

Projects	Performance Indicator	Progress in Q1	Progress in Q2
Sector Disputes (cont...)		up to discuss the legal position prior to requesting lawyers to deal with issues.	issued: (a) <b>Micro lending</b> (issue in dispute: whether deductions of micro loans from the payroll is an organisational right) – ruling in favour of SALGA (micro loan from the payroll is not an organisational right). (b) <b>Accrued leave</b> (issue in dispute: interpretation and application of collective agreement; rate of pay for accrued leave) – ruling in favour of SALGA (rate of pay for accrued leave is on the basis of basic salary; excluding benefits). (c) <b>Appointment of non-Section 57 employees on fixed term contracts</b> (arbitration on point <i>in liminar</i> (preliminary points) – ruling against SALGA. Matter scheduled for arbitration on the merits of the case for January 2006. (d) <b>Interpretation and application of a collective agreement</b> (issue in dispute: appointment of presiding officers) – ruling in favour of SALGA (employer to appoint presiding officer at own discretion)

Projects	Performance Indicator	Progress in Q1	Progress in Q2
Job Evaluation	Uniform Job Evaluation system implemented in the sector.	<ul style="list-style-type: none"> <li>Completion of agreement – 31 December 2005</li> </ul>	<ul style="list-style-type: none"> <li>No agreement reached on amendments regarding implementation date for new pay curves, the exclusion of Section 57 managers on the agreement and the categorisation of municipalities.</li> <li>Parties are resuming negotiations in February 2006.</li> <li>Dispute on the issue of Section 57 manager's exclusion has been declared and the Bargaining Council is to advise parties on future date to resolve the matter.</li> </ul>
DWAF Transfers	<ul style="list-style-type: none"> <li>Transfer of employees completed by 1 April 2006.</li> <li>Transfer is done in terms of the law (as stipulated in the proposed MoA) and financial burden has been averted by municipalities.</li> </ul>	<ul style="list-style-type: none"> <li>Cut-off date for transfers – 01 April 2006.</li> <li>Memorandum of agreement to be signed before 31 October 2005.</li> </ul>	<ul style="list-style-type: none"> <li>Memorandum of agreement was drafted by SALGA and DWAF – October 2005.</li> <li>MoA submitted to DWAF trade unions for sign off – failed to reach agreement.</li> <li>Negotiations continue with unions in order to ensure sign off.</li> <li>Proposed MoA submitted to the NEC of SALGA for comments and mandate – process expected to be completed by February 2006.</li> </ul>
EDI Restructuring	<ul style="list-style-type: none"> <li>Transfer of staff done in accordance with law (collective agreement on transfer signed).</li> <li>Bargaining structure for REDs decided.</li> </ul>	<ul style="list-style-type: none"> <li>Inputs are being made into Electricity Bill</li> <li>Decision still pending on bargaining structures</li> <li>Draft is complete and is awaiting sign-off (January 2006)</li> </ul>	<ul style="list-style-type: none"> <li>Proposed transfer agreement before NEC – December 2005.</li> <li>Matter not finalised. To be finalised during NEC of February 2006.</li> <li>Negotiation on future bargaining structures for REDs still in progress. Agreement expected on or before end of March 2006.</li> <li>The shift of the sign-off date is informed by the</li> </ul>

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EDI Restructuring (cont...)			process of continued consultation within the structures to the parties of the EDI restructuring process.
Review of SALGBC's constitution	Complete constitution (to enhance and speed up decision making in the Council).	-	<ul style="list-style-type: none"> <li>▪ Parties had agreed on almost all items in the constitution, with the exception of the exclusion of Section 57 Managers and other managers from the bargaining unit.</li> <li>▪ The decision making powers i.e. simple majority vs two-thirds majority.</li> <li>▪ Parties are perusing an option of an advisory arbitration – finalisation expected after advisory award.</li> </ul>
Integration with the Public Sector.	Harmonisation of Conditions of Service across the Public Services.	-	<ul style="list-style-type: none"> <li>▪ SALGA task team comprising representatives from IGR and Municipal Labour and HR has been established.</li> <li>▪ Timetable for the G&amp;A Cluster meeting has been received.</li> <li>▪ Task team consulting with municipalities on various permutations regarding the process.</li> </ul>
Capacity Building	Creating a pool of competent presiding and prosecuting officers for all district municipalities	-	<ul style="list-style-type: none"> <li>▪ Teleconference held with provincial SALGA HR and Labour Relations Managers to develop proposal for training.</li> <li>▪ All provinces are expected to forward proposals before end of January 2006, indicating training schedules, service providers and cost breakdown.</li> </ul>
Performance Management.	Enhanced PMS capacity in municipalities.	<ul style="list-style-type: none"> <li>▪ Established a PMS task team (expertise from municipalities).</li> <li>▪ Development of first booklet in SALGA PMS Series.</li> </ul>	<ul style="list-style-type: none"> <li>▪ PMS Toolkit (Volume 1) signed off by CEO during October 2005.</li> <li>▪ PMS Toolkit printed.</li> <li>▪ PMS Toolkit launched in</li> </ul>

