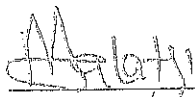


(5/1/2) (26TH MAY 2022)

RESOLUTION

1. That Council **NOTES** the status quo at the Budget and Treasury Office, Planning and Development, Community and Social Services, Office of the Municipal Manager as well as the Department of Technical Services.
2. That Council **NOTES** of the two positions of Organisational Design Officer and Performance Management Officer in the Department of Corporate Services.
3. That Council **APPROVE** the creation of the OD Officer and the PMS Officer in the Department of Corporate Services.
4. That Council **NOTES** that Municipal Staff Regulation and Guidelines that will be effective from the 1st July 2022. In terms of the Regulations, any conditions on the Collective Agreement that differs with the Staff Regulations will be superseded by the regulation.
5. That Council **NOTES** the total cost of the 2022/23 Organisational Structure will be R221 788 869.
6. That Council **APPROVE** the Organisation Structure for the financial year 2022/23.



MALATJI MIM

MAYOR

REVIEW OF THE ORGANISATIONAL STRUCTURE (CORPS)

(5/1/2)

25 May 2022

The Municipal Systems Act requires municipalities to review the Organisational Structure on an annual basis in order to align to the IDP and budgetary processes, which should be approved by Council within a specific period of time.

A meeting was held with the Local Labour Forum to review the Organisational Structure for the financial year 2022/23. Deliberations were held and the following principles:-

- (i) That the Status Quo of the Organisational Structure under Budget and Treasury Office, Planning and Development, Technical Services and Community & Social Services with the exception of the Department of Corporate Services where the position of the Organisational Design Office (OD) and Performance Management Officer (PMS) to align with the new Municipal Staff Regulations effective from 1st July 2022.
- (ii) That the OD and PMS Officer are regulated positions that needs to be appointed for compliance with the Staff regulations.
- (iii) That currently COGSTA is assisting the municipality in terms of the functional Organisation Structure and that no upgrade of positions pending the finalisation of Coghsta's recommendations.
- (iv) That no position will be abolished.

1. Office of the Municipal Manager

No changes made.

2. Corporate Services

The following positions in compliance with the requirements of the Staff Regulations were created.

- 2.1. The position of the Organisation Design Officer to deal with the Organisational Structure and Job Evaluation of the municipality.
- 2.2. The position of the Performance Management System Officer to align with the new Municipal Staff Regulation.

3. **Budget and Treasury Office**
No changes, status quo remains.
4. **Community and Social Services**
No Changes Status Quo remains
5. **Planning and Development Department**
No changes were made, Status Quo remains
6. **Department of Technical Services**
No changes were made, status quo.

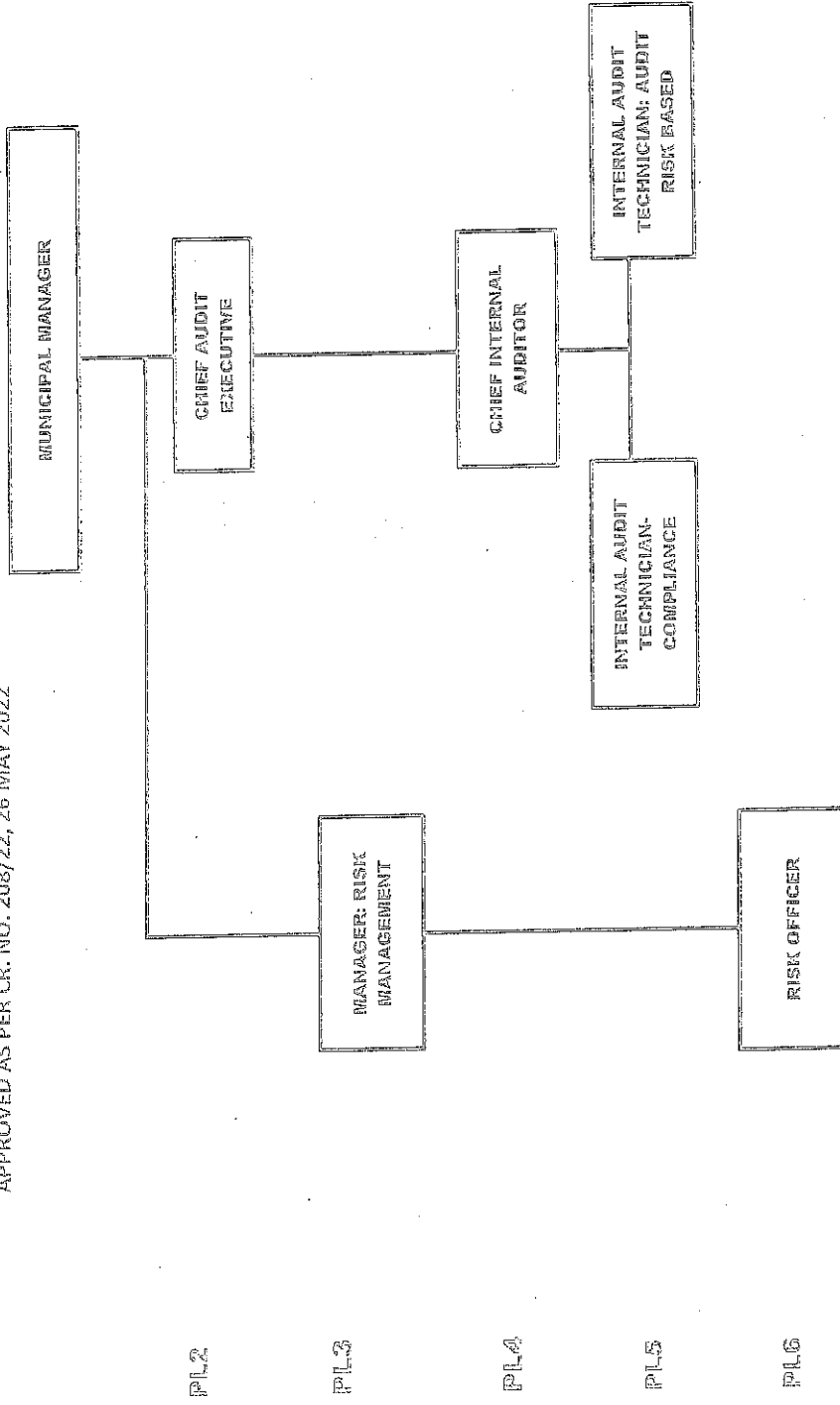
RECOMMENDATIONS

- (I) That Council **NOTES** the status quo at the Budget and Treasury Office, Planning and Development, Community and Social Services, Office of the Municipal Manager as well as the Department of Technical Services.
- (II) That Council **NOTES** of the two positions of Organisational Design Officer and Performance Management Officer in the Department of Corporate Services.
- (III) That Council **APPROVES** the creation of the OD Officer and the PMS Officer in the Department of Corporate Services.
- (IV) That Council **NOTES** that Municipal Staff Regulation and Guidelines that will be effective from the 1st July 2022. In terms of the Regulations, any conditions on the Collective Agreement that differs with the Staff Regulations will be superseded by the regulation.
- (V) That Council **NOTES** the total cost of the 2022/23 Organisational Structure will be R221 788 869.
- (VI) That Council **APPROVES** the Organisation Structure for the financial year 2022/23.

