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1. INTRODUCTION

According to the IDP Guide 2023/24, The Process Plan should fulfil the function of a business plan or an operational plan for the IDP process. It should say in a simple and transparent manner:-

- what has to happen when;
- by whom;
- with whom, and
- where, and it should include a cost estimate.

It is a short rationale for the preparation process, explaining what needs to be prepared and why. It is typically a business plan which explicitly narrate processes by emphasising based on the above aspects with the inclusion of the following:

- Roles and responsibilities have to be clarified in advance and internal human resources have to be allocated accordingly.
- Organisational arrangements have to be established and decisions on the membership of teams,
 committees or forums have to be made.
- A programme needs to be worked out which sets out the envisaged planning activities, a time frame and
 the resource requirements for the planning process. Such a detailed programme of the planning process is
 crucial to keep track and to interact with other role players.
- Special attention has to be paid to deciding on mechanisms and procedures for community and stakeholder participation during the planning, monitoring and budgetary processes: Who has to be involved, consulted and informed in which stage of these processes by which means? This has to be decided in advance in order to inform people in time and to allocate required resources in time.
- The same is true with regard to mechanisms and procedures for alignment with external stakeholders such
 as other municipalities, districts, and other spheres of government. Such alignment activities have to be
 decided on a mutually binding basis, through a joint process for the interactive planning process, which
 requires preparation well in advance.
- One has to make sure that all relevant documents, which have to be considered in the course of these
 planning, monitoring and budgetary processes, are known and available. This applies especially to legal
 documents and to guidelines, plans and strategies from the provincial and national sphere and corporate
 service providers.
- Based on all these preparation steps a cost estimate has to be made for the whole planning process.

The Process Plan will include:

- Appropriate mechanisms, processes and procedures for consultation and participation of local communities, organs of state, and other role-players in the IDP drafting process; and
- The identification of all plans and planning requirements binding on the municipality in terms of national and provincial legislation.

Budget Preparation Process

The process to be followed with the preparation of the annual budget is stipulated in Section 21 of Local Government: Municipal Systems Act 56 of 2003 as follows:

- (1) The mayor of a municipality must-
- (a) co-ordinate the processes for preparing the annual budget and for reviewing the municipality's integrated development plan and budget-related policies to ensure that the tabled budget and any revisions of the integrated development plan and budget-related policies are mutually consistent and credible;
- (b) at least 10 months before the start of the budget year, table in the municipal council a time schedule outlining key deadlines for- (i) the preparation, tabling and approval of the annual budget; (ii) the annual review of- (aa) the integrated development plan in terms of Section 34 of the Municipal Systems Act; and (bb) the budget-related policies; (iii) the tabling and adoption of any amendments to the integrated development plan and the budget-related policies; and (iv) any consultative processes forming part of the processes referred to in subparagraphs (i), (ii) and (iii).
- (2) When preparing the annual budget, the mayor of a municipality must-
- (a) take into account the municipality's integrated development plan;
- (b) take all reasonable steps to ensure that the municipality revises the integrated development plan in terms of Section 34 of the Municipal Systems Act, taking into account realistic revenue and expenditure projections for future years;
- (c) take into account the national budget, the relevant provincial budget, the national government's fiscal and macro-economic policy, the annual Division of Revenue Act and any agreements reached in the Budget Forum:
- (d) consult- (i) the relevant district municipality and all other local municipalities within the area of the district municipality, if the municipality is a local municipality; (ii) all local municipalities within its area, if the municipality is a district municipality; (iii) the relevant provincial treasury, and when requested, the National Treasury; and (iv) any national or provincial organs of state, as may be prescribed; and
- (e) provide, on request, any information relating to the budget- (i) to the National Treasury; and (ii) subject to any limitations that may be prescribed, to- 7 (aa) the national departments responsible for water, sanitation, electricity and any other service as may be prescribed; (bb) any other national and provincial organ of states, as may be prescribed; and (cc) another municipality affected by the budget

2. REQUIREMENTS OF THE PREPARATION PROCESS

The preparation process requires consultation with key role players in the planning process:

- between local municipalities and district municipalities;
- with community and stakeholder groupings; and
- municipal officials for the alignment of various resources.

The Process Plan document will therefore deals with the following aspects:

Consideration, inclusion of any relevant and new information;

An overview of the IDP Review;

The time and budget schedule for the planning process;

- Roles and responsibilities of different role players;
- An approach to public participation;
- Institutional structures to be established for management of the process; and
- Monitoring and evaluation of the process.

3. LEGISLATIVE FRAMEWORK

In order to ensure certain minimum quality standards of the IDP process and proper co-ordination between and within the spheres of government, the preparation of the planning process has been regulated in the Municipal Systems Act, 2000.

It requires:

 "Adoption of a "process set out in writing" by each municipality, which is supposed to guide the planning, drafting, adoption and review of the IDP.

Section 26 of the Systems Act (2000) highlights the following as the core components of the Integrated Development Plans.

An Integrated Development Plan must reflect:

the municipal council's vision for the long term development of the municipality with special emphasis on the municipality's most critical development and internal transformation needs;

- an assessment of the existing level of development in the municipality, which must include an identification
 of communities which do not have access to basic municipal services;
- the council's development priorities and objectives for its elected term, including its local economic development aims and its internal transformation needs;
- the council's development strategies which must be aligned with any national or provincial sectoral plans and planning requirements binding on the municipality in terms of legislation;
- a spatial development framework which must include the provision of basic guidelines for a land use management system for the municipality;
- the council's operational strategies;
- applicable disaster management plans;
- a financial plan, which must include a budget projection for at least the next three years; and;
- the key performance indicators and performance targets.
- Section 28 of the MSA (2000) states that each municipal council, within a prescribed period after the start
 of its elected term, must adopt a process set out in writing to guide the planning, drafting, adoption and
 review of its integrated development plan.

The municipality must through appropriate mechanisms; processes consult the local community before
adopting the process. A municipality must give notice to the local community of particulars of the process
it intends to follow.