Projects	Performance Indicator	Progress in Q1	Progress in Q2
Performance Management (cont...)		<ul style="list-style-type: none"> <li>Arrangements for provincial workshops commence.</li> </ul>	<p>KZN on 18 November 2005.</p> <ul style="list-style-type: none"> <li>Provincial workshops conducted to explain the content and application – Nov – Dec 2005.</li> <li>Free State and Limpopo to be concluded during January 2006.</li> <li>It is expected that municipalities with a continued need for PMS support will be identified and support interventions coordinated – March 2006.</li> </ul>
HIV and AIDS in the Municipal Workplace.	Municipalities empowered to deal with, and mitigate the impact of HIV and AIDS on service delivery in the municipal workplace.	<ul style="list-style-type: none"> <li>Established a HIV and AIDS task team.</li> <li>Consulted with relevant stakeholders.</li> <li>Workshop minimum standards to be contained in guideline document.</li> <li>Developed guideline document on dealing with HIV and AIDS in the workplace.</li> <li>Obtain administrative and political approval.</li> </ul>	<ul style="list-style-type: none"> <li>Guidelines had been signed off by the CEO – October 2005.</li> <li>Arrangement concluded with DPLG and SACN to jointly print guidelines.</li> <li>Launch expected after March 2006 (after elections).</li> <li>Provincial workshops to commence subsequent to launch.</li> </ul>
Consolidation of the Municipal HR and Payroll System.	Uniform and consolidated HR and Payroll System in the LG Sector.	<ul style="list-style-type: none"> <li>Conducted a survey.</li> <li>Consult with stakeholders.</li> <li>Established task team.</li> <li>Conceptualised the way forward – project.</li> </ul>	<ul style="list-style-type: none"> <li>Surveyed industry on existing types of payrolls during October 2005.</li> <li>Task team (comprising SALGA, DPLG, Metro, District and Local Municipalities) expected to hold the first meeting during March 2006.</li> <li>Task Team to invite experts to provide input on preferred approach – i.e. single payroll system, integration of systems, etc.</li> </ul>
Section 57 Pay Scales.	Pay Scales framework published by Minister.	<ul style="list-style-type: none"> <li>Conducted a survey.</li> <li>Finalised categorisation of municipalities (10 categories).</li> <li>Developed wage curves across 10 categories for MMs and direct reports.</li> </ul>	<ul style="list-style-type: none"> <li>Categorisation of municipalities: SALGA has withdrawn its intention to negotiate with labour on this matter.</li> <li>Proposal has been prepared for the NEC to lobby DPLG for a legislative process.</li> <li>The proposed pay scales are also expected to be</li> </ul>

Projects	Performance Indicator	Progress in Q1	Progress in Q2
			submitted at the February 2006 NEC.
HR Legal Compliance.	Legal compliance with all HR-related legislation.	<ul style="list-style-type: none"> <li>▪ Conducted a survey.</li> <li>▪ Identification of gaps.</li> <li>▪ Conceptualise HR Policy and Procedure Manual.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Task team (comprising SALGA, Metro, District and Local Municipalities) expected to hold the first meeting during March 2006.</li> </ul>

Strategic objective: Promote the credibility and relevance of the local government agenda in national policy and programmes