OFFICE OF THE
MUNICIPAL MANAGER

AUDIT AND RISK DIVISION

APPROVED AS PER CR. NO. 208/22, 26 MAY 2022



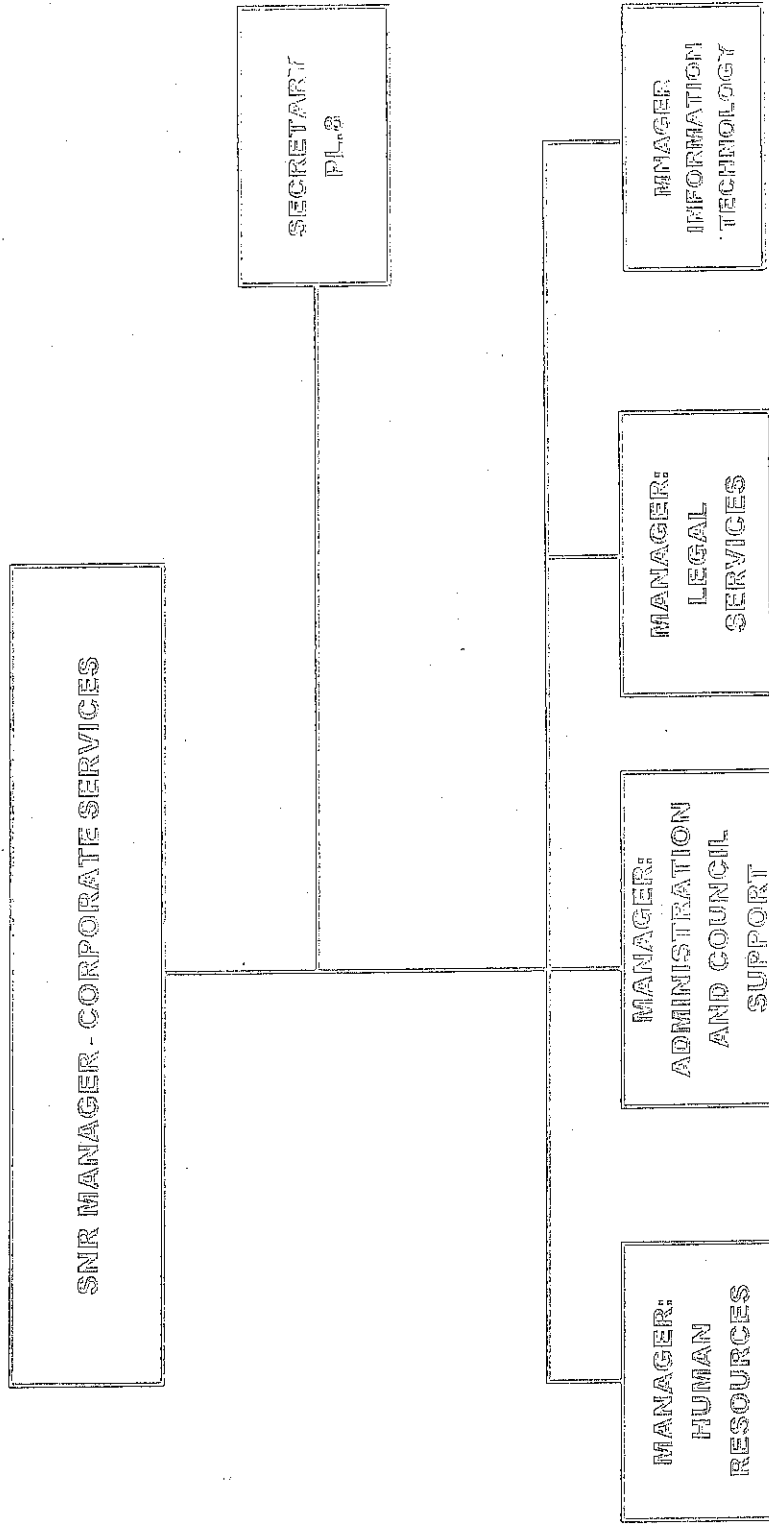
Divisional total 6

TOTAL POSITIONS = 35

CORPORATE SERVICES

APPROVED AS PER COUNCIL RESOLUTION NO. 208/22 DATED 26 MAY 2022