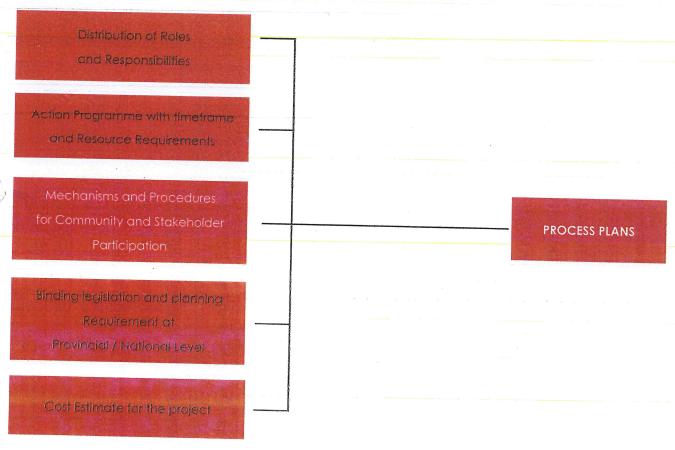
A municipal Council must review its Integrated Development Plan

annually in accordance with an assessment of its performance measurements in terms of section 41; and to the extent that changing circumstances so demand; and may amend its integrated development plan in accordance with a prescribed process.

Key elements to be addressed during the review process:

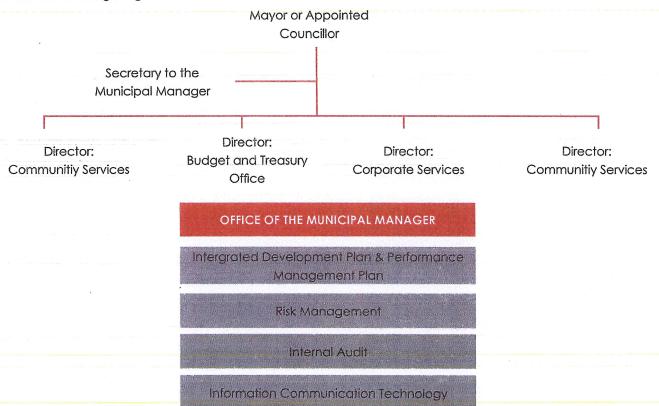
- Draft IDP Assessments:
- MEC Panel Comments;
- Self-Assessment:
- New Council priorities;
- New policies and legislation; and
- Inclusion of new information.

Diagram 1: PRESENTATION OF THE CONTENTS TO BE INCLUDED IN THE PROESS PLANS

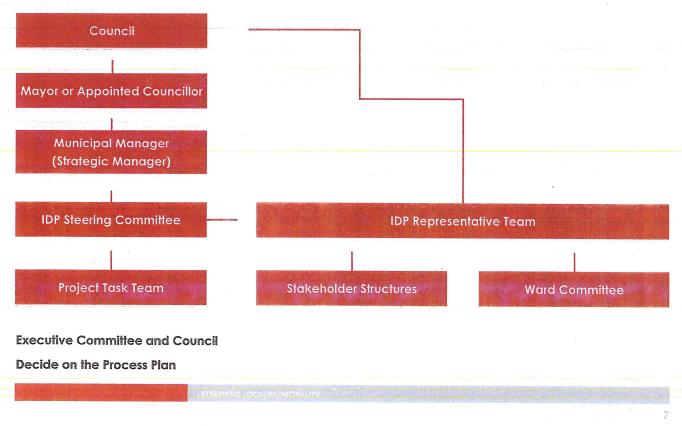


ORGANISATIONAL / INSTITUTIONAL ARRANGEMENTS

The IDP Unit performs its functions and duties under the auspices of the Municipal Manager. Reference is made to the relevant organogram



The remaining institutional structures that take part in the IDP Review process are outlined in the following figure.



- Adopt the Process Plan
- Responsible for the overall management, co-ordination and monitoring of the process, or delegate this
 function
- Decision-making for the IDP Process is the responsibility of the Executive Committee and Council. They are
 the only bodies allowed to make binding decisions.
- Consider the delegation of responsibility for managing, coordination, implementing and monitoring of the process
- Be responsible for the overall management, co-ordination and monitoring of the process and drafting of the IDP documentation, or delegate this function.

Municipal Manager

Overall management of the IDP. Responsible for all the IDP management roles though, he/she may choose to delegate. Even if the Municipal Manager delegates some of these functions to the Strategic Manager on his/her behalf, he/she is still responsible and accountable.

Senior Managers

- Coordination between councillors, officials and stakeholders in the process
- Accountable for all IDP related administrative processes
- Decide on the planning process
- Monitor the process and progress
- Overall management and co-ordination
- Ward Councillors
- Link the planning process to their constituencies and/or wards;
- Be responsible for organising public consultation and participation;
- Ensure the annual business plans, and municipal budget are linked to and based on the IDP.

Portfolio Committee

Political over-sight of the IDP Process and recommendations to the Executive Committee.

Strategic Manager: IDP & PMS

Responsible for the management and co-ordination of the IDP Process.

Co-ordination with the District Municipality, Municipal Manager, IDP Steering Committee, IDP Representative Forum and the broad public;

Finalise Process Plan to be adopted by Council;

- Adjust the IDP according to the instructions of COGTA and /or MEC;
- Identify additional role-players to sit on the IDP Representative Forum;
- Ensure the continuous participation of role players;

- Monitor the participation of role players;
- Ensure documentation is prepared properly;

Respond to comments and enquiries;

- Ensure alignment of the IDP with other IDP's within the District Municipality;
- Co-ordinate the inclusion of Sector Plans into the IDP documentation;
- Co-ordinate the inclusion of the Performance Management System (PMS) into the IDP; and
- To submit the reviewed IDP to the relevant authorities.
- IDP and Budget Steering Committee
- Provides terms of reference for the various planning activities;
- Commissions research studies
- Considers and comments on inputs from provincial sector departments and support providers;
- Makes content recommendations;
- Prepares, facilitates and documents meetings

Task Team

A Sub-committee for specific activities and outputs, which should include additional persons outside the Steering Committee.

- Dissemination of information and invitations
- Logistics of workshops
- Strategies and implementation
- IDP Representative Forum

Broader participation is as important as is smaller, purpose-made vehicle for more intensive public participation. In order to coincide with the guidelines of the Municipal Systems Act, 2000, it is recommended that notification be given to the existing stakeholders list and/or an advertisement be placed to call all organised groupings/stakeholders to register onto a database for the IDP.