Projects	Performance Indicator	Progress in Q1	Progress in Q2
Municipalities Revenue Sources	SALGA position paper on RSC levy replacement alternatives by 30 September 2005	<ul style="list-style-type: none"> <li>▪ Finance Working Group meeting for the finalisation of the position paper to take place during the second week of October 2005.</li> <li>▪ Draft position paper on RSC Levies has been developed</li> </ul>	<ul style="list-style-type: none"> <li>▪ Position paper on RSC Levies has been completed and submission was made to National Treasury</li> </ul>
Assignment of functions and funding	Report on unfunded mandate developed by 31 October 2005	<ul style="list-style-type: none"> <li>▪ Research underway and draft report to be presented to the Finance Working Group for finalization in December 2005.</li> </ul>	<ul style="list-style-type: none"> <li>▪ The assignment is still ongoing as the delay is caused by municipalities submitting irrelevant information</li> <li>▪ Developed a best practice document on identifying and handling of unfunded mandate</li> <li>▪ Developed best practice document on municipal debt recovery or reduction</li> </ul>
Auditor General reports	Provide municipalities and SALGA NEC with analysis of audit reports of all municipalities	-	<ul style="list-style-type: none"> <li>▪ Compiled an analysis of all municipal audit reports for 2005/06</li> </ul>
Intergovernmental Relations	Consistent participation and representation at IGR forums	<ul style="list-style-type: none"> <li>▪ Have a 100% attendance record at relevant national IGR forums</li> </ul>	<ul style="list-style-type: none"> <li>▪ 100% attendance record at relevant IGR forums</li> </ul>
Interaction with the National Assembly and NCOP	Attendance and participation at meetings and workshops	<ul style="list-style-type: none"> <li>▪ Regular attendance of relevant Portfolio and Select Committee meetings. Participated in preparations for the NCOP Limpopo "Taking Parliament to the people" programme</li> </ul>	<ul style="list-style-type: none"> <li>▪ Regular attendance of relevant Portfolio and Select Committee meetings. Participated at the NCOP "Taking Parliament to the People: sitting in Limpopo</li> </ul>
Local Government Experts database	Developed database of local government experts to provide	<ul style="list-style-type: none"> <li>▪ Different functional areas identified for specific technical teams and</li> </ul>	<ul style="list-style-type: none"> <li>▪ Technical teams established and adopted by Governance</li> </ul>

Projects	Performance Indicator	Progress in Q1	Progress in Q2
Housing	Municipalities delivery of housing is properly supported	<ul style="list-style-type: none"> <li>▪ Finalised the Social Housing Toolkit</li> <li>▪ Municipal Accreditation Process Report compiled</li> <li>▪ Participated at the Housing HODs meetings</li> <li>▪ Participated at the Housing MINMEC</li> <li>▪ Conducted a Joint Housing / SALGA MINMEC</li> <li>▪ Participated in the National Housing Indaba for the signing of the Housing Social Compact</li> </ul>	<ul style="list-style-type: none"> <li>▪ Issued a moratorium on sale of municipal land</li> <li>▪ Made inputs to the Housing Sector Planning Framework</li> <li>▪ Made inputs to Housing Municipal Accreditation Framework</li> <li>▪ Made inputs to the Discounted Housing Subsidy Benefit Scheme</li> <li>▪ Made inputs to the Framework for the provision of Emergency Housing in the areas of distress</li> </ul>
Electricity	Municipalities are properly supported through electricity restructuring	<ul style="list-style-type: none"> <li>▪ Agreement on the establishment of the 6 REDs</li> <li>▪ Hosted the Information and Technical Workshops on the electricity restructuring</li> <li>▪ Participation at the EDI Holdings Sectoral workshops</li> <li>▪ Participation at the Association of Municipal Electricity Undertakings</li> </ul>	<ul style="list-style-type: none"> <li>▪ Participated in the REDS Modelling Forum</li> </ul>
Energy	Provision of Municipal services is enhanced	Participate in finalising the FBE Policy	<ul style="list-style-type: none"> <li>▪ Incorporated the independent power producers to supply energy</li> <li>▪ Assisted with the Update of indigence policy</li> <li>▪ Monitor the implementation of indigence policy with regard to FBE</li> </ul>

Projects	Performance Indicator	Progress in Q1	Progress in Q2
Environment	Provision of Municipal services is enhanced	<ul style="list-style-type: none"> <li>▪ Preparations for the participation in the CSD 14</li> <li>▪ Participation in the development of the National Strategy for Sustainable Development</li> <li>▪ Conducted workshops on the Bio-diversity Act and Action Plan</li> <li>▪ Participated in the accreditation of municipalities with the Blue-Flag status</li> </ul>	<ul style="list-style-type: none"> <li>▪ Undertook trip to Canada to attend the World Leaders Summit and Congress of Parties on Climate Change</li> <li>▪ Attended the Climate Change Conference in Johannesburg</li> <li>▪ Partnered with the Global Community Initiative to roll out training on sustainable development initiatives and the Earth-Cat Programme</li> <li>▪ Partnered with the Joint Education Trust in conducting workshops on the Environment Education Learnership</li> </ul>
Waste Management	Provision of Municipal services is enhanced	<ul style="list-style-type: none"> <li>▪ Participating in the development of the Waste Collection Standards</li> <li>▪ Participated in the Cleanest Town Competition</li> </ul>	-
Local Economic Development	Provision of Municipal services is enhanced	<ul style="list-style-type: none"> <li>▪ Developed a CD on Local Economic Development</li> <li>▪ Engaged with DPLG on the preparations for the LED Road-shows</li> <li>▪ Participated in the development of Policy Guidelines for the Implementation of LEDs</li> </ul>	<ul style="list-style-type: none"> <li>▪ Made inputs on the study by the World Bank on Pro-Poor LED Strategies</li> <li>▪ Convened provincial LED Workshops</li> <li>▪ Participated in the Information Sharing workshop on 2010 World Cup</li> </ul>