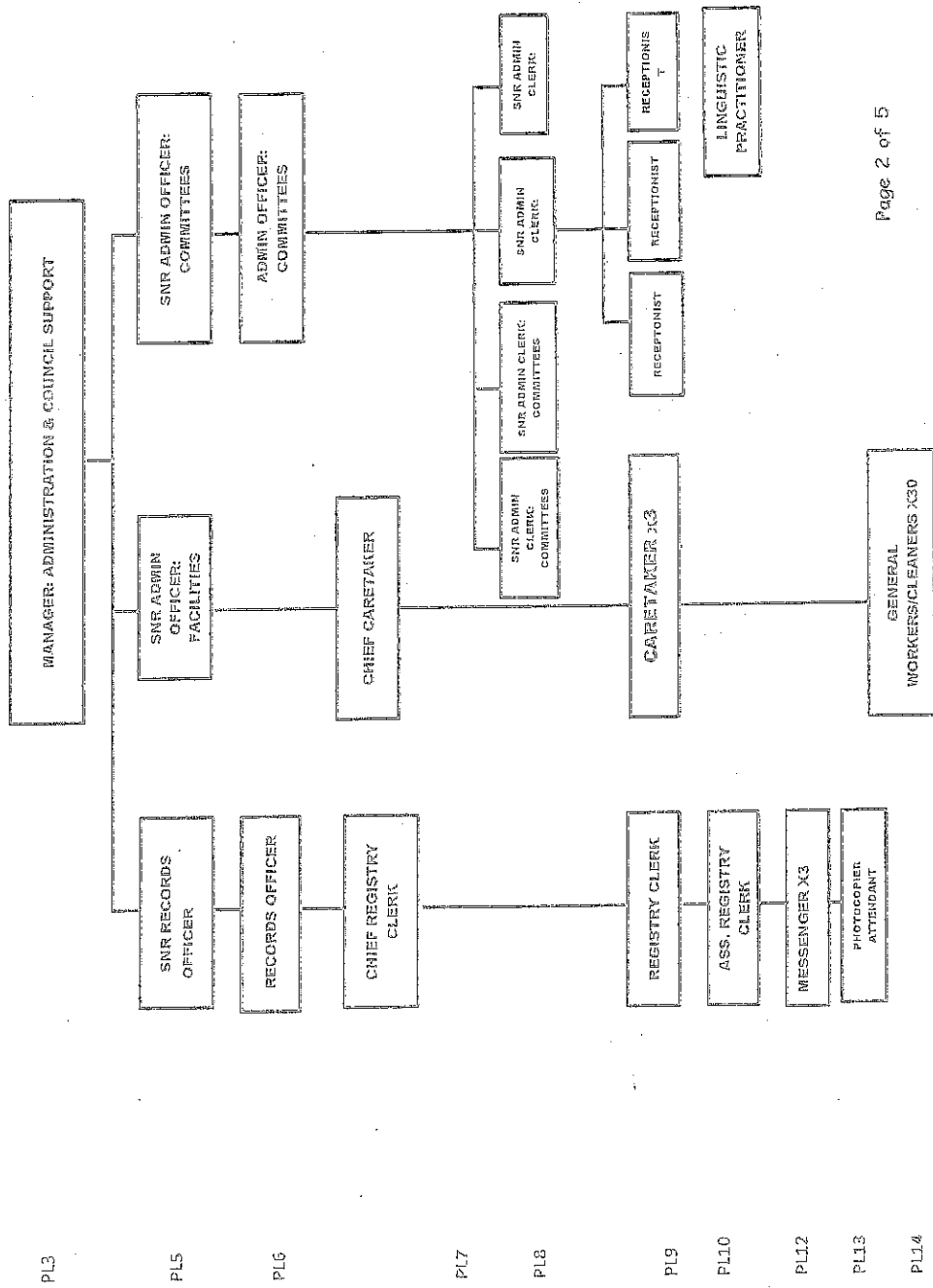
CORPORATE SERVICES - ORGANOGRAM



PL3

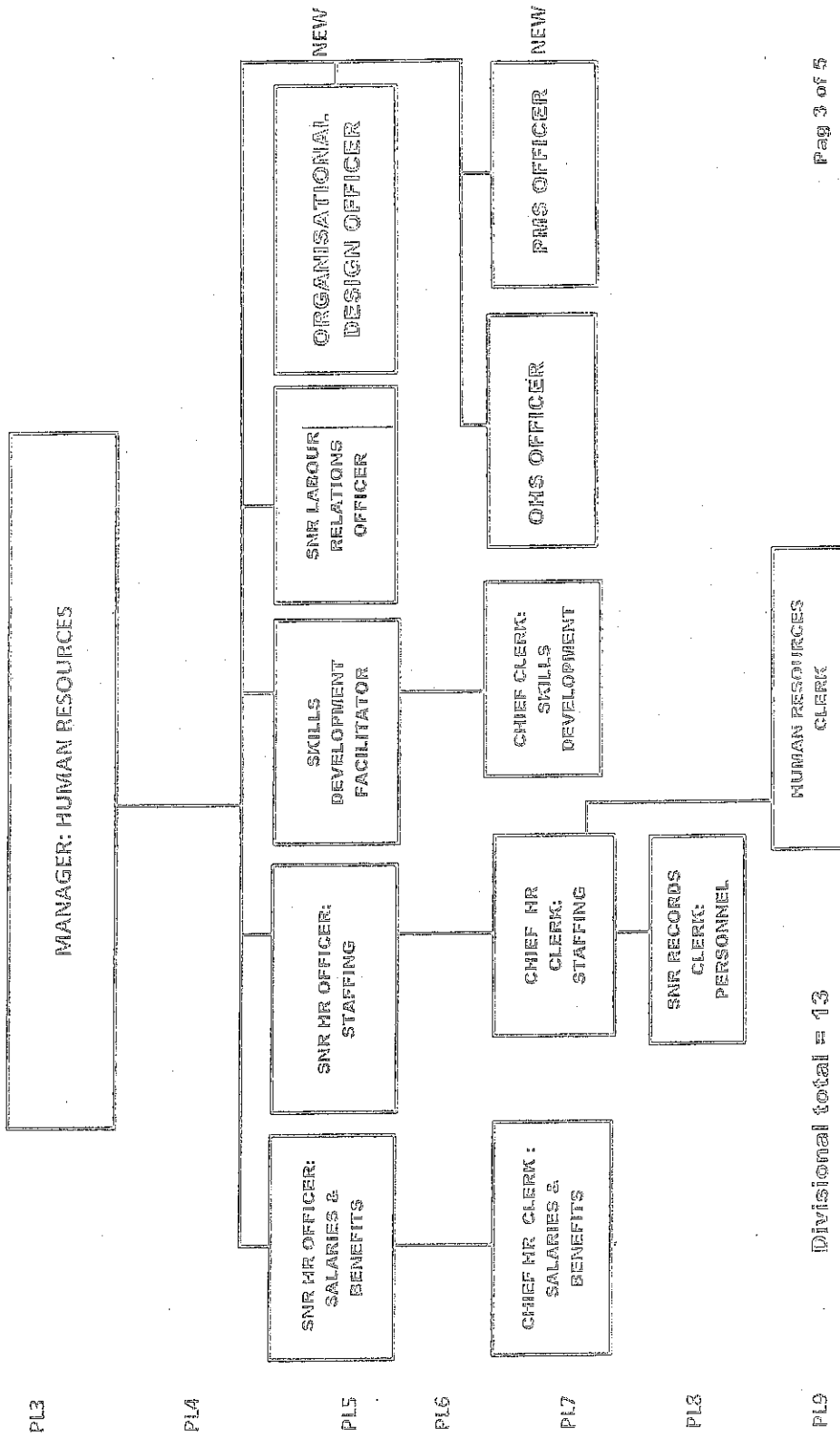
Divisional total = 2

ADMINISTRATION DIVISION



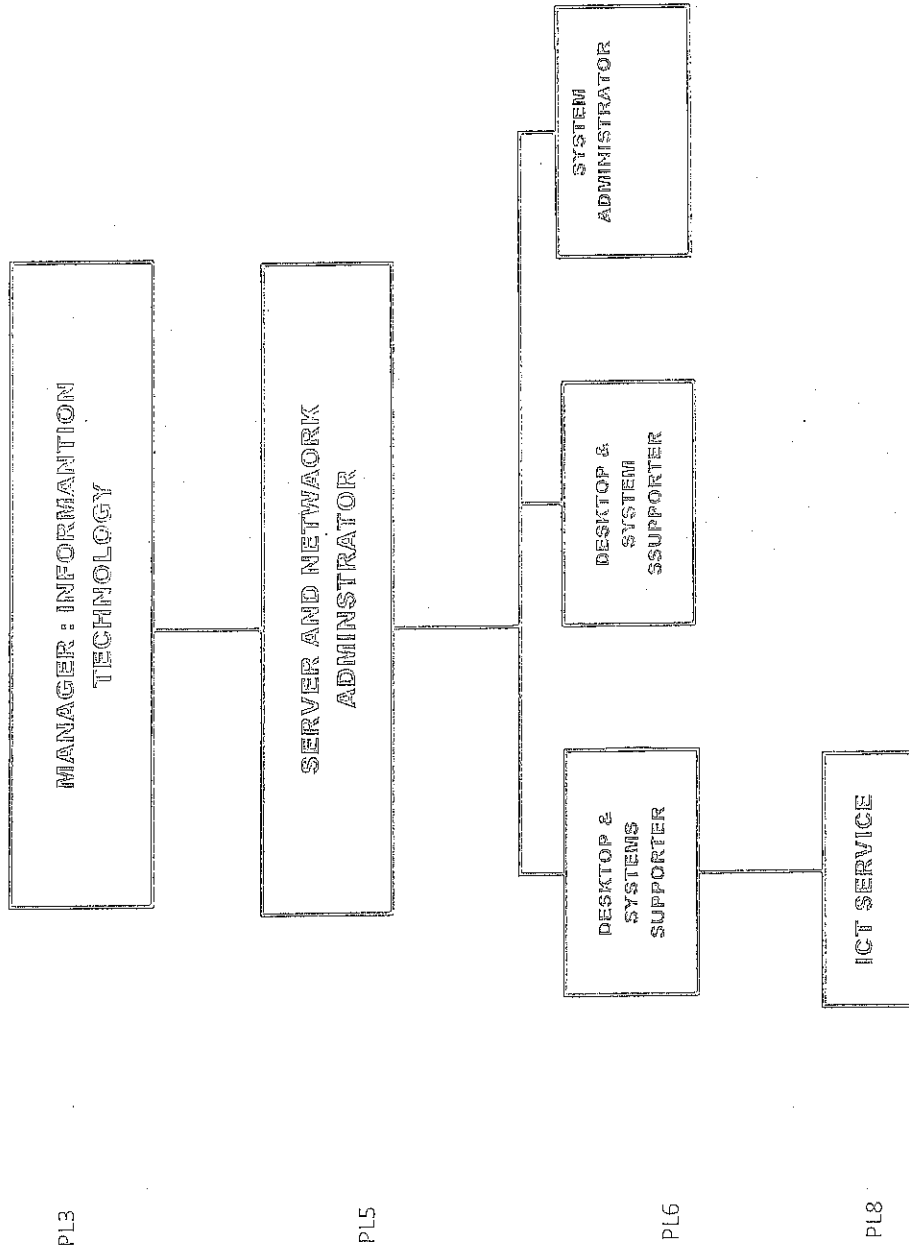
Divisional total = 55

HUMAN RESOURCES DIVISION



