

WATERBERG DISTRICT MUNICIPALITY



1ST QUARTER PERFORMANCE ASSESSMENT REPORT 2018/2019

CONTENTS

1.	INTRODUCTION.....	2
2.	ORGANISATIONAL PERFORMANCE SCORE -CARD.....	6
3.	DETAILED CAPITAL PLAN	14
4.	2018/2019 1 ST QUARTER PROJECT STATUS REPORT –ANNEXURE A.....	17
5.	QUALITY CERTIFICATE.....	20

1. INTRODUCTION

1.1 Introduction

This is the 1st Quarter 2018/19 Performance assessment Report of Waterberg District Municipality which was compiled in accordance with section 121 of the Municipal Finance Management Act, 56 of 2003 read with the Municipal Systems Act, 32 of 2000, section 46(1) and (2) as well as the MFMA Circular 11 and 32 on annual reporting.

In the 1st Quarter under review 2018/2019 Waterberg District Municipality had seven departments, namely: Office of the Municipal Manager, Budget and Treasury Office, Corporate support and shared services, Social Development and Community Service, Planning and Economic Development, Infrastructure Development, and Executive Support.

This report covers the performance information from 1 July 2018 to 30 September 2019 and focus on the implementation of Service Delivery Budget and Implementation Plan (SDBIP) which is the implementation tool of the Integrated Development Plan (IDP).

1.2 Institutional Performance Management Process Overview

The District Municipality has attempted to comply with all legislative requirements concerning the development, operations and maintenance of the performance management system that commensurate with the available resources of the institution.

- The 2018/2019 IDP review included the strategic objectives, strategies and key performance indicators (KPIs) as required by the municipal systems act 32 of 2000. The IDP was approved by council on 30 May 2018.
- The 2018/2019 Budget for implementation of IDP was approved within the prescribed timelines as required by Municipal Finance management Act 56 of 2003.
- The Executive Mayor approved the SDBIP on the 15 June 2018 as required by section 53 (c) (ii) of the MFMA, Act 56 2003. The Notice was issued to publicize the approved documents and the IDP, Budget and SDBIP was placed on the website.
- Performance agreement with performance plans were developed in line with the approved SDBIP as required by Municipal Regulations; 2006. 6/6 Senior Managers signed the Performance agreement including the acting Managers. The Agreements were submitted to the MEC of Local Government as required.
- Quarterly performance reports with supporting evidence were developed by departmental managers directly reporting to Acting Municipal Manager (AMM). The quarterly performance assessment not yet conducted but scheduled for 31 Nov 2018.

- The quarterly reports were objectively and independently audited by the Internal Audit Unit to verify and to confirm performance information as reflected in the reports. The unit also confirmed the credibility of the evidence that was submitted this quarter.
- The scoring method utilized was in line with the assessment rating calculator prescribed by the local Government: Municipal Performance Regulations for Municipal Manager and Managers Directly accountable to the Municipal Manager- Regulation 805 of 2006.
An explanation is as per the table below:

Rating	Terminology	Description	% Score
5	Outstanding performance	Performance far exceeds the standard expected of an employee at this level.	167
4	Performance significantly above expectations	Performance is significantly higher than the standard expected.	133 - 166
3	Fully effective	Performance fully meets the standards expected.	100 - 132
2	Performance not fully effective	Performance is below the standard required	67 - 99
1	Unacceptable performance	Performance does not meet the standard expected. The employee has failed to demonstrate the commitment or ability to bring performance up to the level expected despite management efforts to encourage improvement.	0 – 66

1.4 SUMMARY OF THE KEY PERFORMANCE AREAS (KPAS)

WDM is operating with six KPAs, and out of 25 indicators per KPA, 14 were achieved, 4 were not achieved and 7 are not applicable for the quarter.

The six (6) KPA are spread across seven (7) institutional departments as indicated by the table above.