Projects	Performance Indicator	Progress in Q1	Progress in Q2
Tourism	Provision of Municipal services is enhanced	<ul style="list-style-type: none"> <li>▪ Participation at MIPTECH and Tourism MINMEC</li> <li>▪ Participation at the Tourism Transformation Working Group</li> <li>▪ Participation at the Tourism CEOs Forum</li> <li>▪ Participated in the Tourism month activities</li> <li>▪ Participated in the Tourism Conference</li> <li>▪ Engaged in the Training of Youth in Tourism programmes</li> </ul>	<ul style="list-style-type: none"> <li>▪ Participated in the SA Cities Network Seminar on World Cup 2010 preparations</li> <li>▪ Participated in the National 2010 World Cup Conference</li> <li>▪ Produced a concept strategy on the participation of youth in tourism</li> <li>▪ Made inputs to Municipal tourism strategies</li> </ul>
Water	Provision of Municipal services is enhanced	<ul style="list-style-type: none"> <li>▪ Engaged in Water Services Transfers</li> <li>▪ Participation at the Water Indaba</li> <li>▪ Engagement with DWAF on Water Policy issues</li> <li>▪ Participation in the National Institutional Reform Task Team</li> <li>▪ Participation in the National Sanitation Task Team</li> <li>▪ Conducted road-shows on the state of DWAF asset transfers</li> </ul>	<ul style="list-style-type: none"> <li>▪ Launched the 1<sup>st</sup> Annual Benchmarking Initiative</li> <li>▪ Prepared a benchmarking report</li> <li>▪ Organised a national s78 Learning Conference where municipalities shared their experiences on s78 approaches and benefits</li> </ul>

		<ul style="list-style-type: none"> <li>Developed a concept paper on the establishment of Water Services Provider Network</li> </ul>	
Projects	Performance Indicator	Progress in Q1	Progress in Q2
Development Planning	Provision of Municipal services is enhanced	<ul style="list-style-type: none"> <li>IDP Hearing Report compiled</li> </ul>	<ul style="list-style-type: none"> <li>Developed and launched the Community Based Planning methodology and resource guides</li> <li>Participated in the roll-out of the IDP Nerve Centre</li> </ul>
Transport	Provision of Municipal services is enhanced	<ul style="list-style-type: none"> <li>Participation at the Transport Technical MINMEC and Transport MINMEC</li> <li>Preparations for joint Public Transport Workshop with Transport Ministry and Mayors Indaba on Transport</li> </ul>	<ul style="list-style-type: none"> <li>Participated in the Public Transport Month</li> <li>Jointly hosted the Municipal Public Transportation Workshop with DoT</li> </ul>
EPWP	Support Municipal Infrastructure Development and Public Works		<ul style="list-style-type: none"> <li>Made inputs on MIG policy Review</li> <li>Made inputs on the migration of the Electrification Fund to MIG</li> <li>Participated in MIG workshop</li> </ul>

Strategic objective: Promote the enhancement and mobilisation of existing capacity within the local government sphere to share responsibility for its own development

Projects	Performance Indicator	Progress in Q1	Progress in Q2
Municipal Budget Week	Support Municipal Budget Cycle through knowledge sharing by 31 July	<ul style="list-style-type: none"> <li>Workshops held between 16 July and 14 August throughout all provinces with municipalities presenting their budgets and budgeting processes</li> </ul>	-
Service delivery database	Fully developed database	<ul style="list-style-type: none"> <li>Prepared questionnaire and information gathering</li> </ul>	-

Strategic objective: To mainstream issues of gender, youth, people and HIV/AIDS as central cross-cutting issues in local government developmental agenda

