unit by 30th Jun 2018 - Ruth Dube-Maziya
- Implement Rates collection strategy: 100% by 31st Mar 2019 - Ruth Dube-Maziya
- Run Awareness campaign on the valuation process: 1 unit by 30th Oct 2018 - Ruth Dube-Maziya
- Run Consultative meetings with major ratepayers to settle their debts: 5 unit by 31st Mar 2019 - Ruth Dube-Maziya

INCREASE REVENUE: 5% BY 31ST MAR 2019 - RUTH DUBE-MAZIYA

Focus Area Alignment

✓ Financial Viability

Scorecard

✓ Financial

Strategic horizon

✓ Horizon 1

Priority: Top Priority

Contributing Goals

- Establish Other sources of income: 2 unit by 31st Mar 2019 - Ruth Dube-Maziya
- Hold Meetings to review of user fees (Planning Department): 1 unit by 31st Dec 2018 - Ruth Dube-Maziya
- Improve Accuracy of bills with a less than 5% complaints for inaccurate billing: 10% to 4% by 31st Mar 2019 - Ruth Dube-Maziya

REDUCE OVERHEAD COSTS BY 5 PERCENT: 10% TO 5% BY 31ST MAR 2019 - RUTH DUBE-MAZIYA

Focus Area Alignment

✓ Financial Viability

Scorecard

✓ Financial

Strategic horizon

✓ Horizon 1

Priority: Top Priority

Contributing Goals

- Conduct Half year stock take to ensure funds are not unnecessarily tied up in stock: 1 unit by 31st Mar 2019 - Ruth Dube-Maziya
- Create Procurement plan for the year: 1 unit by 30th Jun 2018 - Ruth Dube-Maziya
- Monitor Overtime limited to emergency situations: 100% to 90% by 31st Mar 2019 - Ruth Dube-Maziya
- Reduce Expenditure variance by through monthly management reporting: 10% to 1% by 31st Mar 2019 - Ruth Dube-Maziya

DEVELOP CIVIC CENTRE: 100% BY 31ST MAR 2021 - ZWAKELE DLAMINI

Focus Area Alignment

- ✓ Infrastructure Development and Improvement

Scorecard

- ✓ Customer focus

Strategic horizon

- ✓ Horizon 2

Priority: Secondary

Contributing Goals

- Construct Civic Centre: 100% by 31st Mar 2021 - Joy Nkosi
- Identify Land to be used for the construction of the Civic Centre: 100% by 28th Feb 2019 - Joy Nkosi Zwakele Dlamini
- Obtain Suitable designs for structure (Potential): 100% by 31st Jan 2020 - Joy Nkosi
- Prepare Proposal/concept paper for procurement of Site/Land for construction: 100% by 28th Feb 2019 - Joy Nkosi Zwakele Dlamini
- Purchase Land for the construction: 100% by 24th Aug 2019 - Joy Nkosi

IMPROVE HEALTH AND SOCIAL SERVICES IN EZULWINI: 100% BY 31ST JUL 2018 - TIBUYILE DLAMINI

Focus Area Alignment

- ✓ Infrastructure Development and Improvement

Scorecard

- ✓ Customer focus

Strategic horizon

- ✓ Horizon 1

Priority: Top Priority

Contributing Goals

- Create Two Recreational facilities in Ezulwini: 100% by 31st Jul 2018 - Joy Nkosi Tibuyile Dlamini

IMPROVE ROAD INFRASTRUCTURE: 50% TO 100% BY 31ST MAR 2019 - JOY NKOSI

Focus Area Alignment

- ✓ Infrastructure Development and Improvement

Scorecard

- ✓ Customer focus

Strategic horizon

- ✓ Horizon 1

Priority: Top Priority

Contributing Goals

- Provide Traffic calming measures on Mpumalanga Crescent: 100% by 31st Aug 2018 - Joy Nkosi
- Upgrade Mkhaya Close Road: 100% by 30th Nov 2018 - Joy Nkosi