No.	KPA	Total KPIs	KPIs Achieved	Not Achieved	Zero weighted
1	Spatial Rationale	3	1	0	2
2	Basic Services	2	2	0	-
3	Financial Management & Viability	2	1	1	-
4	Local Economic Development	2	2	0	-
5	Good Governance & public participation	10	5	3	2
6	Transformation & Organisational Development	6	3	0	3
	Total	25	14	4	7

4 not achieved Key Performance Indicators (KPIs)

- Average % AG material audit queries resolved - 51/53 outstanding (outsourcing of AFS and 2015/16 Annual Performance Assessment)
- Identified risk mitigated within timeframes - 0/10 (risk assessment scheduled for Nov 2018)
- Council resolutions implemented within timeframes - 14/19 council resolutions resolved
- Capital budget variance in terms of SDBIP - 74% annual variance vs Quarterly target 10%

1.4 PROJECTS SUMMARY 2018/2019

Waterberg District Municipality is having 21 projects of which 5 completed, 15 in progress and 1 were not applicable for the Quarter. The CAPEX was 24% as at 30 September 2018. The Project summary per department on the table below:

Vote No.	Municipal priorities	Total Projects	Project completed	In progress	Not applicable for the quarter	Budget 2018/19	% spend
1	Municipal Health & Environmental Management	3	0	3	-	650 000	0%
2	Disaster Management	1	0	1	-	250 000	0%
3	Local Economic Development & Tourism	4	1	2	1	1 019 000	3%
4	Municipal Roads & Storm Water	3	1	2	-	10 810 728	34%
5	Municipal Support & Institutional Development	7	1	6	-	2 756 000	8%
6	Community Participation & Good Governance	3	2	1	-	2 120 000	23%
	Total	21	5	15	1	17 605 728	24%

2. ORGANISATIONAL PERFORMANCE SCORE -CARD

The institutional Performance score card

N O .	KPA	Strategic Objective	Programme / Focus area	Performance Indicators	Responsibl e departme nt	Baseline	2018/19 Annual Target	September 2018		Varianc e	Remarks	Remedial Action	Evidence
								Target Quarter 1	Actual Quarter1				
KPA 1: Spatial Rationale													
1.	Spatial rationale	To facilitate access and transform land and rural tourism developmen t	Integrated Planning	% Highly rated IDP	OMM	100%	100%	25%	25% 2019/20 IDP/Budget/PMS framework approved	0%	The 2019/20 IDP/Budget/PMS framework process plan was approved by council 23 August 2018 by way of council resolution A157/2018	None	Council resolutio n IDP A157/20 18
2.	Spatial rationale	To facilitate access and transform land and rural tourism developmen t	Integrated Planning	% of IDP adopted by council by 31 May 2018	OMM	100%	100%	N/A	Not applicable for the quarter	-	-	-	Council resolutio n
3.	Spatial rationale	To facilitate access and transform land and rural tourism developmen t	Integrated Planning	% of SDF & land use management system developed & approved in line with the SPLUMA	PED	100%	100%	N/A	Not applicable for the Quarter	-	-	-	SDF,LUM S & SPLUMA
KPA 2: Basic Service delivery													

N O .	KPA	Strategic Objective	Programme / Focus area	Performance Indicators	Responsibl e departme nt	Baseline	2018/19 Annual Target	September 2018		Variance	Remarks	Remedial Action	Evidence
								Target Quarter 1	Actual Quarter1				
4.	Basic service delivery	To coordinate & monitor infrastructur e developmen t for the provision & access to services	Municipal health	% food outlets issued with certificates of compliance (for outlets that comply with set standard)	SDCS	100%	100%	100%	100% 12/12 certificates issued	0%	12 food outlets issued with certificates of acceptability.	None	Applicati on, Assessme nt report & certificat e Quarterly register
5.	Basic service delivery	To coordinate & monitor infrastructur e developmen t for the provision & access to services	Municipal health	# of permitted land fill site monitored	SDCS	8	8	2	4/2 landfill sites monitored	(2)	4/2 Northam monitored 4 times and 1 Mookgophong ,1 Mabatlane land fill site and Mokopane	None	Reports, assessme nt report & Register
KPA 3: Financial management and Viability													
6.	Financial managemen t and viability	To effectively manage finances and improve financial sustainabilit y	Expenditure Managemen t	% Operating budget variance in terms of SDBIP	ALL	8.1%	10%	10%	5.02%	(4.08%)	5.02% Opex variance	None	Annexure B Financial report