Projects	Performance Indicator	Progress in Q1	Progress in Q2
50/50 Campaign	<ul style="list-style-type: none"> <li>▪ A national summit be held</li> <li>▪ The resolutions of the national summit be taken to provinces through summits or workshops</li> <li>▪ Building the capacity of municipalities and communities on the 50/50 campaign</li> <li>▪ Encouraged political parties to adopt the 50/50 policy</li> <li>▪ The audit and administrative leadership in the campaign</li> </ul>	<ul style="list-style-type: none"> <li>▪ National Summit held</li> <li>▪ 4 provinces held provincial summits</li> <li>▪ The development of a gender policy by eThekweni and uMsunduzi municipality in partnership with a civil society organisation.</li> <li>▪ The launch of the Free State Voter Education in partnership with civil society organisations</li> <li>▪ No progress as political parties have resisted the visits by the SALGA political leadership. Written responses have been received from five political parties. SALGA to assess and evaluate the political parties' manifestos</li> <li>▪ The LG audit will take place after the LG elections and the audit on the implementation of the equity plans</li> </ul>	<ul style="list-style-type: none"> <li>▪ A 50/50 Campaign Booklet was developed and circulated to all political parties in all provinces in SALGA Offices and municipalities</li> <li>▪ The Women in Local Government catalogue was developed and distributed to all political parties in all provinces SALGA Offices and municipalities</li> <li>▪ 50/50 Campaign: Media Publicity</li> <li>▪ Letters sent to all political parties to encourage them to ensure equal gender representation on party candidate lists.</li> <li>▪ SALGA provincial offices publicly demonstrated their support for the 16 Day Campaign, Day of the Disabled and World Aids Day (Banners were displayed on public notice boards)</li> <li>▪ Developing, in partnership with DWAF and DPLG Gender Frequently asked questions</li> <li>▪ Consultations held with national departments to develop a 5 year strategic document for</li> </ul>

			<p>social development programmes in local government</p> <ul style="list-style-type: none"> <li>▪ Partnerships with government departments enhanced</li> </ul>
Projects	Performance Indicator	Progress in Q1	Progress in Q2
Developing a municipal HIV and Aids audit	<ul style="list-style-type: none"> <li>▪ Service provider identified</li> <li>▪ Questionnaire developed</li> <li>▪ Questionnaires sent to municipalities</li> <li>▪ Responses analysed</li> <li>▪ Desktop research done</li> <li>▪ Report to be submitted to SALGA</li> </ul>	<ul style="list-style-type: none"> <li>▪ Service Provider appointed</li> <li>▪ Questionnaire developed and sent</li> </ul>	<ul style="list-style-type: none"> <li>▪ Questionnaires were analysed and draft report was produced</li> <li>▪ Site visits to municipalities to verify and capture good practices</li> </ul>
Formulating Youth Development Strategy for Local Government	<ul style="list-style-type: none"> <li>▪ Service provider identified</li> <li>▪ Questionnaire developed</li> <li>▪ Questionnaires sent to municipalities</li> <li>▪ responses analysed</li> <li>▪ desktop research done</li> <li>▪ -Draft report to be submitted to SALGA</li> <li>▪ Consultative workshop to be held</li> </ul>	<ul style="list-style-type: none"> <li>▪ Service provider was appointed</li> <li>▪ Research report was completed</li> </ul>	<ul style="list-style-type: none"> <li>▪ Youth Indaba held to consult with municipalities and civil society organisations on the Youth Development Programmes for LG</li> <li>▪ Youth Draft Strategy developed and circulated to all government departments (national)</li> <li>▪ Draft Youth Development Strategy circulated to all municipalities for input</li> <li>▪ Consultations held with national departments to develop a 5 year strategic document for social development programmes in local government</li> </ul>

<ul style="list-style-type: none"> <li>• Government programs in local development with government involvement</li> </ul>			
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Strategic Objective: To facilitate and support the capacity of member municipalities locally and throughout the continental and international exchanges and peer learning in key areas

Projects	Performance Indicator	Progress in Q1	Progress in Q2
Local Learning Network (LLN) Plenary meeting	At least one plenary meeting per quarter	Held in Matjhabeng Local Municipality in August 2005	-
Steering Committee Meetings	Bi - monthly	Held one District Learning Network meeting in August 2005	-
KSP Assessment	Assessment report	Ongoing	-
LLN Task Teams	Five Task Teams	Formed in August 2005	-
Peer Review Reports	Adoption of Peer Review Reports	Discussions took place at Sedibeng DM Mayoral Committee Meeting. Discussions took place at Mogale City LM Mayoral Committee Meeting	-
Community Based Planning	Community Based Planning commenced	Community Based Planning Lesson Learning Workshop conducted	-
LOGO South Programme	Enhance Twinning between Dutch and South African municipalities on Social Housing	LOGO South coordinator appointed	-

Strategic objective: To facilitate and support the capacity building of member municipalities locally and through continental and international exchanges and peer learning in key areas and quality of services to its members