IMPROVE SAFETY BY INSTALLING LED STREET LIGHTS: 100% BY 31ST OCT 2018 - JOY NKOSI

Focus Area Alignment

- ✓ Infrastructure Development and Improvement

Scorecard

- ✓ Customer focus

Strategic horizon

- ✓ Horizon 1

Priority: Top Priority

Contributing Goals

- Include LED lights with Mkhaya Close Road Upgrade: 100% by 31st Jul 2018 - Joy Nkosi
- Install Mantenga Township Phase 1 Streetlights: 100% by 31st Oct 2018 - Joy Nkosi

REDUCE PIECEMEAL SUBDIVISIONS: 100% BY 31ST JUL 2018 - ZWAKELE DLAMINI

Focus Area Alignment

- ✓ Infrastructure Development and Improvement

Scorecard

- ✓ Customer focus

Strategic horizon

- ✓ Horizon 1

Priority: Important

Contributing Goals

- Develop Policy on subdivision: 100% by 31st May 2018 - Zwakele Dlamini
- Workshop Stakeholders on policy: 100% by 31st Jul 2018 - Zwakele Dlamini

REDUCE STRAY ANIMALS ON EZULWINI ROADS: 100% BY 31ST DEC 2022 - QONDILE DLAMINI

Focus Area Alignment

- ✓ Infrastructure Development and Improvement

Scorecard

- ✓ Customer focus

Strategic horizon

- ✓ Horizon 3

Priority: Secondary

Contributing Goals

- Construct Animal pound facility: 1 unit by 31st Dec 2022 - Joy Nkosi
- Develop Animal pound memorandum of understanding (MOU) and designs: 100% by 31st Dec 2018 - Qondile Dlamini

IMPROVE COMMUNITY MEETING SESSIONS: 2 UNIT TO 6 UNIT BY 31ST MAY 2018 - ZWAKELE DLAMINI

Focus Area Alignment

- ✓ Environmental Sustainability and Spatial Development

Scorecard

- ✓ Customer focus

Strategic horizon

- ✓ Horizon 1

Priority: Top Priority

Contributing Goals

- Facilitate Hosting of ward based meetings: 100% by 31st May 2018 - Zwakele Dlamini
- Lobby Councilors to hold regular meetings with constituents: 100% by 30th Apr 2018 - Zwakele Dlamini

INCREASE WASTE RECYCLING STATIONS: 2 UNIT TO 5 UNIT BY 31ST OCT 2018 - QONDILE DLAMINI

Focus Area Alignment

- ✓ Environmental Sustainability and Spatial Development

Scorecard

- ✓ Process

Strategic horizon

- ✓ Horizon 1

Priority: Important

Contributing Goals

- Establish New recycling stations at Mdoni and Mukela: 2 unit by 31st Oct 2018 - Qondile Dlamini

MAINTAIN NATURAL BEAUTY OF THE ENVIRONMENT: 100% BY 31ST DEC 2021 - QONDILE DLAMINI

Focus Area Alignment

- ✓ Environmental Sustainability and Spatial Development

Scorecard

- ✓ Customer focus

Strategic horizon

- ✓ Horizon 2

Priority: Important

Contributing Goals

- Adopt and Implement Environmental Action Plan: 100% by 31st Dec 2021 - Qondile Dlamini

REDUCE NOISE POLLUTION IN THE URBAN AREA: 100% TO 50% BY 30TH NOV 2018 - QONDILE DLAMINI

Focus Area Alignment

- ✓ Environmental Sustainability and Spatial Development

Scorecard

- ✓ Customer focus

Strategic horizon

- ✓ Horizon 1

Priority: Important

Contributing Goals

- Develop Noise reduction strategy: 100% by 30th Nov 2018 - Qondile Dlamini

REDUCE WASTE IN THE SURROUNDING AREAS: 100% TO 50% BY 30TH SEP 2019 - QONDILE DLAMINI

Focus Area Alignment

- ✓ Environmental Sustainability and Spatial Development

Scorecard

- ✓ Customer focus

Strategic horizon

- ✓ Horizon 1

Priority: Top Priority

Contributing Goals

- Develop Waste management MOU with surrounding communities/ Umphakatsi to control waste: 100% by 30th Nov 2018 - Qondile Dlamini
- Improve Waste Management for the surrounding: 50% to 100% by 30th Sep 2019 - Qondile Dlamini