N O .	KPA	Strategic Objective	Programme / Focus area	Performance Indicators	Responsibl e departme nt	Baseline	2018/19 Annual Target	September 2018		Variance	Remarks	Remedial Action	Evidence
								Target Quarter 1	Actual Quarter1				
7.	Financial management and viability	To effectively manage finances and improve financial sustainability	Expenditure Management	% Capital budget variance in terms of SDBIP	ALL	54%	10%	10%	74% annual variance	64%	74% Annual Variance	Expedite the project implementation	Annexure D financial report
KPA 4: Local Economic Development													
8.	Local Economic Development	To ensure optimal utilisation and adherence to space economic	Job creation	% of LED forums resolutions implemented	PED	100%	100%	100%	100% 3/3 resolutions resolved	0%	All resolutions for 1 st quarter resolved	Develop a programme to resolve all resolutions	Minutes Attendance register
9.	Local Economic Development	To ensure optimal utilisation and adherence to space economic	Job creation	# of jobs created through EPWP	ID	15	15	5	15/15	0	EPWP 2017/18 rollover project at completion stage. no budget for 2018/19 FY	None	EPWP report and Labour Report.
KPA 5: Good Governance & Public Participation													
10.	Good Governance and Public Participation	To develop and implement integrated management and governance systems	Monitoring and Evaluation	% of Submission of Annual Performance Report (sec 46 MSA) by 31 August 2015.	OMM	100%	100%	100%	100% 31/08/2018	0%	Sec 46 report – Unaudited Performance report was submitted to AG,NT,PT and CoGHSTA on 31 August 2018	None	Submission letter

N O .	KPA	Strategic Objective	Programme / Focus area	Performance Indicators	Responsibl e departme nt	Baseline	2018/19 Annual Target	September 2018		Variance	Remarks	Remedial Action	Evidence
								Target Quarter 1	Actual Quarter1				
11.	Good Governanc e and Public Participatio n	To develop and implement integrated managemen t and governance systems	Auditing	% of AG -Audit outcome	ALL	100%	100%	N/A	Not applicable for the Quarter	-	Audit opinion will be issued at the end of November 2018	-	Audit opinion
12.	Good Governanc e and Public Participatio n	To develop and implement integrated managemen t and governance systems	Auditing	Average % AG material audit queries resolved	ALL	100%	100%	N/A	97% 51/53 16/17 Audit action plan	3%	Outstanding query - outsourcing of AFS and 2015/16 Annual Performance assessments	The post for AFS specialist has been created and Performa nce assessme nt schedule d 26 October 2018	Audit action plan
13.	Good Governanc e and Public Participatio n	To develop and implement integrated managemen t and governance systems	Auditing	% Identified risk mitigated within timeframes as specified in risk plan	ALL	100%	95%	25%	0% 0/10	25%	2017/18 risk assessment to be held Nov 2018	Develop strategy to mitigate identified risks.	Risk register
14.	Good Governanc e and Public	To develop and implement integrated	Auditing	% of internal Audit finding resolved	ALL	85%	95%	25%	60% 6/10	(35%)	3/10 internal Audit findings resolved	None	Internal Audit action plan

N O .	KPA	Strategic Objective	Programme / Focus area	Performance Indicators	Responsibl e departme nt	Baseline	2018/19 Annual Target	September 2018		Varianc e	Remarks	Remedial Action	Evidence
								Target Quarter 1	Actual Quarter1				
	Participatio n	managemen t and governance systems											
15.	Good Governanc e and Public Participatio n	To develop and implement integrated managemen t and governance systems	Auditing	% of Audit Committee recommenda tions implemented	ALL	100%	100%	100%	66% 5/8 recommendation implementation	37.5%	5 of 8 recommendations were implemented.	All outstandi ng recomme ndation to be comple ted in the next meeting	Audit Committ ee recomme ndations
16.	Good Governanc e and Public Participatio n	To develop and implement integrated managemen t and governance systems	Governance	% Council resolutions implemented within timeframes	ALL	100%	100%	100%	73% 14/19 council resolutions resolved	26.31%	Filling of Senior Managers Positions MM, PED, ID and SDCS and status of fire-fighting in the district and hosting of the district intergovernmental relations summit	MM awaiting waiver and the others interview s conducted, summit schedule d for November 2018. Special IGR schedule d for November to with	Council resolutio ns impleme nted register