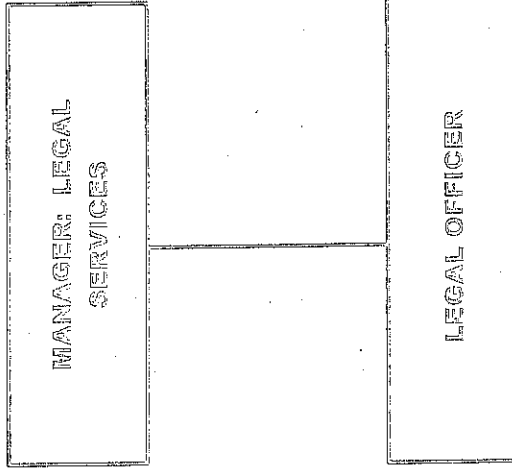
Divisional total = 13

INFORMATION TECHNOLOGY DIVISION



Divisional total = 6

LEGAL DIVISION



3

4

5

6

Divisional total = 2

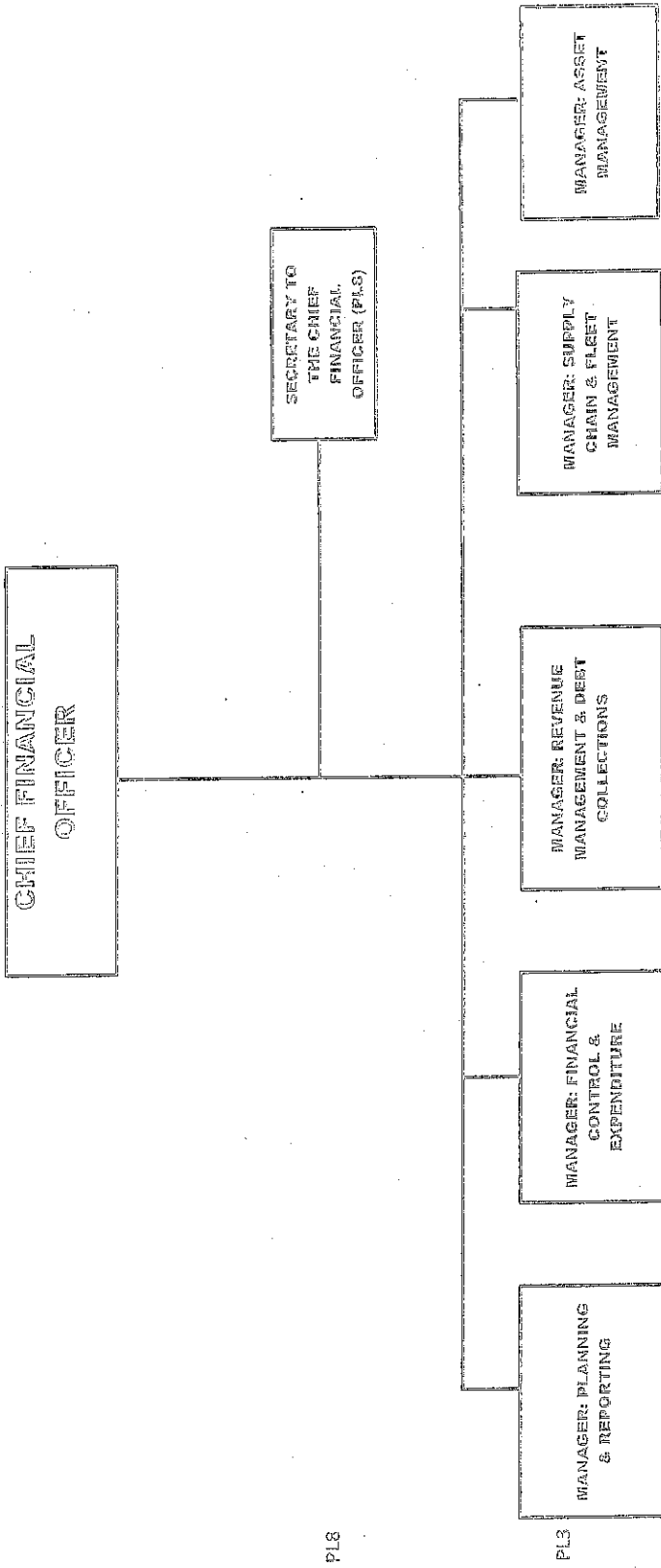
ALL POSITIONS = 76

77

BUDGET &