Projects	Performance Indicator	Progress in Q1	Progress in Q2
LGSETA Activities	<ul style="list-style-type: none"> <li>▪ Amendment of the Constitution</li> <li>▪ WSP submission</li> <li>▪ Deployment of SALGA representatives to LGSETA Committee</li> <li>▪ SSP Review</li> <li>▪ Meeting with the Minister of Labour</li> </ul>	<ul style="list-style-type: none"> <li>▪ Comments submitted</li> <li>▪ 80% submission, closed on the 30/09</li> <li>▪ Work in progress</li> <li>▪ Provincial Reviews done</li> <li>▪ Done quarterly</li> </ul>	<ul style="list-style-type: none"> <li>▪ Constitution was amended</li> <li>▪ Deployment of SALGA representatives to LGSETA Committees was finalised</li> <li>▪ Appointment of Provincial managers(- Limpopo/ Mpumalanga and Gauteng/ NW) were made</li> <li>▪ Assessment of the CEO</li> <li>▪ Done quarterly</li> </ul>

Projects	Performance Indicator	Progress in Q1	Progress in Q2
SALA IDA	<ul style="list-style-type: none"> <li>▪ Provincial preparatory visits</li> <li>▪ Signing of MOU with SALA IDA</li> <li>▪ Launch of the SALA IDA Study Tour</li> <li>▪ Study Tour</li> </ul>	<ul style="list-style-type: none"> <li>▪ Done</li> <li>▪ Done</li> <li>▪ Done</li> </ul>	<ul style="list-style-type: none"> <li>▪ First phase of the study tour was undertaken</li> </ul>
SALGA Short Courses	<ul style="list-style-type: none"> <li>▪ Pilot SDF's training survey conducted</li> <li>▪ Signing of MOU with InDevGro</li> </ul>	<ul style="list-style-type: none"> <li>▪ Work in progress</li> <li>▪ To be signed</li> </ul>	<ul style="list-style-type: none"> <li>▪ Completed</li> <li>▪ MOU was signed</li> </ul>
EPWP	<ul style="list-style-type: none"> <li>▪ Training of officials on managing labour intensive projects</li> </ul>	<ul style="list-style-type: none"> <li>▪ Continuous</li> </ul>	<ul style="list-style-type: none"> <li>▪ NQF-L5 completed</li> <li>▪ NQF-L7 Recruitment in progress</li> </ul>
Councillor Development Programme	<ul style="list-style-type: none"> <li>▪ Graduation ceremonies in 8 provinces</li> <li>▪ KZN graduation outstanding</li> </ul>	<ul style="list-style-type: none"> <li>▪ Done</li> <li>▪ To be held on the 28 Oct 05</li> </ul>	<ul style="list-style-type: none"> <li>▪ Consultative process (Speakers fora, HRMWG, etc.)</li> <li>▪ Development of Cllr induction Concept paper.</li> <li>▪ Development of funding proposal</li> <li>▪ Development of Induction Material</li> <li>▪ Graduation was held</li> </ul>
Skills Needs Audit	<ul style="list-style-type: none"> <li>▪ Tool developed and sent to municipalities</li> </ul>	<ul style="list-style-type: none"> <li>▪ Ongoing</li> </ul>	<ul style="list-style-type: none"> <li>▪ Awaiting response</li> <li>▪ Training plan for the next term for Councillors and officials</li> </ul>
Executive Leadership Development Programme	<ul style="list-style-type: none"> <li>▪ Funding Proposal developed</li> </ul>	<ul style="list-style-type: none"> <li>▪ Ongoing</li> </ul>	<ul style="list-style-type: none"> <li>▪ Awaiting response</li> </ul>
LOGOLA	<ul style="list-style-type: none"> <li>▪ Registration of qualification (SAQA process)</li> <li>▪ Circulated for public comment</li> </ul>	<ul style="list-style-type: none"> <li>▪ Draft in place</li> <li>▪ Work in progress</li> </ul>	<ul style="list-style-type: none"> <li>▪ Registration of NQF-L5 Qualification</li> <li>▪ Busy developing implementation strategy</li> </ul>
IDASA/UN HABITAT	<ul style="list-style-type: none"> <li>▪ Preparatory meetings for the high level Training of Trainers for the sector</li> </ul>	<ul style="list-style-type: none"> <li>▪ Work in progress</li> </ul>	
CIFAL	<ul style="list-style-type: none"> <li>▪ Skills Development/ Experiential learning exchange program</li> </ul>		<ul style="list-style-type: none"> <li>▪ MoA drafted by SALGA, awaiting comments from partners.</li> </ul>