N O .	KPA	Strategic Objective	Programme / Focus area	Performance Indicators	Responsibl e departme nt	Baseline	2018/19 Annual Target	September 2018		Varianc e	Remarks	Remedial Action	Evidence
								Target Quarter 1	Actual Quarter1				
												all matters related to disaster and fire-fighting across the district.	
17.	Good Governanc e and Public Participatio n	To develop and implement integrated managemen t and governance	Public Participation	# of IDP Representative Forum meetings convened	OMM	4	4	1	1/1 IDP Rep Forum held	0	The 1 st IDP Rep Forum held 17 August 2018 in Northam – Thabazimbi Local Municipality	None	Invitation Agenda Minutes Attendan ce register
18.	Good Governanc e and Public Participatio n	To develop and implement integrated managemen t and governance	Governance	% of MPAC resolutions implemented	ALL	100%	100%	100%	100% 3/3 Resolutions resolved	100%	Q1 MPAC meeting held	None	Resolutio n register
19.	Good Governanc e and Public Participatio n	To develop and implement integrated managemen t and governance	Governance	Oversight report approved by council by 31 march	OMM	1	1	N/A	Not applicable for the Quarter	-	-	-	Council resolutio n

KPA 6: Transformation & Organisational Development

N O .	KPA	Strategic Objective	Programme / Focus area	Performance Indicators	Responsibl e departme nt	Baseline	2018/19 Annual Target	September 2018		Variance	Remarks	Remedial Action	Evidence
								Target Quarter 1	Actual Quarter1				
20.	Transformation and Organisational Development	To attract, develop and retain ethical and best human capital	Human Resources Management	# of Senior Management with signed Performance Agreements	OMM	7	6	6	6/6	0	All 6/6 Managers signed the 2018/19 Performance agreement.	None	Agreements
21.	Transformation and Organisational Development	To attract, develop and retain ethical and best human capital	Human Resources Management	# of officials capacitated in terms of workplace skills	CSSS	21	10	10	12/10 officials capacitated in Q1	(1)	2 councillors were capacitated in Q1	None	Report
22.	Transformation and Organisational Development	To attract, develop and retain ethical and best human capital	Human Resources Management	# of internship & learnership opportunities created	CSSS	4	4	5	3/5 interns opportunities created.	2	The two outstanding positions advertised.	None	Report
23.	Transformation and Organisational Development	To attract, develop and retain ethical and best human capital	Organisational Development	% of approved SDBIP aligned with the IDP & Budget	OMM	100%	100%	N/A	Not applicable for the Quarter	-	The 2018/19 SDBIP was approved by the Executive mayor 15 June 2018	-	Approved SDBIP
24.	Transformation and Organisational Development	To attract, develop and retain ethical and best human capital	Monitoring and Evaluation	# of Annual Performance evaluation conducted	OMM	1	1	N/A	Not applicable for the Quarter	-	-	-	Attendance register
25.	Transformation and Organisational	To attract, develop and retain ethical and	Monitoring and Evaluation	% of Annual report (sec 121) adopted & submitted	OMM	100%	100%	N/A	Not applicable for the Quarter	-	-	-	Council resolution & submission

N O .	KPA	Strategic Objective	Programme / Focus area	Performance Indicators	Responsibl e departme nt	Baseline	2018/19 Annual Target	September 2018		Varianc e	Remarks	Remedial Action	Evidence
								Target Quarter 1	Actual Quarter1				
	Developme nt	best human capital		to MEC by 31 March 2018									n letter

3. DETAILED CAPITAL PLAN

No.	Dept.	Project name	2018/19 Budget	Planned start date	Planned completion date	Quarter 1		Actual Expenditure	Actual progress	Variance	Evidence	Status of the project
						% Prog.	Milestone					
1.	SDCS	Ambient Air Quality monitoring station	350 000	01/07/2018	30/06/2019	25%	Awarding of tender	0.00	0%	25%	Project status report	Project at Specification stage
2.	SDCS	Tents x80	200 000	01/07/2018	30/03/2019	50%	Tender process	0.00	0%	25%	Project status report	Project at Specification stage
3.	SDCS	Blankets x 2000	100 000	01/07/2018	30/03/2019	50%	Tender process	0.00	0%	25%	Project status report	Project at Specification stage
4.	SDCS	Fire-pump	250 000	01/07/2018	30/03/2019	50%	Tender process	0.00	0%	25%	Project status report	Project at Specification stage
5.	PED	Farmers Flea Market	85 000	01/07/2018	30/03/2019	-	-	-	-	-	Project status report	Not applicable for the quarter
6.	PED	SMME Development	60 000	01/07/2018	30/06/2019	25%	Implementation	31 466	50%	(25%)	Project status report	SMME participated in Marula festival in Phalaborwa
7.	PED	Tourism Indaba	250 000	01/07/2018	30/06/2019	-	-	-	-	-	Project status report	Not applicable for the quarter
8.	PED	Coordination of SPLUMA	624 000	01/07/2018	30/06/2019	25%	Implementation	0.00	0%	25%	Project status	Still awaiting application from local municipalities for