This has implications for constituting an IDP Representative Forum comprising of the following members:

- Nominated Councillors
- Nominated members of the Executive;
- Traditional leaders
- Ward Committee chairpersons as well as one member of the committee;
- Heads of Departments/nominated officials from departments;
- NGO's & CBO's (environmental groups);
- Government sector departments (Provincial & National);
- Nominated community Representatives;
- Other interested and affected parties; or Representatives from organised stakeholder groups; -

Implementation Agents/Parastatals/Service providers

- Organised Business
- Tourism
- SMME's
- Agriculture
- NGO's

The Mayor or chairperson of the Executive Committee should ideally chair this Forum. The IDP Representative Forum will represent the interests of the community. It will provide a vehicle for discussion and communication between all stakeholders. This Forum will be intensively involved in the identification of needs, formulation of objectives and strategies, identification of projects and formulation of the Spatial Development Framework. The Forum will also be responsible for monitoring the implementation of the IDP.

External Role-Players / Stakeholders

The White Paper on Local Government states that rapid changes at the global, regional, national and provincial levels necessitate that communities rethink the way they are organised and governed, in order to build strong communities, sustain the economy, protect the environment, improve personal safety and eliminate poverty. Local government is therefore expected to build a sense of common purpose amongst its citizens so as to find local solutions for increased sustainability. The Municipal Systems Act (s17) prescribes that the municipality must ensure public participation through other appropriate mechanisms and processes established by the Municipality. It further states that the Municipality must ensure consultative sessions with locally recognized organizations. Hence, the following external stakeholders need to be involved in the consultation process:

- a) Government Departments
- b) Business
- c) CBO/NGO's
- d) Interest Groups
- e) Tertiary Institutions

4.2 IDP STRUCTURES, ROLES, AND RESPONSIBILITIES

STRUCTURE/STAKEHOLDER	COMPOSITION	ROLES AND RESPONSIBILITIES
Exco and Section 80 Committees	 Exco and Members of the Section 80 Committees 	To decide on the process plan and make firm recommendations to Council
Council	All Councillors	To approve the Process Plan

LETSEMENG LOCAL MUNICIPALITY

IDP STRUCTURES, ROLES AND RESPONSIBILITIES

STRUCTURE/STAKEHOLDER	COMPOSITION	ROLES AND RESPONSIBILITIES
Mayor and Section 80 Committees	- Mayor and Members of the Section 80 Committees	 To decide on the process plan and make firm recommendations to Council Chair the meeting of IDP Forum
Council	All Councillors	- To approve the Process Plan and the IDP
IDP Technical Committee	 Municipal Manager IDP/PMS Manager LED Officer Senior Managers Member of the Section 80 Committee 	 Provide terms of reference for the various planning activities Commissions research studies Considers and comments on inputs from sub-committees and community inputs. Processes, summarizes, and documents outputs. Makes content recommendations. Prepare, facilitates and documents meetings
Secretariat	- Provide by the Municipal Manager	 Record proceedings at IDP meetings Issue invites for all meetings. Distribute minutes and reports to all stakeholders
IDP Forums	- Mayor - IDP Technical Committee members	 Represents interests of their constituents in the IDP process Provide organisational mechanism for
	- Members of the Section 79 Committee - Councillors - Ward Committees - CDW's - Regional, Provincial and National Government Departments - Representatives of organised Groups - Mining Company - NGO's/CBO's	discussions, negotiation and decision- making between the stakeholders including municipal government. - Ensure communication between Stakeholder representatives including municipal government. - Monitor the performance of the planning and implementation process
	- Agricultural Organisations - Parastatal Organisations	
Municipal Manager	- Municipal Manager	 Oversee the whole IDP process and t take responsibility thereof
IDP/PMS Manager	- IDP/PMS Manager	 Make the process of developing and revising the IDP
Ward Committee	- All members of Ward Committees	 Link the planning process to their wards Assist in the organising of public consultation and participation engagements Ensure that the annual municipal budget and business plans are linked to and

Budget steering Committee	Mayor	 As the senior governing body
	CouncillorsSenior Management	of the Municipality, they: • Consider and recommend the Process Plan for Council
		 approval. Are responsible for the overall management, co-ordination and monitoring of the process and drafting of the budget. Approve nominated persons to be in charge of the different roles, activities and responsibilities of the process and drafting.
IDP Technical Committee	 Municipal Manager IDP/PMS Manager LED Officer Senior Managers 	 Provide terms of reference for the various planning activities Commissions research studies Considers and comments on inputs from sub-committees and community inputs Processes, summarizes and
		documents outputs Makes content recommendations Prepare, facilitates and
		documents meetings
IDP Forums	MayorCouncillorsIDP Technical Committee	Provide organisational mechanism for discussions, negotiation and decision-
	members Councillors Ward Committees CDW's	making between the stakeholders including municipal government Ensure communication between
	 Regional, Provincial and National Government Departments Representatives of organised Groups Mining Company NGO's/CBO's Agricultural Organisations Parastatal Organisations 	Stakeholder representatives including municipal government • Monitor the performance of the planning and implementation process

Ward Committee	 All members of Ward 	 Link the planning process to their
	Committees	wards Assist in the organising of public consultation and participation
		 engagements Ensure that the annual municipal budget and business plans are linked to and based

Functions and Responsibility

All the external stakeholders have different expertise and roles in the community served by the municipality. Their main responsibility will be to make a meaningful contribution and assistance to the municipality, in line with their field of expertise.

MECHANISMS FOR PUBLIC PARTICIPATION

The following mechanisms for participation will be utilised:

PUBLIC PARTICIPATION

Public Participation is facilitated by the Office of the Speaker and Corporate Services Department. Public participation provides forums such as public hearings for the public to air their views and make submissions regarding issues.

Functions and responsibilities:

Discuss and agree on public related events

Agree on proposed public participation dates, venues and times

WARD COMMITTEES

Their existence and functions are according to the prescriptions in the Municipal Structures Act (section 73 and 74). They are a statutory structure of the municipality to be used for public participation / communication.

Functions and responsibilities of Ward Committees:

- Serve as the formal unbiased communication channel between the community and the municipality through the Ward Councillor;
- Ensure co-operative partnership that is constructive and harmonious between the Municipality and the community;
- A key community consultative body on the IDP, Budget, LED, Performance Management and any policy affecting the community;
- Receive queries and complaints from residents and communicate through respective Ward Councillor;
- Make recommendations to Council regarding any matter affecting the respective ward; and

 Exercise such duties and functions as the local Council may delegate to it in terms of section 59 of the of the Local Government Municipal Systems Act (Act 32 of 2000 and as amended)

TRADITIONAL AUTHORITY

Letsemeng Local Municipality does not have recognised Traditional or Khoisan communities within its area of jurisdiction and therefore Section 81 of the Local Government Municipal Structures Act, (Act No.117 of 1998 and as amended) does not apply.