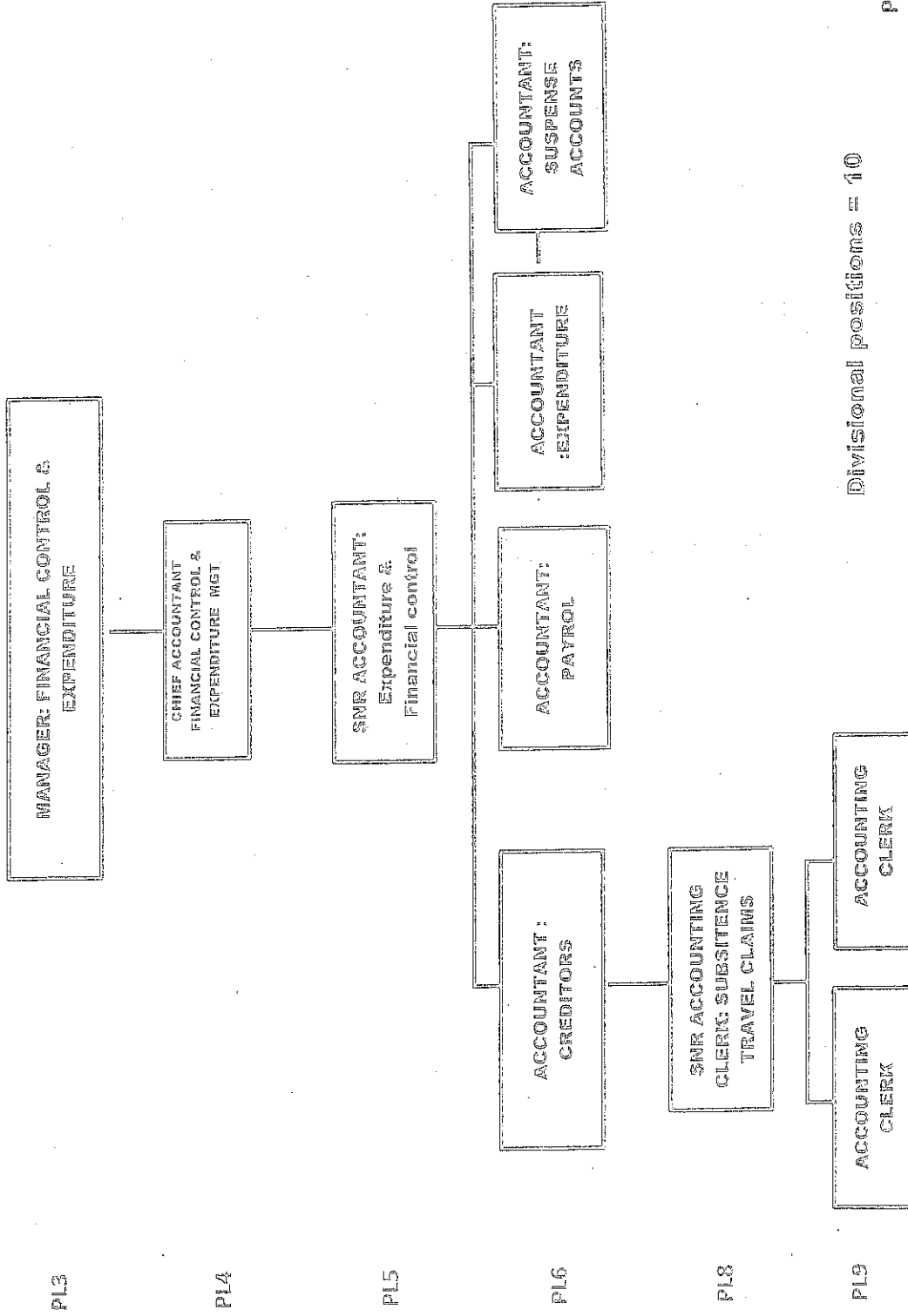
TREASURY OFFICE

BUDGET AND TREASURY OFFICE



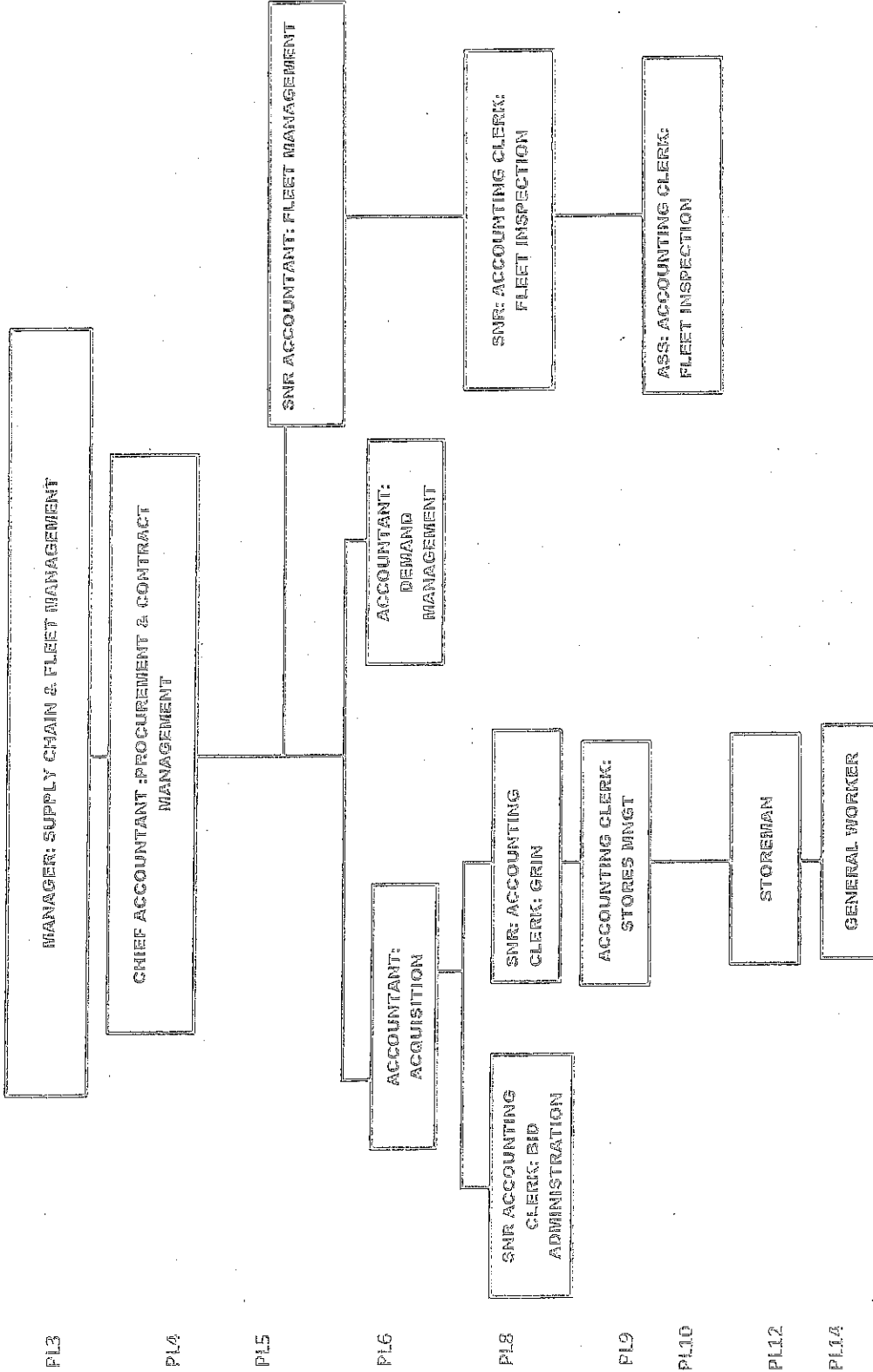
Divisional positions = 2

FINANCIAL CONTROL AND EXPENDITURE

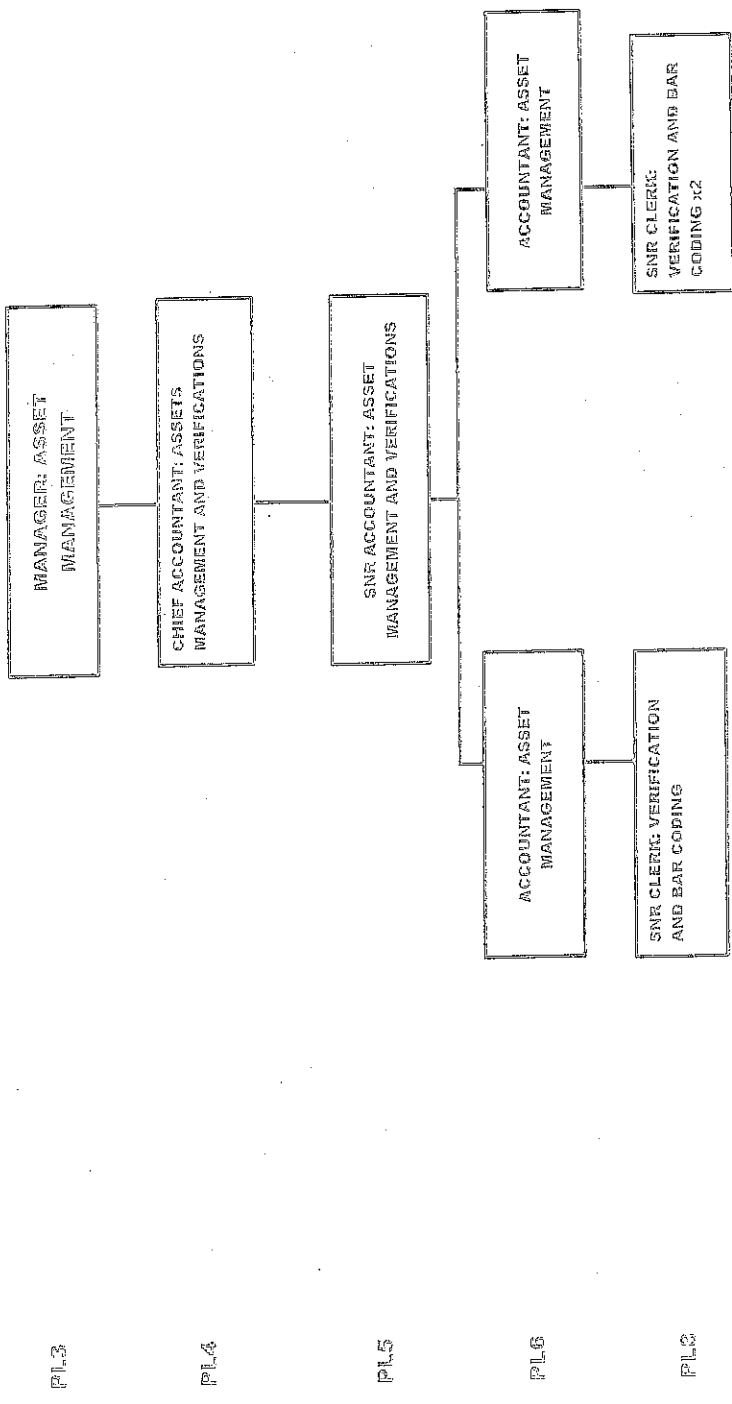


Divisional positions = 10

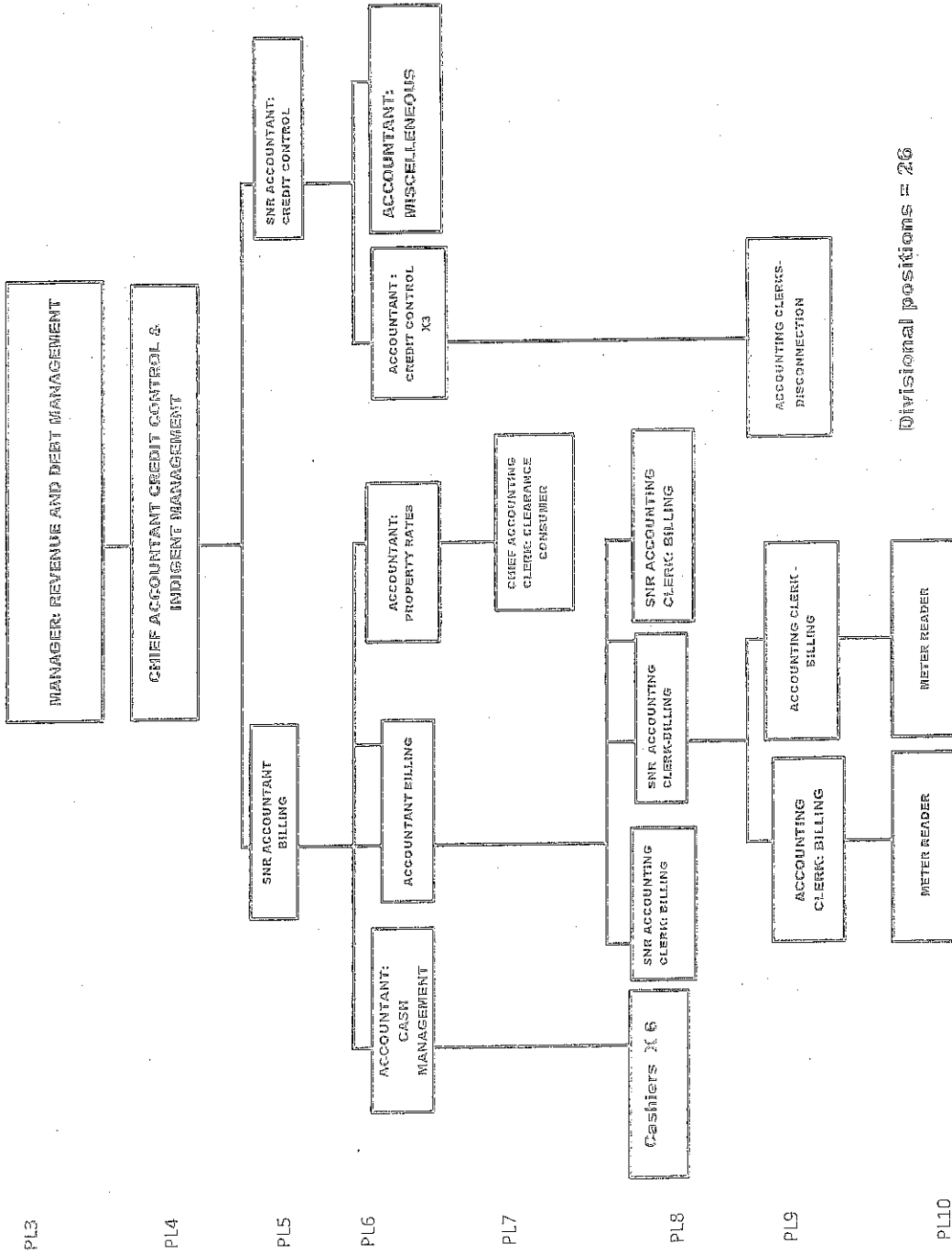