No	Dept.	Project name	2018/19 Budget	Planned start date	Planned completion date	Quarter 1		Actual Expenditure	Actual progress	Variance	Evidence	Status of the project
						% Prog.	Milestone					
											report	TRIBUNAL adjudication
9.	ID	Road Asset Management System	2 129 000	01/07/2018	30/06/2019	25%	Implementation	0.00	0%	25%	Project status report	Multi-year project, the activities of year 1 2017/18 have been completed.
10.	ID	EPWP Project	1 000 000	01/07/2018	30/06/2019	25%	Implementation	949 864	95%	(69.99%)	Project status report	15 EPWP jobs were created and the project is completed and now is on retention stage. 2018/19 FY no Budget was allocated for WDM.
11.	ID	Thabazimbi MIG project	7 098 638	01/07/2018	30/06/2019	25%	Implementation	2 677 245	60%	(35%)	Project status report	Project on practical complete
12.	CSSS	IT Equipment	756 000	01/07/2018	30/06/2019	25%	Implementation	131 261	25%	0%	Project status report	Procured IPads for councilors and Executive support officials
13.	CSSS	Fleet Management System	250 000	01/07/2018	30/06/2019	25%	Advertisement	0.00	0%	25%	Project status report	Project at Specification stage
14.	CSSS	ICT strategy	150 000	01/07/2018	30/06/2019	25%	Appointment of SP	0.00	0%	25%	Project status report	Project at Specification stage
15.	CSSS	WDM website	100 000	01/07/2018	30/06/2019	25%	Appointment of SP	0.00	0%	25%	Project status report	Project at Specification stage
16.	CSSS	Disaster	100 000	01/07/2018	30/06/2019	25%	Awarding of	0.00	0%	25%	Project status	Project at Specification stage

No.	Dept.	Project name	2018/19 Budget	Planned start date	Planned completion date	Quarter 1		Actual Expenditure	Actual progress	Variance	Evidence	Status of the project
						% Prog.	Milestone					
		Discovery Centre		18	9		tender				report	
17.	CSSS	Exchange software Upgrade	100 000	01/07/2018	30/06/2019	25%	Awarding of tender	0.00	0%	25%	Project status report	Project at Specification stage
18.	ES	District IDP public participation Programme – Executive Mayor	1 600 000	01/07/2018	30/06/2019	25%	Program 1st Quarter	334 301	25%	0%	Project status report	Held Public participation Programme in Mogalakwena
19.	OM M	District IDP – strategic planning Programme	320 000	01/07/2018	30/06/2019	25%	Approval of 2019/20 Framework/process plan	13 116	25%	0%	Project status report	Held the 1 st IDP REP FORUM 17 August 2018 in Northam – Thabazimbi Local Municipality 2019/20 Framework /Process plan approved by council 23 August 2018.
20.	OM M	Performance Management System	300 000	01/07/2018	30/06/2019	25%	Awarding of tender	0.00	0%	25%	Project status report	Project at Specification stage
21.	ES	Training of Ward Committees	200 00	01/07/2018	30/06/2019	-	-	0.00	0%	25%	Project status report	Two Thabazimbi outstanding – letter was written to Local Municipality to facilitate the meeting between the district and Mining houses

4. 2018/2019 1ST QUARTER PROJECT STATUS REPORT –ANNEXURE A

IDP Project Summary Report - 2018/19 IDP projects and roll overs from prior years