COMMUNITY DEVELOPMENT WORKERS

The Community Development Workers (CDWs) are a key programme of the National Government, aimed at bridging the gap between Government and communities. They play a role of integrated public servants who are capable of assisting communities with access to government information and services across all spheres of government.

They answer a range of questions and requests for information from citizens while out in the field, across the full spectrum of the government. Functions and responsibilities:

Liaise, co-ordinate, inform and assist communities with access to services provided by the spheres of Government;

Forge and sustain partnerships;

Identify community needs and facilitate development of projects and programmes;

Focus on poverty eradication, job creation, reintegration of marginalized individuals-families-groups and communities, and capacity building for self-sufficiency;

Advocate the protection of rights for children, women and people with disabilities and those affected by violence; and

Educate, provide life skills and economic empowerment for youth and women;

Actively participate in Council's public participation structures and programmes.

PARTICIPATION/COMMUNICATION MECHANISMS

Depending on whether the public is to be consulted, informed or involved, various forms of participation can be used. The Systems Act (\$17) prescribes that the municipality must establish appropriate mechanisms, which take into consideration the special needs of people who cannot read or write, people with disabilities, women and other disadvantaged groups. The following mechanisms are thus in line with the prescriptions of the Systems Act:

- Ward Committee meetings (Clusters)
- Radio Slots
- Departmental meetings

- Public meetings (Izimbizo)
- Outreach Programmes
- Community Development Forum
- Government Events
- Media
- Notices
- Newsletters
- Website
- Petitions
- Municipal Interdepartmental meetings
- Loud hailing

Media

Local newspapers and the Municipal newsletter will be used to inform the community of the progress of the IDP.

Radio Slots

The community radio station will be utilised to make public announcements where necessary.

Information Brochures

This will be prepared in English, Afrikaans, Tswana and be distributed via the Representative Forum where a need for this has been identified. Ward Committees will also be used to explain and to distribute information that needs to get to the public.

The Letsemeng Local Municipality's Website

The website will also be utilized to communicate and inform the community. Copies of the IDP and Budget will be placed on the website for people and service providers to download.

6.1 IDP/ BUDGET PROCESS PLAN 2024/25: LETSEMENG LOCAL MUNICIPALITY

Schedule of the Planned Activities to Align With IDP, Budget and PMS Process Management Plan for 2024/25 Financial Year

ACTION	LEGISLATION	RESPONSIBILITY	ACTION DATE	TO WHOM
Preparation Phase				
Presentation of the Draft IDP Process Plan for 2024/25 to the IDP/Budget Steering Committee		IDP Manager/CFO	August 2023	Mayor, Councillors and Management

Tabling of the	Section 21(1)(b) of	Mayor	August 2023	Council
schedule of key- deadlines regarding the budget process for 2024/25 MTREF	the MFMA		7 (egos) 2020	
Submission of draft IDP Review Process to Council for approval		Mayor	August 2023	Council
Submission of adopted 2024/25 IDP/Budget Review Process Plan to the		Accounting Officer	September 2023	District Municipality and COGTA
District and COGTA				
IDP/Budget Process Plan advertisement in newspapers and public places		IDP Manager	September 2023	Accounting Officer
Coordination of annual budget and IDP review process plan	Section 21, 22, 53 of the MFMA and 35 and 36 of the MFMA	Mayor and Accounting Officer	September 2023 – June 2024	Council
ACTION	LEGISLATION	RESPONSIBILITY	ACTION DATE	TO WHOM
Phase 1: Review				
Analysis				
Assessment of IDP sector plans		IDP Steering Committee	September- November 2023	IDP & Sector Managers
Review of information		IDP Steering	September –	Accounting Officer
to be added or amended to draft IDP		Committee	November 2023	and all Heads of Departments
Phase 2: Strategic Analysis				
Determination of	Section 21, 22, and	Mayor and	January 2024	Council
strategic objectives for Key Performance Areas and 3 year budget	53 of the MFMA	Accounting Officer		
1st IDP AND Budget Steering Committee Meeting		Accounting Officer	January 2024	Mayor
Development/ Review of Key Performance Areas, Key Performance Indicators and Targets				
Submission of Department Plans for 2023/2024 FY		Senior Managers	January 2024	CFO

1st IDP AND Budget		Accounting	January 2024	Mayor
Representative Forum Meeting		Officer		
ACTION	LEGISLATION	RESPONSIBILITY	ACTION DATE	TO WHOM
Ward Based Consultation process on IDP and Budget related Policies – Ward 1 – 6	Local Government Municipal Systems Act – Sections 16- 22	Ward Councillors	February 2024 Johannes Mokopane Community Hall –	Council
wara 1 – 6			Ward 1 February 2024 Oppermans Lutheran Church – Ward 1	
			February 2024 Kutlwisiso Community Hall – Ward 2	
ert minde r aprole s in N able 3 Colina (IIII III). Rent			February 2024 Phambili School – Ward 3	
		The state of the s	February 2024 Ipetleng School Hall – Ward 3	
			February 2024 Walter Sisulu Community Facility	
			- Ward 4 February 2024 Daniel Moopela Community Hall - Ward 5	
			February 2024 Bolokanang Community Hall – Ward 6	
Tabling of the 2023/24 mid-year budget performance review< Audit	Section 72 (1)(a) of the MFMA Chapter 12 of the MFMA	Mayor	January 2024	Council
Report and Annual Performance Report to Finance Committee and Council	Section 46 of the Municipal Systems Act			
ACTION	LEGISLATION	RESPONSIBILITY	ACTION DATE	TO WHOM
Assessment of IDP implementation status		Accounting Officer Heads of Departments	January 2024	Council