Projects	Performance Indicator	Progress in Q1	Progress in Q2
Language Policy	<ul style="list-style-type: none"> <li>▪ Consultative process (Pan-Salb, Dept. of Arts/Culture)</li> <li>▪ Draft policy for internal and external audience.</li> </ul>		<ul style="list-style-type: none"> <li>▪ Done</li> <li>▪ Work in progress</li> </ul>

Strategic objective: To ensure that SALGA enhances and maintains a high profile position locally, regionally and internationally

Projects	Performance Indicator	Progress in Q1	Progress in Q2
Establish a fully-fledged SALGA's international relations unit with dedicated resources to support SALGA's mission.	<ul style="list-style-type: none"> <li>▪ Drawing up an international relations strategy that will guide SALGA's priorities, interventions and operations in the field.</li> </ul>	<ul style="list-style-type: none"> <li>▪ In the process of being compiled.</li> </ul>	
Signed MOU with LGIB in June 2005 and conducted a study tour to LGIB to share strategy development in July 2005. Conducted a Municipal Audit to scan status quo on Municipal International Relations practices	<ul style="list-style-type: none"> <li>▪ Secured funding / budget to carry joint activities on IR development</li> </ul>	<ul style="list-style-type: none"> <li>▪ Partnership started in June 2005 and to end in Dec 2006</li> </ul>	
<ul style="list-style-type: none"> <li>▪ Information Dissemination Strategy workshop attended in UK at CLGF</li> </ul>	<ul style="list-style-type: none"> <li>▪ Audit Questionnaire sent to Municipalities</li> <li>▪ Strategic sharing of methods to use when disseminating info on CLGF programmes and commonwealth countries</li> </ul>	<ul style="list-style-type: none"> <li>▪ Received responses and appointed consultant to analyse and submit a report on findings to SALGA</li> <li>▪ A follow-up workshop in Nov 2005 to apply and practise shared strategy to see if it works in SA</li> </ul>	<ul style="list-style-type: none"> <li>▪ Audit Report available</li> </ul>
Conducted a survey to identify African Local Government Associations that can associate with SALGA on matters of Local Government Development	<ul style="list-style-type: none"> <li>▪ SALGA undertook a Study tour to Ghana, Mali and Kenya</li> </ul>	<ul style="list-style-type: none"> <li>▪ Completed study tour and identified areas of co-operation in three African local Government Associations (ALGEK, AMM, NALAG)</li> <li>▪ AMM to sign MOU with SALGA before the end of 2005</li> </ul>	

Projects	Performance Indicator	Progress in Q1	Progress in Q2
Engaged in ICT workshops from Cape Town to Senegal – Dakar.	<ul style="list-style-type: none"> <li>SALGA to consult SA Municipalities and assess the status quo of e-services, ICT workshop planned for 27 and 28 October 2005.</li> </ul>	<ul style="list-style-type: none"> <li>SALGA to collate information on SA position and prepare a fundraising proposal to Global Solidarity Funding</li> </ul>	<ul style="list-style-type: none"> <li>ICT workshop took place and South African position on ICT development shared with global players</li> </ul>
Promotion of partnerships with Hibiscus Municipality, SAEMA – Ashanti in Ghana	<ul style="list-style-type: none"> <li>Partnership proposal facilitated with Hibiscus Municipality</li> </ul>	<ul style="list-style-type: none"> <li>Partnership proposal acceded to</li> </ul>	-
UCLG Millennium Towns & Cities Campaign	<ul style="list-style-type: none"> <li>SALGA IR Sent communication to all Municipalities in SA and 21 municipalities co-operated</li> </ul>	<ul style="list-style-type: none"> <li>In process</li> </ul>	-

Strategic objective: Promote a lawful governance system which will enable service delivery in a developmental state