SUPPLY CHAIN MANAGEMENT



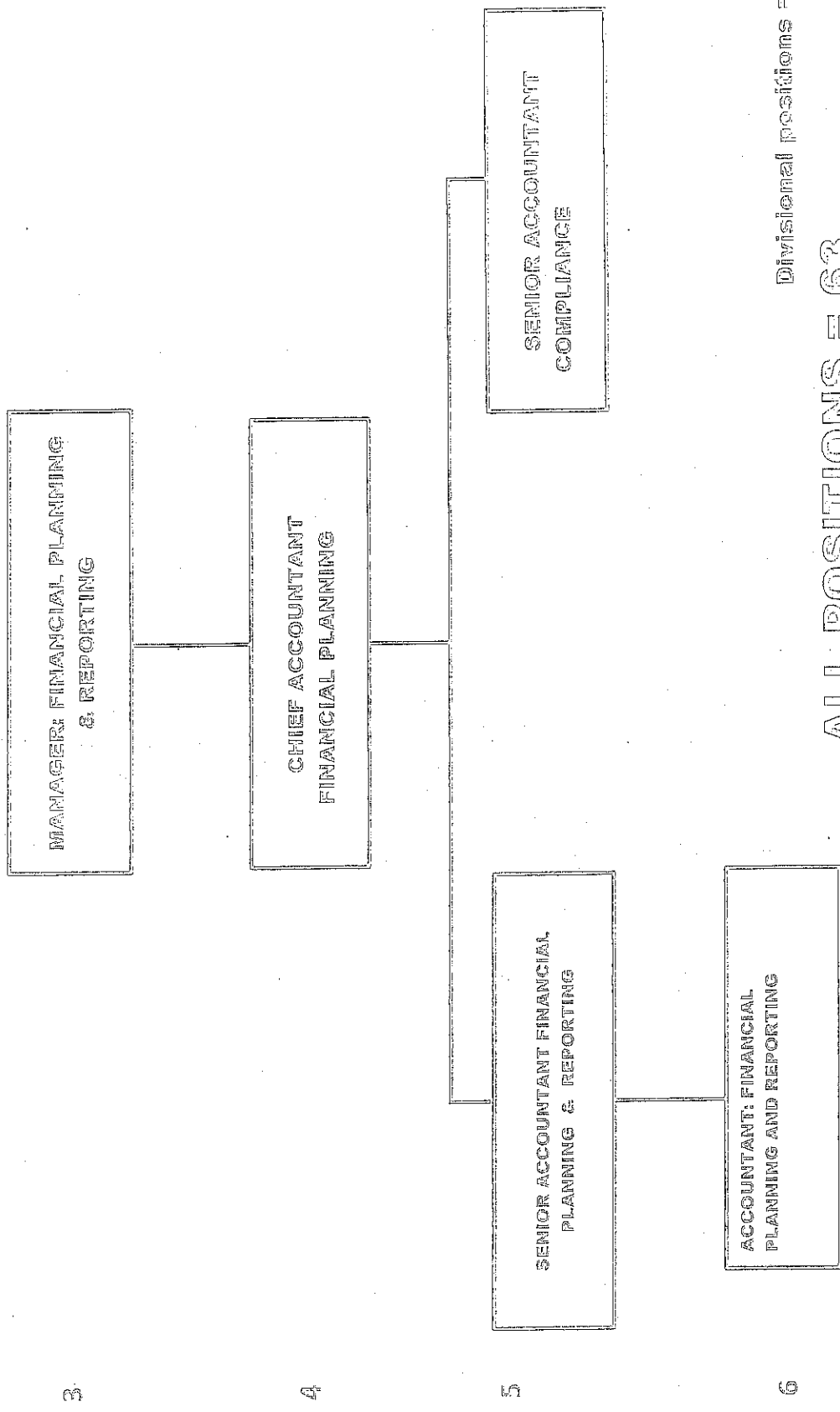
ASSET MANAGEMENT DIVISION



REVENUE AND DEBT MANAGEMENT



Divisional positions = 26



3

4

5

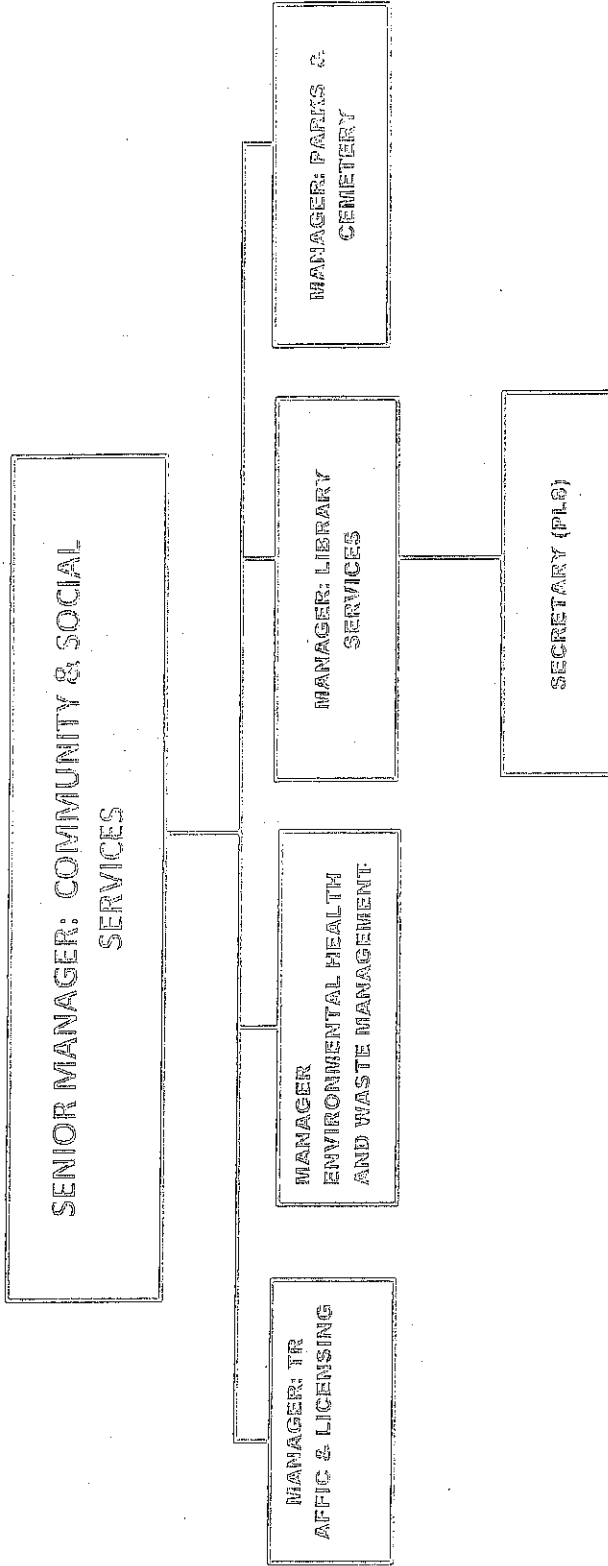
6

Divisional positions = 5

ALL POSITIONS = 63