Tabling of the	Section 69 (2) of	Mayor	February 2024	Council
2023/2024 Adjustment Budget	the MFMA	de la companya de la	TODIOGI J ZOZA	Coorie
Publishing of Public Hearings Dates on the Annual Performance Report	Secion 129 of the MFMA	MPAC Chair	February 2024	Public
Review of Draft Budget related policies for the 2024/25 FY	MSA 74 and 75 and MFMA 24 (2) (v)	Mayor with Accounting Officer, CFO and BTO	March 2024	Council
Review of tariffs (rates and service charges for 2024/25 FY)	MSA 74 and 75 and MFMA 24 (2) (v)	Section 80 Finance BTO	March 2024	Council .
Phase 3: Project Identification (Review of Projects)				
Review existing Project Template		IDP Steering Committee	January – March 2024	Accounting Officer
Strategies		IDP Steering Committee	October 2023– March 2024	Accounting Officer
Process on Project prioritization through Sectoral Meetings targeting Rate Payers Associations		Mayor	March 2024	Council
ACTION	LEGISLATION	RESPONSIBILITY	ACTION DATE	TO WHOM
Phase 3: Project Identification (Review of Projects) cont.				
Establish preliminary budget for each project		CFO and Heads of Departments	January 2024	Accounting Officer
Finalize Sector Plans		Heads of Departments	March 2024	Accounting Officer
Update 3 year Financial Plan, list of projects and 3 year Capital Investment Programme; to integrate with IDP to inform Strategic Municipal Budget aligned with IDP		Heads of Departments	February 2024	Accounting Officer
	Adjustment Budget Publishing of Public Hearings Dates on the Annual Performance Report Review of Draft Budget related policies for the 2024/25 FY Review of tariffs (rates and service charges for 2024/25 FY) Phase 3: Project Identification (Review of Projects) Review existing Project Template Review Development Strategies Ward Consultation Process on Project prioritization through Sectoral Meetings targeting Rate Payers Associations ACTION Phase 3: Project Identification (Review of Projects) cont. Establish preliminary budget for each project Finalize Sector Plans Update 3 year Financial Plan, list of projects and 3 year Capital Investment Programme; to integrate with IDP to inform Strategic	Adjustment Budget Publishing of Public Hearings Dates on the Annual Performance Report Review of Draft Budget related policies for the 2024/25 FY Review of tariffs (rates and service charges for 2024/25 FY) Phase 3: Project Identification (Review of Projects) Review Development Strategies Ward Consultation Process on Project prioritization through Sectoral Meetings targeting Rate Payers Associations ACTION LEGISLATION Phase 3: Project Identification (Review of Projects) cont. Establish preliminary budget for each project Finalize Sector Plans Update 3 year Financial Plan, list of projects and 3 year Capital Investment Programme; to integrate with IDP to inform Strategic	2023/2024 Adjustment Budget Publishing of Public Hearings Dates on the Annual Performance Report Review of Draft Budget related policies for the 2024/25 FY Review of tariffs (rates and service charges for 2024/25 FY) Phase 3: Project Identification (Review of Projects) Review existing Project Template Review Development Strategies Ward Consultation Process on Project prioritization through Sectoral Meetings targeting Rate Payers Associations LEGISLATION Responsibility The MFMA MPAC Chair MPAC Chair MPAC Chair MPAC Chair MPAC Chair MPAC Chair MAYOR with Accounting Officer, CFO and BTO Section 80 Finance BTO Secti	2023/2024 Adjustment Budget Publishing of Public Hearings Dates on the Annual Performance Report Review of Draft Budget related policies for the 2024/25 FY Review of tariffs (rates and service charges for 2024/25 FY) Phase 3: Project Identification (Review of Projects) Review Development Strategies Ward Consultation Process on Project prioritization through Sectoral Meetings targeting Rate Payers Associations ACTION LEGISLATION Phase 3: Project Identification (Review of Projects) Review of Projects Bird Review Development Strategies Review Development Section 80 Finance Rection 80 Fin

Preparation of the	A CONTRACT OF THE CONTRACT OF	Chief Finance	March 2024	F:
2024/25 Financial Year's: Capital budget		Officer	Mulcit 2024	Finance Committee
Operational budget Salaries Budget Tariff charges	Revision of the Contract of th			
Revised Budget Draft SDBIP	THE PROPERTY OF THE PROPERTY O			
ACTION	LEGISLATION	RESPONSIBILITY	ACTION DATE	TO WHOM
Phase 3: Project Identification (Review of Projects) cont.	1			
Draft Operating and Capital Budget to Management		CFO and Municipal Manager	March 2024	Finance Committee
Submission and presentation of all Capital projects for 2024/25 and the 3 year capital plan		Heads of Departments	February 2024	Council
IDP 2nd Representative Forum Meeting		Mayor	March 2024	Council
Phase 4: Project Integration				
Screening of projects		IDP Steering	February 2024	Cootion 00 Courte
		Committee	Toblodry 2024	Section 80 Committee Planning and Development
Integration with Municipal Budget/ SDBIP		Accounting Officer CFO and Manager	February 2024	Section 80 Committee Planning and Development
		Development Planning		- I
Submission of draft Operating and Capital Budget to Council	Section 16, 22, 23, 87 MFMA MSA S34	Development	March 2024	Council
Operating and Capital Budget to Council Submission of the draft SDBIP to the Mayor	87 MFMA	Development Planning	March 2024 March 2024	
Operating and Capital Budget to Council Submission of the draft SDBIP to the Mayor Submission of 2023/24 Draft IDP to Council	87 MFMA	Development Planning Mayor Accounting		Council
Operating and Capital Budget to Council Submission of the draft SDBIP to the Mayor Submission of 2023/24 Draft IDP to Council Submission of Oversight Report on the 2022/23 Annual Performance Report	87 MFMA	Development Planning Mayor Accounting Officer	March 2024	Council
Operating and Capital Budget to Council Submission of the draft SDBIP to the Mayor Submission of 2023/24 Draft IDP to Council Submission of Oversight Report on the 2022/23 Annual Performance Report ACTION	87 MFMA	Development Planning Mayor Accounting Officer Mayor	March 2024 March 2024	Council Mayor Council
Operating and Capital Budget to Council Submission of the draft SDBIP to the Mayor Submission of 2023/24 Draft IDP to Council Submission of Oversight Report on the 2022/23 Annual Performance Report	87 MFMA MSA S34	Development Planning Mayor Accounting Officer Mayor MPAC Chairpersonr	March 2024 March 2024 March 2024	Council Mayor Council Council