IMPROVE CAPACITY OF AMICAALL STAFF: 50% TO 100% BY 31ST MAY 2018 - TIBUYILE DLAMINI

Focus Area Alignment

- ✓ Disaster Management

Provide HIV Testing and Counselling training for AMICAALL staff

Scorecard

- ✓ People

Strategic horizon

- ✓ Horizon 1

Priority: Top Priority

Contributing Goals

- ✗ No contributing Goals.

IMPROVE DECENTRALIZATION OF HEALTH AND SOCIAL SERVICES: 30% TO 100% BY 31ST MAY 2018 - TIBUYILE DLAMINI

Focus Area Alignment

- ✓ Disaster Management

Scorecard

- ✓ Customer focus

Strategic horizon

- ✓ Horizon 1

Priority: Top Priority

Contributing Goals

- Create One Stop Social and Health Services center: 1 unit by 31st May 2018 - Tibuyile Dlamini

IMPROVE DISASTER MANAGEMENT RESPONSE: 40% TO 100% BY 28TH FEB 2019 - QONDILE DLAMINI

Focus Area Alignment

- ✓ Disaster Management

Scorecard

- ✓ Process

Strategic horizon

- ✓ Horizon 1

Priority: Top Priority

Contributing Goals

- Draft Contingency Plan for specific disasters: 100% by 28th Feb 2019 - Qondile Dlamini
- Meet and Liaise With NDMA: 100% by 30th Sep 2018 - Qondile Dlamini
- Prioritize Disasters prone to Ezulwini: 100% by 30th Nov 2018 - Qondile Dlamini

IMPROVE VOLUNTEERS MORALE: 50% TO 100% BY 30TH SEP 2018 - TIBUYILE DLAMINI

Focus Area Alignment

✓ Disaster Management

Scorecard

✓ People

Strategic horizon

✓ Horizon 1

Priority: Top Priority

Contributing Goals

- Conduct Team building for Volunteers: 100% by 31st Aug 2018 - Tibuyile Dlamini
- Develop and implement Resource mobilization plan by 31st Jul 2018 - Tibuyile Dlamini
- Inject Capital into income generation projects: 100% by 30th Sep 2018 - Tibuyile Dlamini