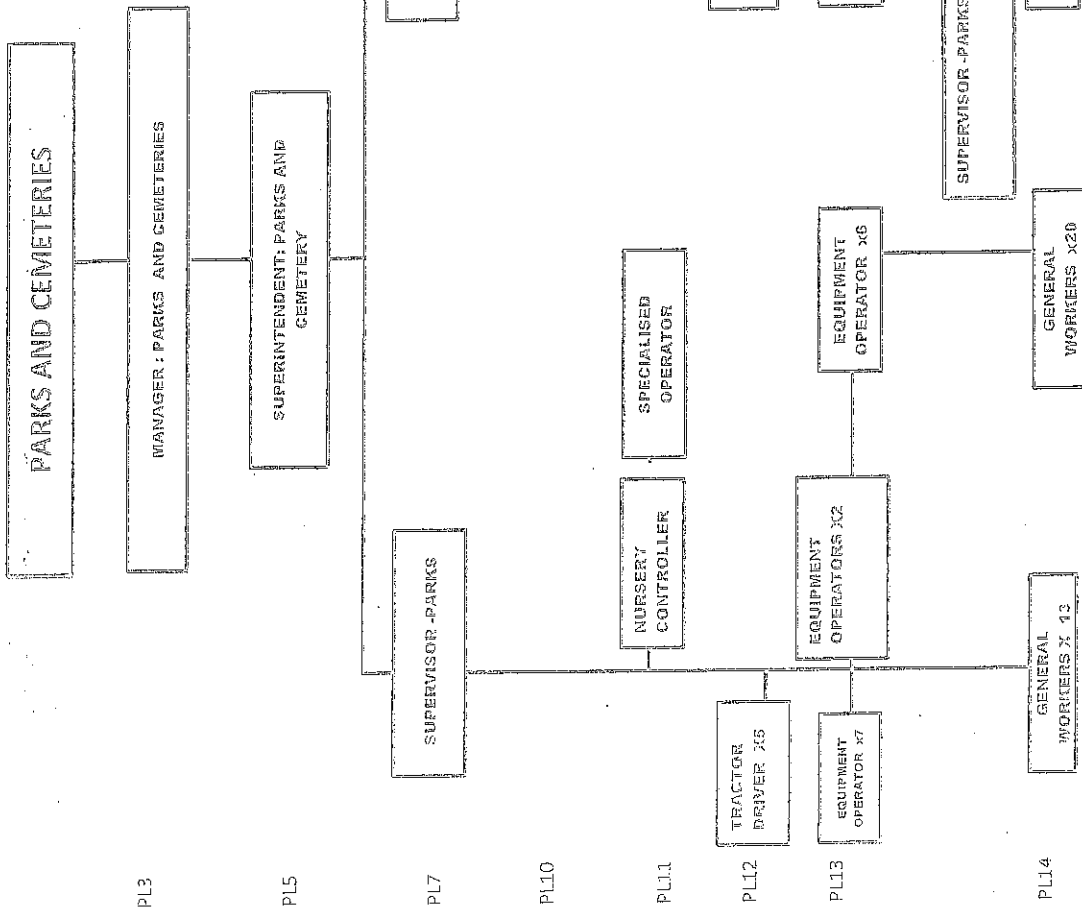
COMMUNITY AND
SOCIAL SERVICES

COMMUNITY AND SOCIAL SERVICES ORGANOGRAM



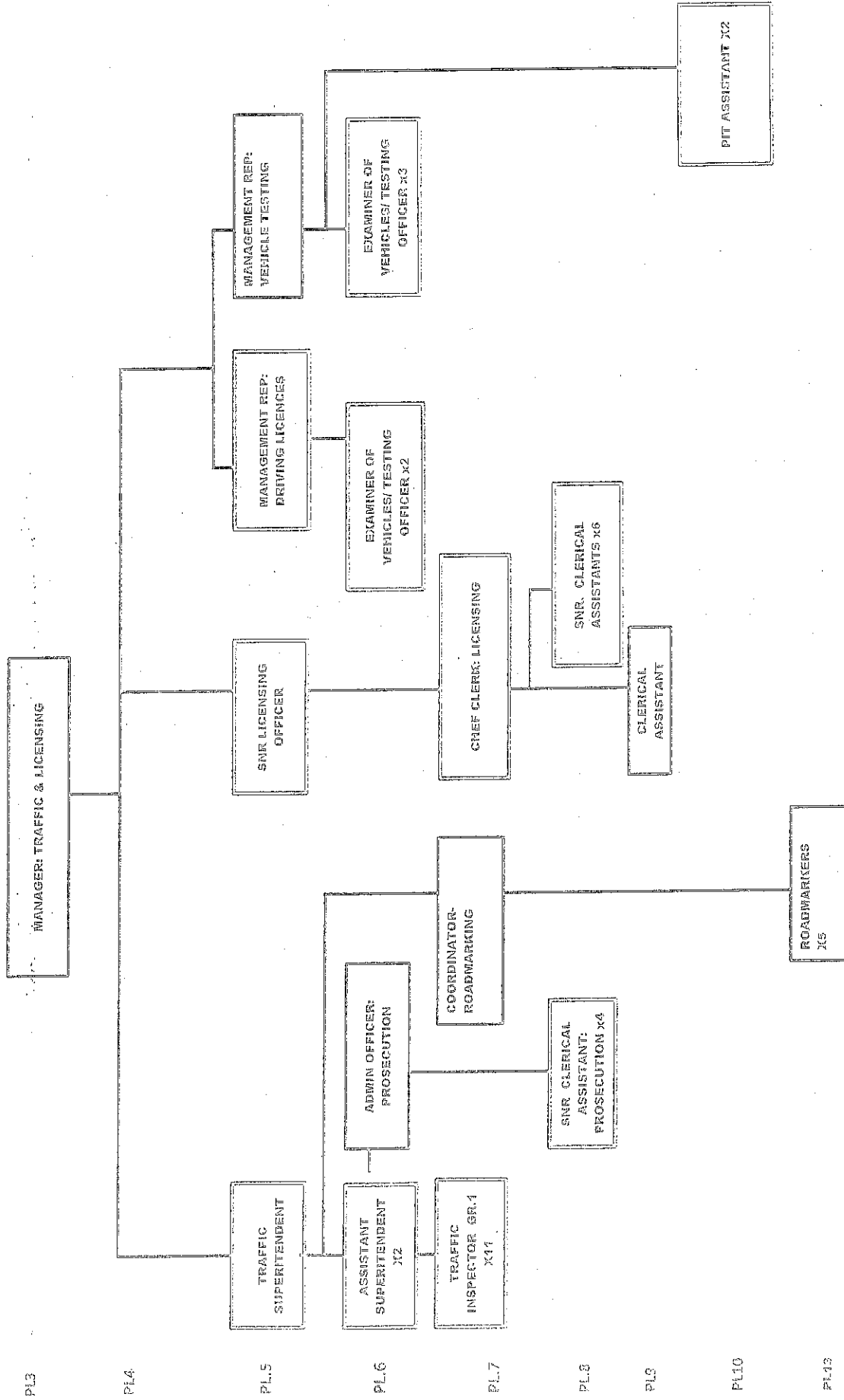
PL3

PL8

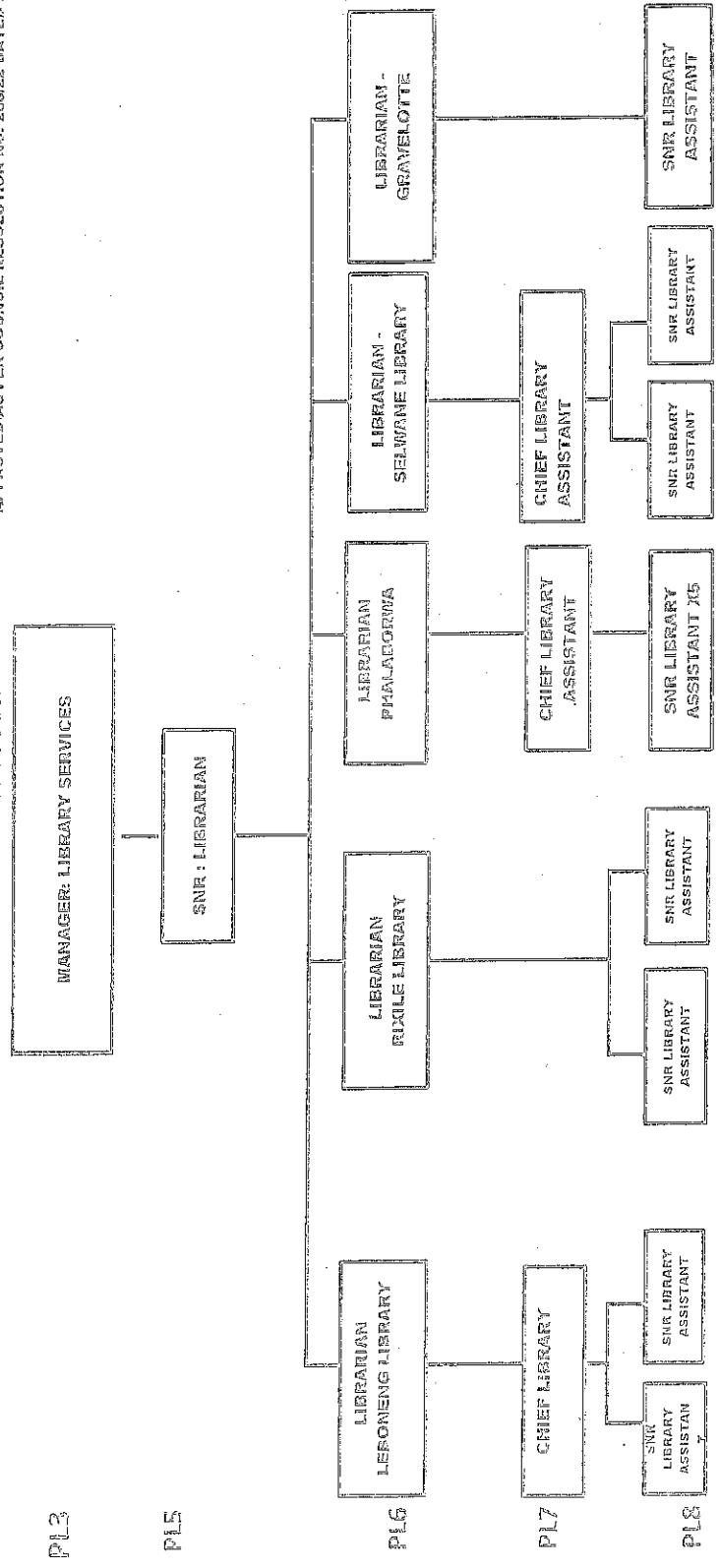


DIVISIONAL TOTAL = 88

TRAFFIC & LICENSING