Submission of draft		A C C C C C C C C C C C C C C C C C C C	1 000	THE PERSON NAMED AND ADDRESS OF THE PERSON NAMED AND ADDRESS O
IDP to COGTA		Accounting Officer	April 2024	MEC for COGTA
for Provincial IDP	6346133A	Officer		
Assessment	PARAMINISTRAL DIAL	Extragal constant of the const		
Provincial IDP Analysis	one of the state o		April 2024	COGTA
Submission of the	0.00			COGIA
tabled Annual	Section 22(b) of	Accounting	April 2024	National Treasury and
budget to National	the MFMA	Officer		Provincial Treasury
Treasury and	ne proposition de la constante	province and the state of the s		
Provincial Treasury	No. of Contraction	a Material and a second a second and a second a second and a second a		
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Phase 5: Approval				
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Revised 2024/25 IDP	Participant and state	IDP Steering Committee	April 2024	Municipal Manager
(After the Provincial		Comminee		
Assessment)				AND CONTRACT OF THE CONTRACT O
Public Hearings /	Chapter Four –	Mayor and	April 11-1-10004	A
Service Delivery	section 16 – 22	Management	April – May 2024	Council
Imbizos	of the Municipal	management		
	Systems Act			
Consideration of		Mayor	May 2024	Council
inputs received from	Vigiliaries de constante de la	Management	May 2024	Couricii
external stakeholders	in the second se			
on the annual	·	and the state of t		
budget and IDP		**************************************	and the state of t	
Tabling of the annual	Section 24 (3) of	Municipal	May 2024	Council
budget and budget	the MFMA	Manager		
related policies				
Final approval of IDP,		5. S.	May 2024	Council
Budget and PMS by Council			in comments of the comments of	
ACTION	LEGISLATION	RESPONSIBILITY	ACTION DATE	TO WHOM
Phase 5: Approval				
Submission of Final	A. 11			
Service Delivery	Section 69 of the	Accounting	June 2024	Mayor
and Budget	MFMA and Section	Officer and Senior		
Implementation Plan	53 (1)(c)(ii)	Manager		Characteristics (see
(SDBIP)		The second secon	and the second s	
Submission of the	Section 24 (3) of	Accounting	June 2024	National and Provincial
	the MFMA	Officer	30110 2027	Treasury
approved format to			THE COLUMN TO TH	reasory
the Provincial and			00 mg	
National Treasuries			AN AND THE STATE OF THE STATE O	
Submission of the			10 days after date	Municipal Manager
approved and	4		of adoption.	THE PARTITION OF THE PA
adopted 2024/2025	THE CONTRACT OF THE CONTRACT O		•	Approximate and the second sec
IDP to the MEC for COGTA	Penhirmonico			The control of the co
COGIA				The second secon

SCHEDULE OF THE PLANNED ACTIVITIES TO ALIGN WITH IDP, BUDGET AND PMS PROCESS MANAGEMENT PLAN FOR 2024/25 FINANCIAL YEAR

Plan 2024/25 contracts for Section • Prepare budget process plan of		IDP	PMS	BUDGET
August 2023 * Submit Draft IDP Process Plan 2024/25 for Council and COGTA. * Submit Draft 2024/25 Process Plan to CO GTA. * Ensuring a dignment of the Section 56 Managers individual Scorecards with the IDP strategies. * Input into targets and deadlines on the SDBIP. * Submit Chapter 3 of the Annual Performance Report (APR) * Submit Draft 2024/25 Process Plan to CO GTA. * Ensuring a dignment of the SDBIP. * Signing of new performance contracts for Section 56 Managers and submission to EXCO (Section 69 of the MSA). * Prepare budgel process plan a submission to EXCO (Section 69 of the MSA). * Prepare budgel process plan a submission to EXCO (Section 69 of the MSA). * Prepare budgel process Prepare budgel process plan a submission to EXCO (Section 69 of the MSA). * Prepare budgel process Prepare budgel process plan a submission to EXCO (Section 69 of the MSA). * Prepare budgel process Prepare budgel process plan a submission to EXCO (Section 69 of the MSA). * Prepare budgel process Prepare budgel process plan a submission to EXCO (Section 69 of the MSA). * Prepare budgel process Prepare budgel process plan a submission to EXCO (Section 69 of the MSA). * Prepare budgel process Prepare budgel process plan a submission to EXCO (Section 69 of the MSA). * Prepare budgel process Prepare budgel process plan a submission to EXCO (Section 69 of the MFMA and Section 56 of the MSA). * Prepare budgel process Prepare budgel process plan a submission to EXCO (Section 69 of the MFMA and Section 56 of the MSA). * Prepare budgel process prepared submission to EXCO (Component 3) for the next financial year. * Noting of 2023/24 SDBIP (Previous year Statement St	MINIME		ACTIVITIES	ACTIVITIES
August 2023 * Submit Draft IDP Process Plan 2024/25 to Council and COGTA. * Submit Draft 2024/25 Process Plan to CO GTA. * Submit Draft 2024/25 Process Plan to CO GTA. * Ensuring alignment of the Section 56 Managers individual Scorecards with the IDP strategies. * Input into targets and deadlines on the SDBIP. * Submit Draft 2024/25 Multivear budget process plan of timetable for the 2024/25 Multivear budget. * Submit Draft Annual Financial Statement * Submit Draft 2024/25 Multivear budget. * Submit Draft Annual Preformance and submission to EXCO (Section 69 of the MFMA and Section 56 of the MSA). * Prepare Departmental Business Plans SDBIP (Component 3) for the next financial year. * Previous year S56 Managers' Performance Assessments. * Noting of 2023/24 SDBIP. * Submit Chapter 3 of the Annual Performance Report	MONTH	ACTIVITIES		
August 2023 Submit Draff IDP Process Plan 2024/25 to Council and COGTA. Submit Draff 2024/25 Process Plan to CO GTA. Finanting a clignment of the Section 56 Managers individual Scorecards with the IDP strategies. Input into targets and deadlines on the SDBIP. Submit Draff IDP Process Plan 2024/25 may performance contracts for Section 56 Managers and submission to EXCO (Section 69 of the MFMA and Section 56 of the MSA). Prepare Departmental Business Plans SDBIP (Component 3) for the next financial year. Submit Draft Annual Performance Report Signing of new performance contracts for Section 56 Managers and submission to EXCO (Section 69 of the MFMA and Section 56 of the MSA). Prepare Departmental Business Plans SDBIP (Component 3) for the next financial year. Submit Draft Annual Performance Report				
Submit Draft IDP Process Plan 2024/25 contracts for Section to Council and COGTA. Submit Draft 2024/25 Process Plan to CO GTA. Submit Draft 2024/25 Process Plan to CO GTA. Ensuring alignment of the Section 56 Managers individual Scorecards with the IDP strategies. Input into the section IDP and Finance to discuss the 2024/25 Budget planning issues on to COGTA. Submit Draft 2024/25 Multiveat budget. Submit Draft Annual Financial Statement			 Submit Chapter 3 of the Annual Performance Report 	
Submit Draft IDP Process Plan 2024/25 to Council and COGTA. Submit Draft 2024/25 Process Plan to CO GTA. Ensuring alignment of the Section 56 Managers and alignment of individual Scorecards with the IDP strategies. Submit Draft 1DP rocess Plans SDBIP (Component 3) for the next financial strategies. Submit Draft 2024/25 Budget planning issues Prepare budget process plan of timetable for the 2024/25 Multivear budget. Submit Draft 2024/25 Process Plans Soble (Section 69 of the MSA). Finsuring alignment of the Section 56 of the MSA). Finsuring alignment of the Section 56 Managers individual Scorecards with the IDP strategies. Submit Draft 2024/25 Budget planning issues Prepare budget process plan of timetable for the 2024/25 Multivear budget. Submit Draft 2024/25 Multivear budget. Submit Draft Annual Financial Statement		targets and deadlines on	Assessments. Noting of 2023/24	
DODOLI	August 2023	IDP Process Plan 2024/25 to Council and COGTA. Submit Draft 2024/25 Process Plan to CO GTA. Ensuring alignment of the Section 56 Managers individual Scorecards with the IDP strategies.	performance contracts for Section 56 Managers and submission to EXCO (Section 69 of the MFMA and Section 56 of the MSA). Prepare Departmental Business Plans SDBIP (Component 3) for the next financial year. Previous year S56 Managers'	 2024/25 Budget planning issues Prepare budget process plan and timetable for the 2024/25 Multi-year budget. Submit Draft Annual Financial
MONTH ACTIVITIES ACTIVITIES ACTIVITIES		IDP	PMS	