INCREASE YOUTH PARTICIPATION: 50% TO 100% BY 31ST JUL 2018 - TIBUYILE DLAMINI

Focus Area Alignment

✓ Disaster Management

Scorecard

✓ Customer focus

Strategic horizon

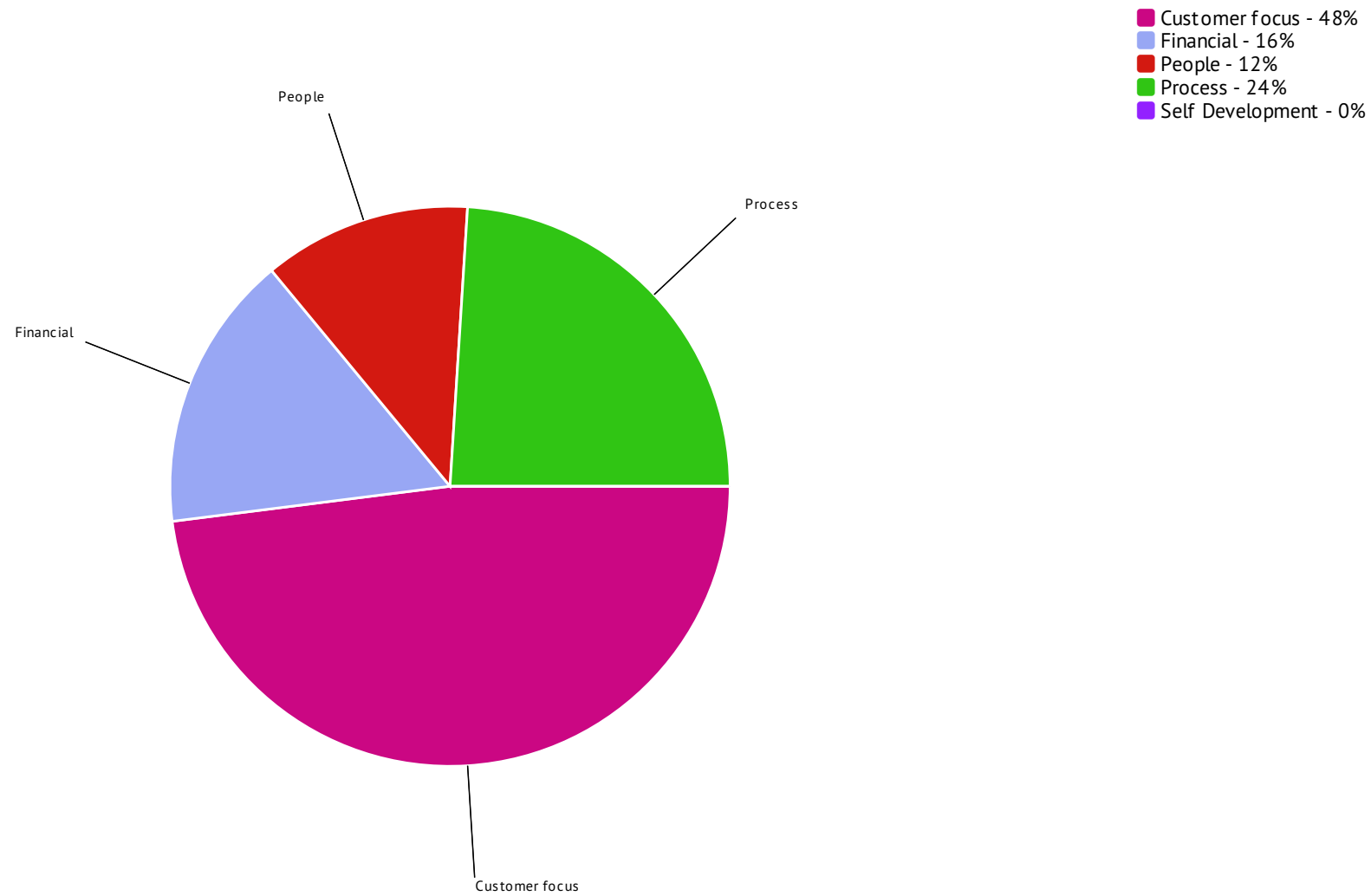
✓ Horizon 1

Priority: Top Priority

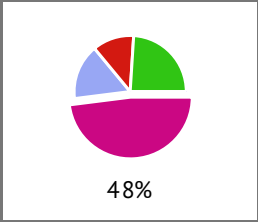
Contributing Goals

- Create Youth Forum: 100% by 30th Apr 2018 - Tibuyile Dlamini
- Establish Youth Council: 100% by 31st Jul 2018 - Tibuyile Dlamini

SCORECARD

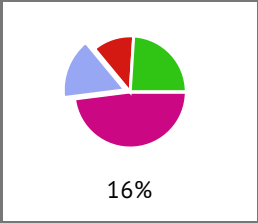


SCORECARD



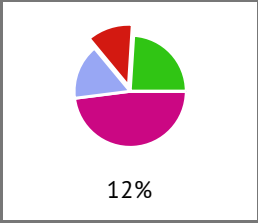
CUSTOMER FOCUS

Impacts on ratepayers



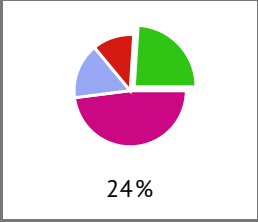
FINANCIAL

Directly or indirectly impacts income, cost or ultimate profit.