LIBRARY SERVICES



PL3

PL5

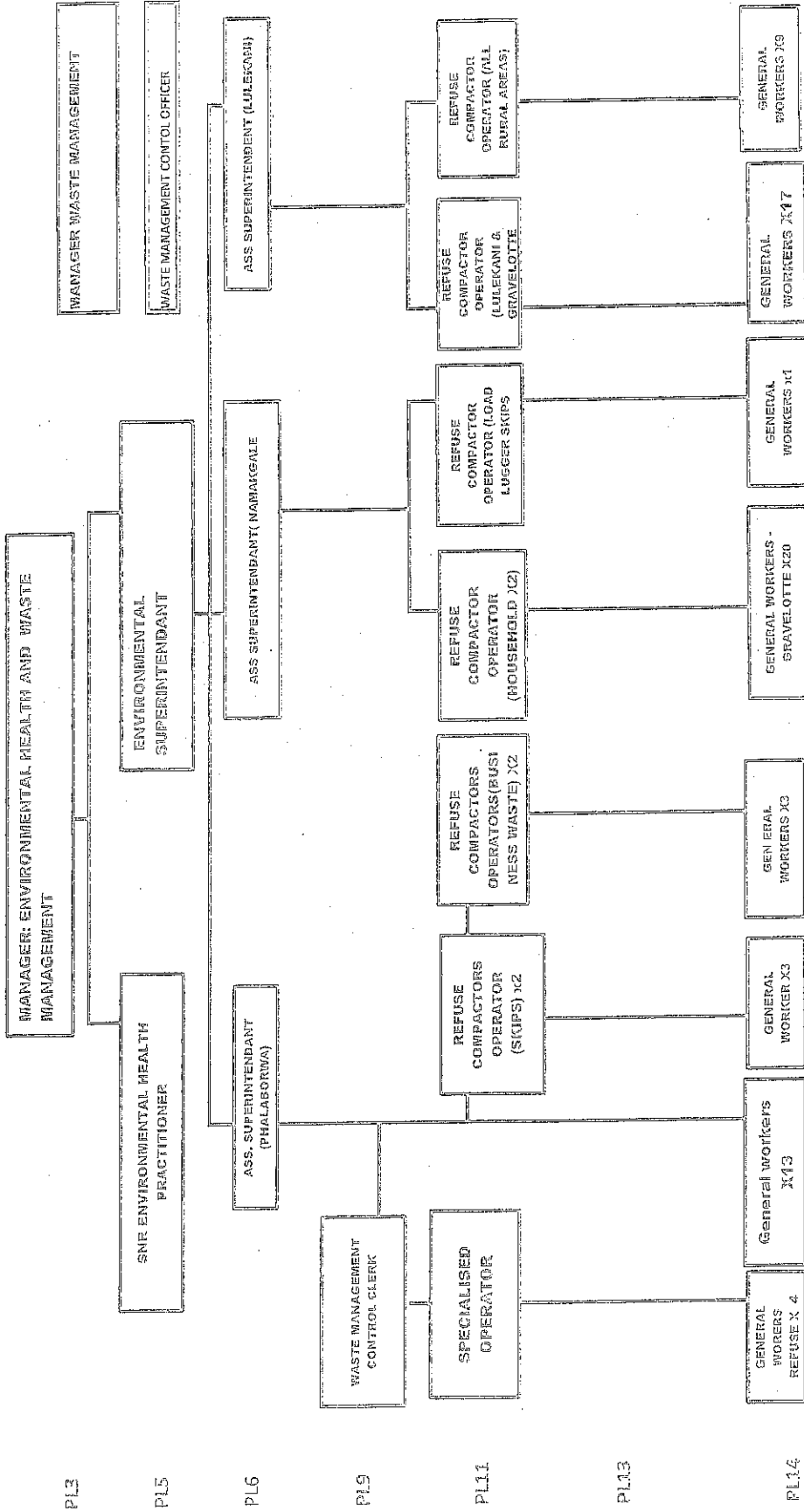
PL6

PL7

PL8

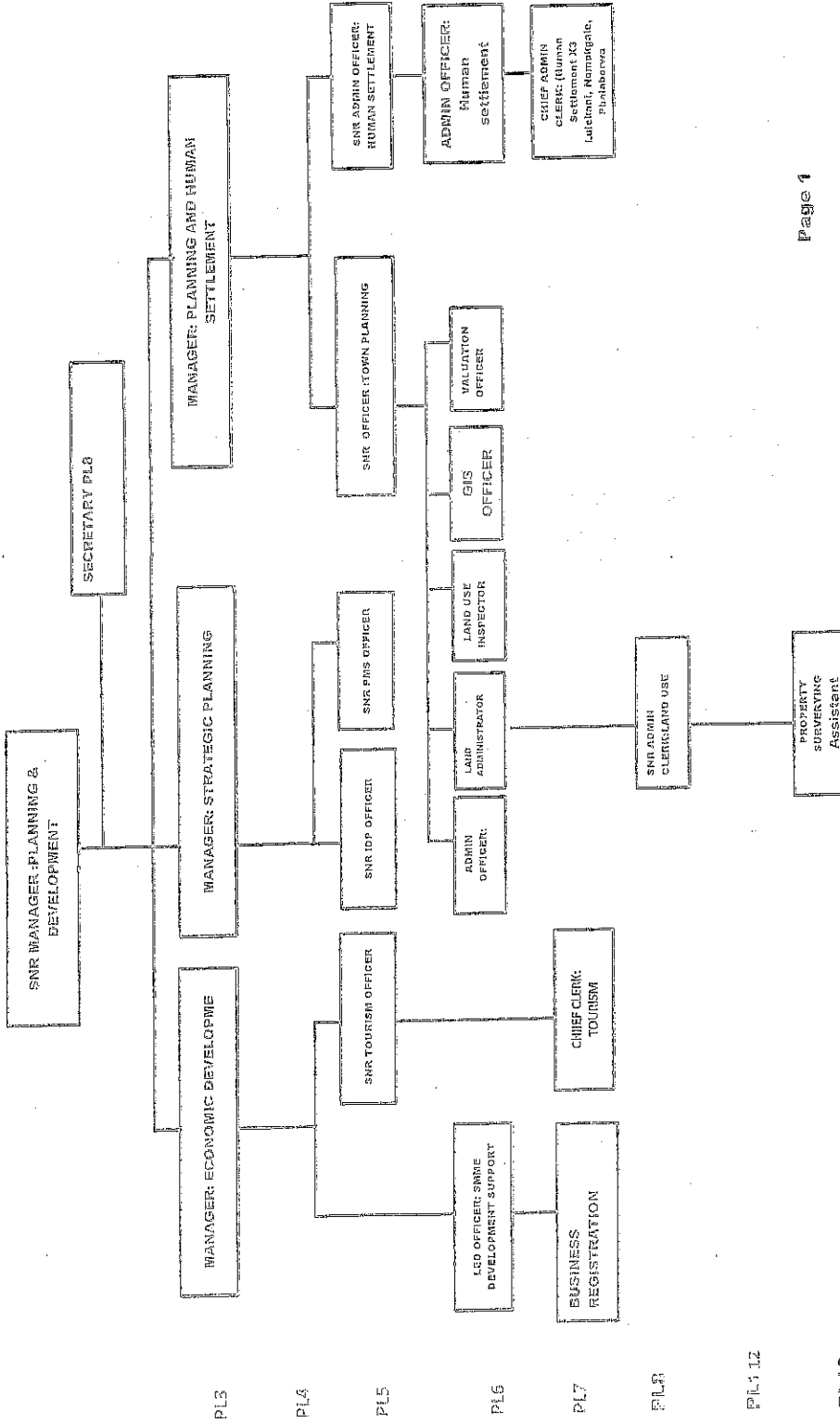
DIVISIONAL TOTAL =22

WASTE MANAGEMENT DIVISION



PLANNING AND DEVELOPMENT

PLANNING AND DEVELOPMENT



PL3

PL4

PL5

PL6

PL7

PL8

PL12

PL13