September 2023	• IDP to review	Quarterly Project	
September 2023	 IDP to review comments received from the MEC on the previous year's IDP COGTA submission. This to be done with Senior Managers / steering committee / task team. IDP Review Process approved. Revision or initiation of new sector plans. Place advertisement for Public participation programme Confirm composition of Steering Committee / Task team official representatives. Circulate IDP process Plan to sector departments for input. Prepare for Public Participation meetings CoGTA feedback on IDP submission. 	evaluation panel (for evaluation of Sect 56 Managers final assessments) MPPR Reg. 14(3) (b).	Treasury. Obtain Council's approval for 2024/25 Multi-year budget process and timetable. Review external mechanisms affecting the medium term budget forecasts. Assess Council's 2022/23 Financial Statements and
-			
MONTH	ACTIVITIES	ACTIVITIES	ACTIVITIES
	IDP	PMS	BUDGET

Ootahaa 0000		The state of the s	
October 2023	 Commence Public Participation meetings IDP, Steering committee / Task team to formalise Council's Vision, Mission, objectives and strategies Consultation & alignment with Sector Departments / Service Providers and local municipalities. Cross Border alignment meetings. Feedback from MEC assessment panel. Feedback to the Steering Committee/ Task team regarding MEC's assessment. Review and update of departmental sector plans. 	 Approval of 1st Quarter SDBIP Report Approval of 1st Quarter Section 52 (d) report 	 Address various budget assumptions, internal budget processes, policies etc. IDP and Senior Management review the prioritisation to compile the capital budget. Public information meetings (divided) into the established clusters), reviewing and strategizing the current IDP. Strategic Budget Meeting with Senior Managers/Managers. Budget information meeting regarding operational support and capacity building. Budget information session with Mayor.
	 Revise prioritisation in terms of performance. Ward councillors and 		
	ward committees submit community request for budget consideration.		

November 2023	a Public Participation	A	
NOVEITIDEI 2023	 Public Participation meeting. 	 Auditor General Audit of 	• Ensure draft budget
processor constraints and the constraints are constraints and the constraints and the constraints are constraints and the constraints and the constraints are constraints are constraints and the constraints are constraints and the constraints are constraints are constraints and the constraints are constraints are constraints and the constraints are constraints and the constraints are constraints are constraints and the constraints are constraints are constraints are constraints and the constraints are constraints are constraints are constraints are cons	 Integration of 	performance	processes are informed by the IDP.
	information from	measures (MFMA	National regulators and
And the second s	adopted Sector Plans	Sect 55(2)).	external mechanism entities
and a second	into the IDP Review	• Sect 56 Managers'	to give notification of their
	document.	quarterly	pricing strategies for the
and the second s	 Review and 	assessments (for first	next 3-5 years.
And the second s	updating of the IDP	quarter).	National Government to
	Vision, Mission and		provide Council with their
Silving and a silving and a silving and a silving and a silving a silving and a silving a silving and a silving a silving a silving and a silving a si	Objectives.	es semino cara e co	Medium Term Expenditure
	 Cross border 	PO STATEMENT OF THE STA	Framework Plans.
	municipal alignment.	NO TRANSPORTATION OF THE PROPERTY OF THE PROPE	Obtain confirmation of
· ·	 Formulate Strategies 	BADD GLARACTER STATE OF THE STA	financial allocations to
San Control of the Co	with the Task Team	The state of the s	municipalities from National
CHARLES (Appelled Parks)	 Feedback from Senior 	Security and the second security second seco	and Provincial Governments
The second secon	Managers on Priorities		in terms of the Division of
	– Projects – as well as	Manager and the second	Revenue Bill.
	Budget inclusions.	Tomas y constitution	Budget information meeting
	 Information sharing 	market services and the services are the services and the services and the services are the services and the services and the services are the services and the services are the services are the services are the services are the	regarding operational
	meeting/session		support and capacity
	with all sector		building.
THE PROPERTY AND ADDRESS OF THE PROPERTY A	departments/		 Submission of the Draft
THE CONTRACT OF THE CONTRACT O	service providers		Capital projects for the
	and neighbouring		2024/25 Multi-year budget
	local municipalities to		and revised prioritisation
	ensure that synergy		model according to
	occurs on all levels	*	Council's strategic
	between the various		objectives, as set out in the
	local IDP documents		draft IDP.
	and to align with the IDP Review		 Budget information session
and the control of th	document of the		with Mayor.
a mental management of the control o			
**************************************	District Municipality to achieve more support		
derigatorpolytass	on the regional scale.		
Character (1991)	Host IDP		
And the second s	Representative Forum		
0.0000000000000000000000000000000000000	meeting.		
e e e e e e e e e e e e e e e e e e e	Participate in the Budget		
Security Control of the Control of t	information session with		
School Market Anna Company	Mayor.		
	2		