Projects	Performance Indicator	Progress in Q1	Progress in Q2
Municipal Office Bearers Handbook	Fully developed Municipal Office Bearers Handbook	<ul style="list-style-type: none"> <li>First draft prepared and approved by NEC for further development</li> </ul>	<ul style="list-style-type: none"> <li>Second draft prepared to be considered by the Governance and IGR Working Group</li> </ul>
Standard by-laws	Implementation of by-laws	<ul style="list-style-type: none"> <li>Draft by-laws prepared</li> </ul>	-
Project Consolidate	Organised Local Government participation in Project Consolidate	<ul style="list-style-type: none"> <li>All SALGA provincial offices involved in different structures of Project Consolidate at provincial level</li> </ul>	<ul style="list-style-type: none"> <li>Continuous involvement with structures of Project Consolidate</li> </ul>
Councillor Support	<ul style="list-style-type: none"> <li>Full Review of the current system of councillor support</li> <li>Developed SALGA views on 2005 Upper Limits Notice</li> </ul>	<ul style="list-style-type: none"> <li>Fully developed SALGA position</li> <li>Comprehensive comments on 2005 Notice prepared and submitted to DPLG</li> </ul>	<ul style="list-style-type: none"> <li>2004/05 Notice published and forwarded to all municipalities with guidelines for adoption -</li> </ul>
Property Rates Act	Implementation of the Act	Participated in the development of Valuation Guidelines and preparations for provincial workshops	<ul style="list-style-type: none"> <li>Full SALGA participation at the provincial workshops organised by DPLG</li> </ul>
Intergovernmental Relations Framework Act	Implementation of the Act	Made input in the development of an implementation plan	-
Electricity Regulation Bill	SALGA participation during the parliamentary legislative process	Developed comprehensive comments on the Bill	<ul style="list-style-type: none"> <li>Full SALGA participation at both Portfolio Committee and Select Committee deliberations on the Bill.</li> </ul>

Projects	Performance Indicator	Progress in Q1	Progress in Q2
Governance and Legal Support	Development of legal opinions. Governance advice to municipalities	Regular governance and legal advice to municipalities	<ul style="list-style-type: none"> <li>▪ Continuous governance and legal advice to municipalities</li> <li>▪ Assisted Inkwanca Municipality to put proper community participation structures in place</li> </ul>
Cross Boundary Municipalities Bill and Constitutional 12 <sup>th</sup> Amendment Bill	SALGA participates to ensure interests of local government are taken into consideration in legislative processes	-	<ul style="list-style-type: none"> <li>▪ Full SALGA participation at both Provincial and National Legislature deliberations on the Bills</li> </ul>
Traditional Leadership	Continuous interaction with Traditional Leadership	-	<ul style="list-style-type: none"> <li>▪ Participated at the National Traditional Leadership Conference</li> </ul>
Support MFMA Implementation	Develop inputs in terms of section 42(2)	-	<ul style="list-style-type: none"> <li>▪ Drafted comments on Eskom's price increase and revenue requirement consultation</li> </ul>
Public Private Partnerships (PPPs)	Proper and effective implementation of PPPs	Establishment of Technical Task Team with National Treasury and DPLG	-

## 7. Conclusion

This report includes progress made in the last quarter so that the readers of this report could track progress. SALGA received a final audit report with a disclaimer of opinion, and Management is currently developing a plan to avert reports of that nature in future. The disclaimer of opinion was as a result of weak internal controls which are historical in nature which the new management had no control over. Secondly, for the first time SALGA consolidated its financial statements with that of its provinces, which had numerous problems. We have endeavoured though to ensure that the information provided in this report is accurate and factual. We will nevertheless strive to keep improving our reporting.



### FINANCIAL REVIEW

#### PROGRAMME COSTS CONSISTS MAINLY OF THE FOLLOWING:

- ❖ Budget week forums
- ❖ CEO's provincial visits
- ❖ Development of RSC levy position paper
- ❖ Research on unfunded mandates
- ❖ 50/50 gender campaign
- ❖ Participation in IGR Structures, NCOF, etc.

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### FINANCIAL REVIEW

#### EXPENDITURE

- ❖ Percentage distribution of budgeted income

	Budgeted	Actual
❖ Personnel Costs	31%	71%
❖ Administrative Costs	8%	46%
❖ Capital Costs	6%	21%
❖ Programme Costs (National)	20%	32%
❖ Programme Costs (Provincial)	36%	53%

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### CONCLUSION

- ❖ It is clear that under the new leadership, SALGA has achieved lot of things and will endeavour to achieve more
- ❖ All the DCED in provinces have now been appointed, and capacity (both human and financial resources) has been improved and will continue to be improved at provincial level as we realise that this is where SALGA competitive advantage lies
- ❖ SALGA's checks and balance structures have been significantly improved
- ❖ There is a comprehensive plan in place to turn the disclaimer of audit opinion around
- ❖ All efforts are employed to convince the Minister of Finance to de-list or favourably list SALGA in PFMA, as we believe that long term sustainability of SALGA depends on this matter
- ❖ Attendance by SALGA in IGR structures has significantly improved
- ❖ Relations with stakeholders has significantly improves
- ❖ Municipalities are now more confident in SALGA's ability to deliver services to them, this is demonstrated by their overwhelming response to membership levies payment

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