PROJ NO	PROJECT NAME	PRO J YEA R	Operating	Capital	2017/18 Roll Over	2018/19 IDP	Total Budget	Paid 18/19	Remaining
1	Municipal Environmental Health & Environmental Management								
New	Ambient Air Quality Monitoring Station	2019		2,500,000	-	350,000	350,000		350,000
New	Stack Monitoring Equipment	2019		300,000	-	-	-		-
New	Tents x 80	2019		700,000	-	200,000	200,000		200,000
New	Blankets x 2 000	2019	400,000		-	100,000	100,000		100,000
			400,000	3,500,000	-	650,000	650,000	-	650,000
2	Disaster Management: Fire Fighting								
New	Lephalale Medium Pumper x 2	2019		8,000,000	-	-	-		-
New	Fire Prevention Vehicles x 6	2019		1,600,000	-	-	-		-
New	Renovation of Bela-Bela Fire Station	2019		1,900,000	-	-	-		-
New	Fire Pump	2019		410,000	-	250,000	250,000		250,000
New	Major Pump	2019		6,000,000	-	-	-		-
			-	17,910,000	-	250,000	250,000	-	250,000

3	Local Economic Development & Tourism								
UE05 4	Coordination of SPLUMA	2019	6,000,000		624,000	-	624,000		624,000
UE04 7	Farmers Flea Market	2019	85,000		-	85,000	85,000		85,000
UE04 8	SMME Development	2019	60,000		-	60,000	60,000	31,466	28,534
UE03 8	Tourism Indaba	2019	300,000		250,000	-	250,000		250,000
New	Development of Functional GIS	2019	200,000		-	-	-		-
New	Review of SDF	2019	600,000		-	-	-		-
New	District-wide Geo-Spatial Planning and Local Economic Development	2019	200,000		-	-	-		-
			7,445,000	-	874,000	145,000	1,019,000	31,466	987,534
4	Roads & Storm Water								
RS044	Road Asset Management System	2019	2,133,000		579,090	2,133,000	2,712,090		2,712,090
SA03 4	EPWP Project	2018	-		1,000,000		1,000,000	949,864	50,136
RS050	Thabazimbi MIG Projects	2018		0	7,098,638		7,098,638	2,677,245	4,421,393
			2,133,000	-	8,677,728	2,133,000	10,810,728	3,627,109	7,183,619
5	Municipal Support & Institutional Development								
IN021	IT Equipments	2019		1,000,000	440,000	316,000	756,000	131,261	624,739
IN017	Council Pool Cars x 3	2019		2,000,000	-	-	-		-
IN050	Local Government Financial Management Grant	2019	1,000,000		-	1,000,000	1,000,000	94,957	905,043
New	Fleet Management System	2019							

			1,000,000		-	250,000	250,000		250,000
New	Organisational Structure Review	2019	1,000,000		-	-	-		-
New	Performance Management System	2019	600,000		-	300,000	300,000		300,000
New	ICT Strategy	2019	500,000	2,500,000	-	150,000	150,000		150,000
New	WDM Website	2019	100,000	-	-	100,000	100,000		100,000
New	Disaster Recovery Centre	2019	-	1,500,000	-	100,000	100,000		100,000
New	Exchange Software Upgrade	2019	-	300,000	-	100,000	100,000		100,000
			4,200,000	7,300,000	440,000	2,316,000	2,756,000	226,218	2,529,782
6	COMMUNITY PARTICIPATION & GOOD GOVERNANCE								
CO01 1	District IDP Public Participation Programme - Executive Mayor	2019	1,600,000			1,600,000	1,600,000	334,301	1,265,699
CO01 2	District IDP Strategic Planning Programme - Municipal Manager	2019	320,000			320,000	320,000	13,116	306,884
CO03 7	Training of Ward Committees	2019	200,000			200,000	200,000		200,000
			2,120,000	-	-	2,120,000	2,120,000	347,417	1,772,583
			16,298,000	28,710,000	9,991,728	7,614,000	17,605,728	4,232,210	13,373,518

TOTAL APPROVED BUDGET

TOTAL SPENT UP TO 31 JUNE 2018

ACTUAL % SPENT

17,605,728

4,232,210

24%

13,373,518

5. QUALITY CERTIFICATE

I Gladwin Tloubatla, Acting Municipal Manager of Waterberg District municipality hereby certify that the 1st Quarter Performance Report 2018/19 and supporting documentations have been prepared in accordance with the Municipal Systems Act 32 of 2000 and the Regulations made under the Act and that the 1st Quarter Performance Report and supporting documents are consistent with the 2018/19 Integrated Development Plan of the Municipality.

Gladwin Tloubatla, the Acting Municipal Manager of Waterberg District Municipality (Dc 536)

Gladwin Tloubatla

Date