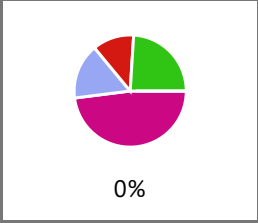
PEOPLE

Impacts upon the people of the organisation, including managers, peers or subordinates.



PROCESS

Enhances, changes or adds to the processes in place throughout the organisation.

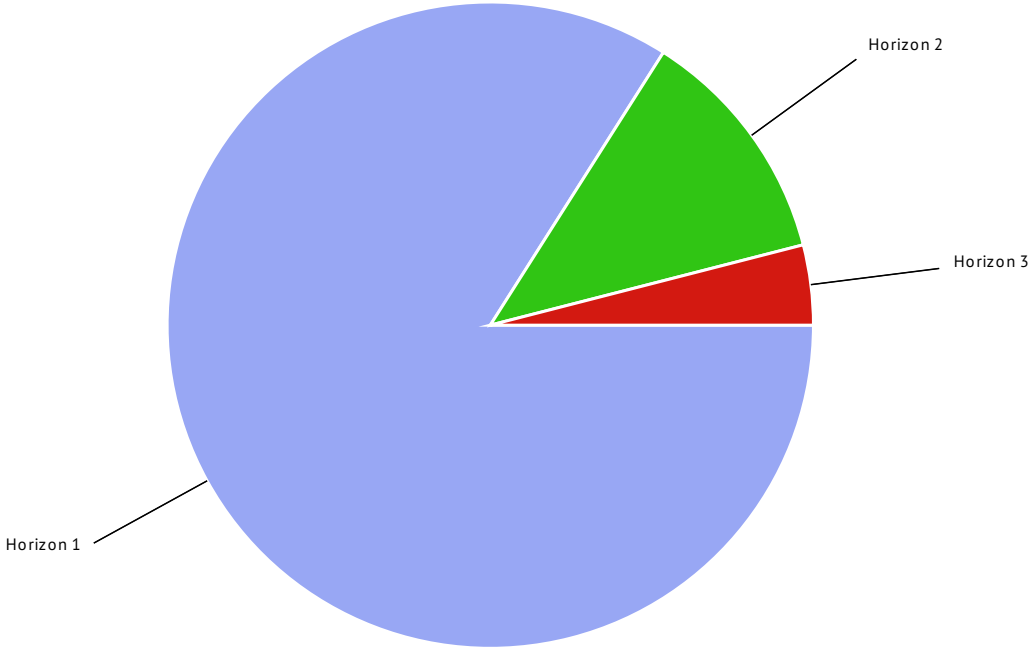


SELF DEVELOPMENT

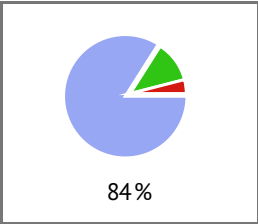
Specifically relates to you and your personal development or training.

STRATEGIC HORIZON

- Horizon 1 - 84%
- Horizon 2 - 12%
- Horizon 3 - 4%

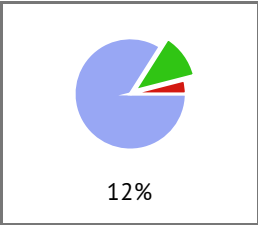


STRATEGIC HORIZON



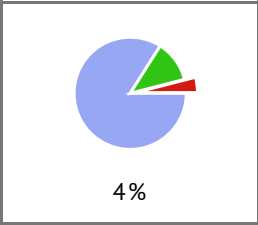
HORIZON 1

Relates to established business activities that typically drive short term objectives such as revenue, sales or other operational necessities.



