

# II: Municipal Turn-around Strategy

LGTA: BERGRIVIER LOCAL MUNICIPALITY

15 March 2010

NO.	PRIORITY TURN AROUND FOCAL AREA	Current situation/challenges	Causes	Changed situation by June 2011	Municipal Action	Unblocking Action needed from other spheres and agencies (e.g. intervention or technical support)	Budget				DIR
							Estimated amount	National	Provincial	Local	
<b>1 Political Management and Oversight</b>											
1.1	Stability of Councils	3 Party Coalition: 6 DA, 1 Independent, 1 ID vs. 5 ANC. Challenges regarding delegations to the Executive Mayor.	Executive Mayoral system should be replaced by Executive Committee System.	No.	n.a.	MEC could announce Executive Committee System.	0	0	0	0	
1.2	Training of councillors	2 Councillors completed DPA and would like to do the Advanced Course.	Funding insufficient.	No.	1 Councillor approved to do the DPA.	Provide training, travel and subsistence funding for advanced diplomas.	R35 000 per Councillor	R70 000	0	0	
1.3	Oversight report for the 2008/09 FY	Approved annual report with certain corrective actions	A-G report is Unqualified with other matters	No.	Implement A-G items and monitor regularly	Stop adding new requirements including forms	350 000			350 000	SM
1.4	Feedback to communities	Ward committees functional for 2 months	Limited staffing capacity in Strategic Department	Motivated for additional staff member	Appoint additional staff member	Stop adding new requirements including forms	350 000			350 000	SM
<b>2 Administration</b>											
2.1	Recruitment, selection and suspension of employs	Recruitment of technical staff (electricians)	Scarce skills	Appointed	Implement scarce skills policy	Financial assistance with rural incentives. Better schooling.					DT
2.2		No dedicated staff for social programmes function	Funding insufficient	No	Develop funding strategies	Additional national and provincial funding. Assist with the development of policies and strategies, e.g. HIV/Aids, disability, youth, gender. Change the CDW programme that 1 person could be dedicated to the municipality and not 3 x 2 days each per week.	R1m	R500 000	R500 000	0	SM
2.3		Curbing of illegal dumping	Insufficient community capacity to transport waste. Education not sufficient.	Yes, partly	Budgeted for approximately 20 skips	Assist with pamphlets and educational programmes. Assist with capital funding for skips. Assist with operating funding to employee community workers to pick up waste.	R4m	R1m	2	R1m	DT
2.4		Absence of a full staff complement in finance department	Scarce skills. Insufficient funding.	Yes, 2 of 3 positions on draft budget.	Identified 3 positions.	Funding	R350 000	R350 000	0	R550 000	DF

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2		engineering services. LED and biodiversity- no staff.	insufficient as a result of infrastructure and housing needs.	traffic t to be ocal	Possibly 1 LED position on draft budget.	Develop a funding strategy	Facilitate the development of a funding strategy: savings and income generating	R10m	R100 000	R500 000	R9,4m	DA, DT, DC
2.6	Skills Audit conducted for employees	Might struggle to meet deadlines	Newly appointed skills coordinator		Yes	Skills coordinator to be trained and monitored	Best practice communication	0	0	0	0	DA
2.7	Skills development for employees											
2.8	Office accommodation	Construction of municipal offices	Offices were suitable to 2000 structure		no	Capital budget	none					DT
2.9	Professional Services											
2.10	Task implementation											

### 3 Financial Management

3.1	Revenue enhancement	Distribution losses	Insufficient human resources	yes	Cash flow management action plan implemented.	Benchmark and policy direction provided.	0	0	0	0	0	DF
3.2	Cash flow management	Benchmark not agreed on. Insufficient funding.	Insufficient human resources	yes	Cash flow management action plan implemented.	Benchmark and policy direction provided.	0	0	0	0	0	DF
3.3	Repairs and maintenance provision	Benchmark not agreed on. Insufficient funding.	Benchmark not agreed on.	no	Income generating funding strategy developed.	Clear direction on calculation of the benchmark.	R1,5m	0	0	R1,5m/		DT
3.4	Asset management	Insufficient human resource capacity	Insufficient human resources	Partly	Additional post on draft budget	Best practice development and generic processes and systems. Training programmes and funding.	R700 000	R100 000	R100 000	R500 000		DF
3.5	Credibility and transparency of Supply Chain management	SCM	Insufficient human resources	Partly	Additional post on draft budget	Best practice development and generic processes and systems. Training programmes and funding.	R700 000	R100 000	R100 000	R500 000		DF

### 4 Public Participation

4.1	Functionality of Ward Committees	Insufficient human resource capacity	Insufficient funds		Position of Strategic Manager on draft budget	Position of Strategic Manager on draft budget	Best practice development and provide generic policy	R280 000	0	0	R280 000	SM
4.2	Broader public participation policies and plans	No policy	Insufficient human resources		Position of Strategic Manager on draft budget	Position of Strategic Manager on draft budget	Best practice development and provide generic policy	R280 000	0	0	R280 000	SM
4.3	Public Communication systems	MM coordinated newsletters and IT including Website.	Not dedicated public communications and IT persons		IT person appointed. Possible Strategic Manager on draft budget	IT person appointed. Possible Strategic Manager on draft budget	Best practice development	R320 000	0	R50 000	R280 000	SM
4.4	Complaints management systems	Telephonist support only	Coordinator not funded	no	new electronic enquiries system and a computer at each front desk		Best practice development	R280 000	0	0	R280 000	DA