HORIZON 2

Relates to exploration of entirely new ideas or activities that may drive profitable growth at some point in the future. The best Innovative New Ideas will become Emerging Opportunities in the future.

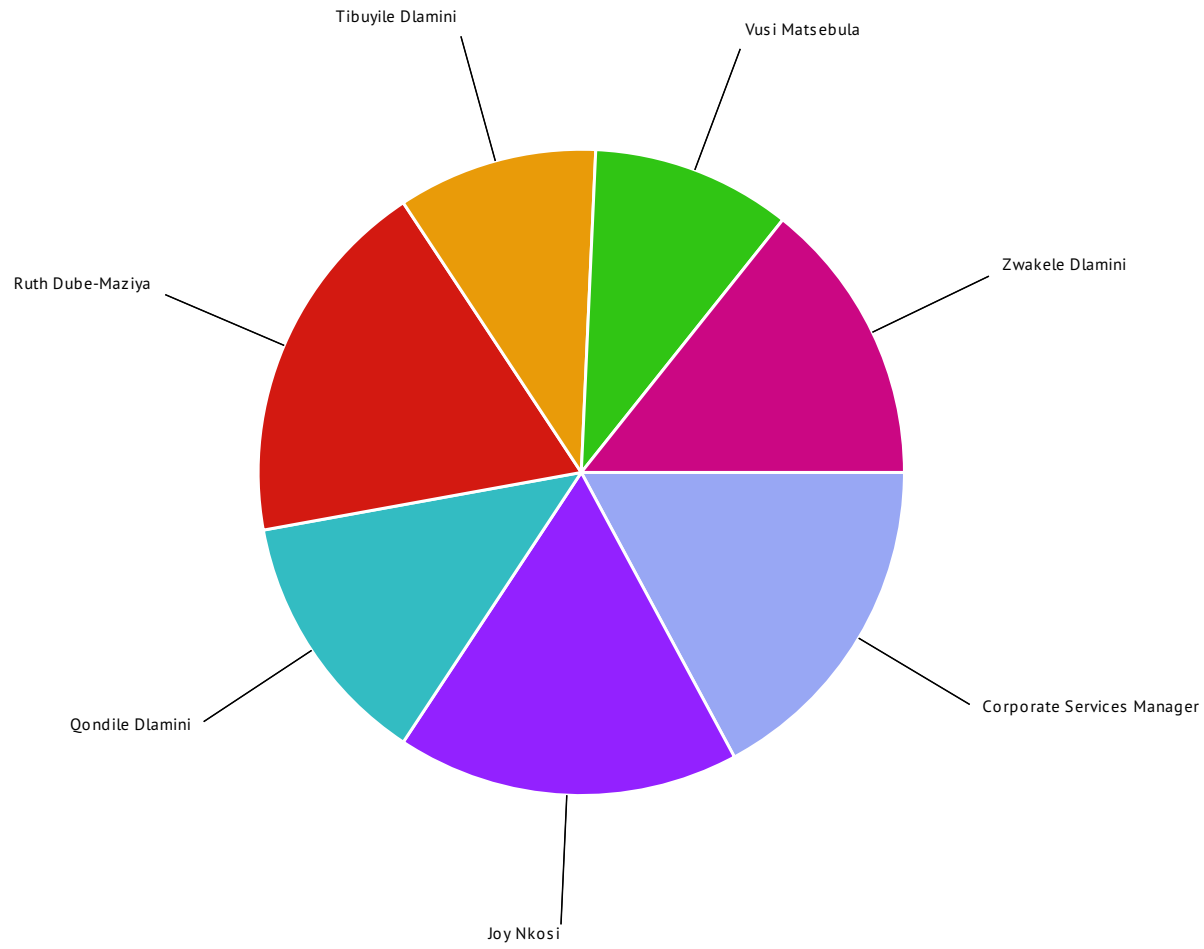


HORIZON 3

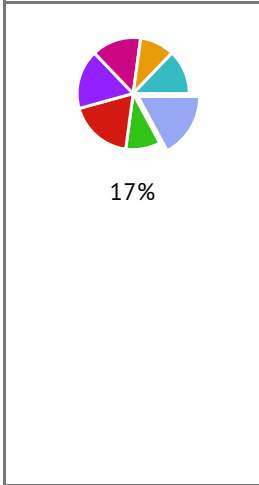
Relates to a variety of new business activities, or extensions of existing business activities into new areas. Such activities are typically medium to long term and may become part of Core Business in the future.

OWNERS

- Corporate Services Manager (Corporate Services Manager) - 17%
- Town Engineer (Joy Nkosi) - 17%
- Public Health and Environment Officer (Qondile Dlamini) - 13%
- Town Treasurer (Ruth Dube-Maziya) - 19%
- Municipal AIDS Program Manager (Tibuyile Dlamini) - 10%
- CEO (Vusi Matsebula) - 10%
- Town Planner (Zwakele Dlamini) - 14%

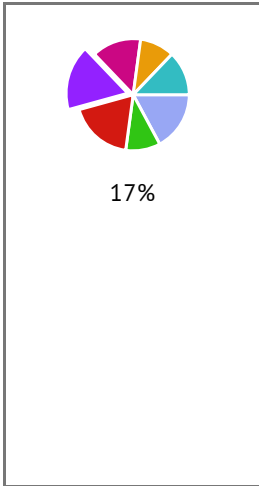


OWNERS



CORPORATE SERVICES MANAGER - *CORPORATE SERVICES MANAGER*

- Establish A clear chain of command and accountability: 1 unit by 30th Jun 2018
- Establish A code of conduct: 1 unit by 30th Jun 2018
- Establish and implement An effective performance management system: 40% to 100% by 30th Jun 2019
- Establish Clear policies, procedures and process: 100% by 30th Sep 2018
- Establish effective talent management programs: 5 unit by 30th Jun 2018
- Integrate Organizational values into the performance management system: 100% by 30th Apr 2018
- Provide Corporate governance training for councilors: 1 unit by 30th Jun 2018
- Ratify New organizational values: 100% by 30th Apr 2018
- Recruit Additional staff members: 3 people by 30th Mar 2019
- Review All Regulations (e.g. Urban Act of 1969) to ensure relevance to the current environment: 100% by 30th Jun 2019
- Review Inforamtion technology strategy by 31st Mar 2019
- Workshop New organizational values: 100% by 30th Apr 2018



JOY NKOSI - *TOWN ENGINEER*

- Construct Animal pound facility: 1 unit by 31st Dec 2022
- Construct Civic Centre: 100% by 31st Mar 2021
- Create Two Recreational facilities in Ezulwini: 100% by 31st Jul 2018
- Identify Land to be used for the construction of the Civic Centre: 100% by 28th Feb 2019
- Include LED lights with Mkhaya Close Road Upgrade: 100% by 31st Jul 2018
- Install Mantenga Township Phase 1 Streetlights: 100% by 31st Oct 2018
- Obtain Suitable designs for structure (Potential): 100% by 31st Jan 2020
- Prepare Proposal/concept paper for procurement of Site/Land for construction: 100% by 28th Feb 2019
- Provide Sufficient office space: 100% by 31st Mar 2019
- Provide Traffic calming measures on Mpumalanga Crescent: 100% by 31st Aug 2018
- Purchase Land for the construction: 100% by 24th Aug 2019
- Upgrade Mkhaya Close Road: 100% by 30th Nov 2018



13%

QONDILE DLAMINI - *PUBLIC HEALTH AND ENVIRONMENT OFFICER*

- Adopt and Implement Environmental Action Plan: 100% by 31st Dec 2021
- Develop Animal pound memorandum of understanding (MOU) and designs: 100% by 31st Dec 2018
- Develop Noise reduction strategy: 100% by 30th Nov 2018
- Develop Waste management MOU with surrounding communities/ Umphakatsi to control waste: 100% by 30th Nov 2018
- Draft Contingency Plan for specific disasters: 100% by 28th Feb 2019
- Establish New recycling stations at Mdoni and Mukela: 2 unit by 31st Oct 2018
- Improve Waste Management for the surrounding: 50% to 100% by 30th Sep 2019
- Meet and Liaise With NDMA: 100% by 30th Sep 2018
- Prioritize Disasters prone to Ezulwini: 100% by 30th Nov 2018



19%

RUTH DUBE-MAZIYA - *TOWN TREASURER*

- Complete Rate billing within 30 days of budget approval: 60 unit to 30 unit by 30th Jun 2018
- Conduct Half year stock take to ensure funds are not unnecessarily tied up in stock: 1 unit by 31st Mar 2019
- Create Procurement plan for the year: 1 unit by 30th Jun 2018
- Establish Effective risk management policy and procedures by 31st Mar 2019
- Establish Other sources of income: 2 unit by 31st Mar 2019
- Hold Meetings to review of user fees (Planning Department): 1 unit by 31st Dec 2018
- Implement Rates collection strategy: 100% by 31st Mar 2019
- Improve Accuracy of bills with a less than 5% complaints for inaccurate billing: 10% to 4% by 31st Mar 2019
- Monitor Overtime limited to emergency situations: 100% to 90% by 31st Mar 2019
- Procure An integrated Municipal Information system: 100 unit by 30th Sep 2018
- Reduce Expenditure variance by through monthly management reporting: 10% to 1% by 31st Mar 2019
- Run Awareness campaign on the valuation process: 1 unit by 30th Oct 2018
- Run Consultative meetings with major ratepayers to settle their debts: 5 unit by 31st Mar 2019



10%

TIBUYILE DLAMINI - *MUNICIPAL AIDS PROGRAM MANAGER*

- Conduct Team building for Volunteers: 100% by 31st Aug 2018
- Create One Stop Social and Health Services center: 1 unit by 31st May 2018
- Create Two Recreational facilities in Ezulwini: 100% by 31st Jul 2018
- Create Youth Forum: 100% by 30th Apr 2018
- Develop and implement Resource mobilization plan by 31st Jul 2018
- Establish Youth Council: 100% by 31st Jul 2018
- Inject Capital into income generation projects: 100% by 30th Sep 2018



10%

VUSI MATSEBULA - *CEO*

- Establish A clear chain of command and accountability: 1 unit by 30th Jun 2018
- Establish A code of conduct: 1 unit by 30th Jun 2018
- Establish and implement An effective performance management system: 40% to 100% by 30th Jun 2019
- Provide Corporate governance training for councilors: 1 unit by 30th Jun 2018
- Provide Sufficient office space: 100% by 31st Mar 2019
- Review All Regulations (e.g. Urban Act of 1969) to ensure relevance to the current environment: 100% by 30th Jun 2019
- Review and implement Appropriate remuneration strategies: 50% to 100% by 30th Jun 2019



14%

ZWAKELE DLAMINI - *TOWN PLANNER*

- Develop Policy on subdivision: 100% by 31st May 2018
- Engage Suitable consultant: 1 unit by 30th Jun 2019
- Facilitate Hosting of ward based meetings: 100% by 31st May 2018
- Get Strategy adopted by Council: 100% by 31st Mar 2019
- Identify Land to be used for the construction of the Civic Centre: 100% by 28th Feb 2019
- Lobby Councilors to hold regular meetings with constituents: 100% by 30th Apr 2018
- Prepare Proposal/concept paper for procurement of Site/Land for construction: 100% by 28th Feb 2019
- Prepare TORs for preparation of comprehensive LED strategy for Ezulwini: 1 unit by 31st May 2018
- Workshop LED strategy: 100% by 31st Dec 2018
- Workshop Stakeholders on policy: 100% by 31st Jul 2018