December 2023	 Consultation & 	Quarterly Project	a Culturainaina af Har D. C.
December 2023	alignment with Sector	 Quarterly Project Implementation 	 Submission of the Draft Operating estimates for the
	Departments / Service	Report (for first	2024/25 Multi-year budget,
S. Signal of the Control of the Cont	Providers and local	quarter) MPPR Reg.	analysed according
	municipalities.	14.	to activities aligned
P. Company of the Com	 Review and drafting 	 Quarterly Audit 	to Council's strategic
	of initial changes to	Committee meeting	objectives, as set out in the
	IDP.	(For the first quarter)	draft IDP.
	 Participate in the 	MFMA Sec 166 &	Discussions with Senior
	District IDP and	MPPR Reg.14 (3)(a).	Managers/Managers on the
	Budget Roadshows.		draft Capital projects for the
	 Follow up with the 		2024/25 Multi-year budget.
	Steering Committee	The control of the co	 Budget information session
	and the Task Team.		with the Mayor.
	 Participate in the 	Personal Property of the Personal Property of	
	Budget information		No.
B-Odmonatile on principal and the state of t	session with Mayor.	the property as a substantial to the substantial to	770
	 Forward community 	The state of the s	
1	request to various		
	department.Submission of Public		
	Participation Report.	ndissident property of the state of the stat	
	r unicipation kepon.	Company of the Compan	
January 2024	Review KPI's and	Noting of Annual	Perform a mid-year financial
	targets.	Performance Report	review on the current
	 Attend IDP Best 	by Council	year's 2023/24 budget and
	Practise Conference	 Approval of Section 	revised estimates to submit
	with COGTA.	52 (d) and Section	an Adjustment budget
	 Task Team meeting for 	72 Reports	to Council if considered
	strategy reviews.	 Approval of 2nd 	necessary.
To the same of the	• .	Quarter SDBIP	 Review tariffs and charges
-plantament	Participate in the	Reports	and evaluate options
and the second s	alignment of the Draft		 Further consultation, if
A COMPACTOR OF THE STATE OF THE	Capital estimates to the IDP.		needed with an internal
Mildered (page)	וווס וטר.		budget committee
			represented by the various
			departments. Discussions with Senior
**************************************			Discossions with sellion
			Managers/Managers on the Draft Operating estimates
NO INPLANTAGE			for the 2024/25 Multi-year
	and the second s		budget.
	Market Control of the	e	Alignment of the Draft
Market and a second a second and a second and a second and a second and a second an			Capital estimates to the IDP.
		ma de la companya de	Budget information session
			with Mayor.
	And the second s	The state of the s	The state of the s

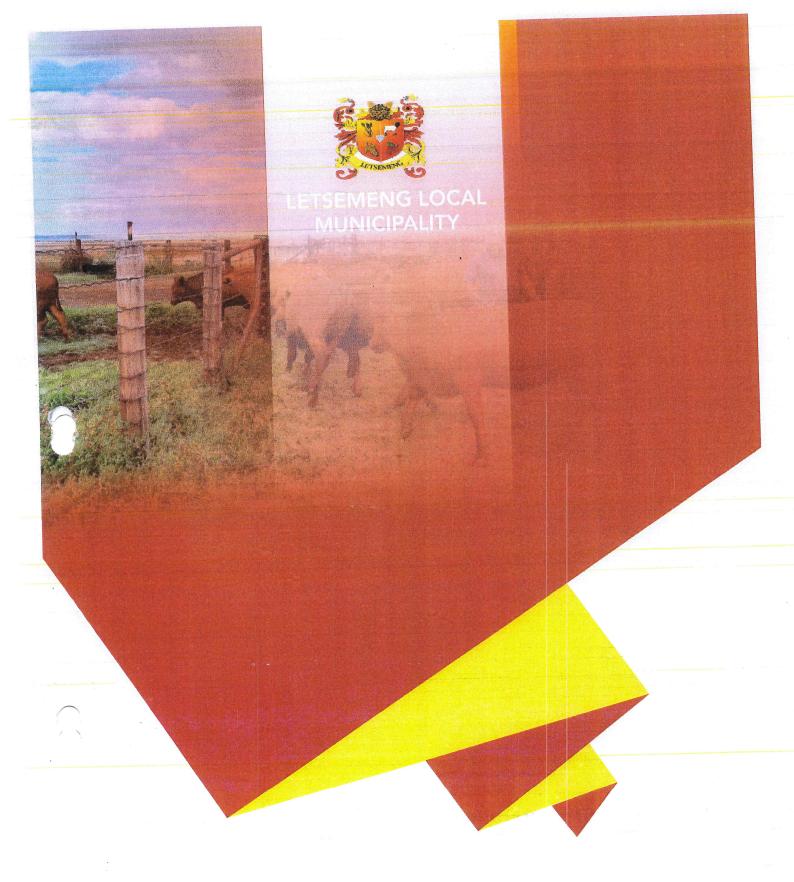
February 2024	 Preparation of draft 	 Make public annual 	Submit the mid-year
TODIOGIY 2024	IDP Review.	report and invite	budget and performance
	 IDP Review integration 	community inputs	assessment report to
pandadaminos	phase.	into report (MFMA	Council. Submit to National
na distribution de la constant de la	priase.	Sect 127 & MSA Sect	
operander in a contract of the			Treasury and Provincial
hapenoon and the second		21a).	Treasury both printed and
and a second sec		 Sect 56 Managers' 	electronic form the mid-year
D. Contraction of the Contractio		quarterly	budget and performance
		assessments (for	assessment (Section 35).
ender a de la como en contra de la como en com	, the second of	second quarter).	 Make public the mid-year
and Approximate the second sec			budget and performance
	· · · · · · · · · · · · · · · · · · ·		assessment report by
to processing the control of the con			placing on the municipal
100 marines and			website within 5 working
ALOCAL PROPERTY.			days.
TOTAL AND ADDRESS.			 Further consultation, if
Additional Control of the Control of			needed with an internal
A CONTRACTOR AND A CONT			budget committee,
and the second		Service Control of the Control of th	represented by the various
\frac{1}{2}			departments.
			Alignment of the Draft
* CONTRACTOR AND			Operating estimates to the
neutroide			IDP.
America services			Prepare supporting
California de Ca			information for the draft
			budget to be submitted to
			Executive Committee.
			Finalise detailed budget.
			Budget information session
			with Mayor.
			Mid-Year Review by
			National Treasury.
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Construction and interest the manufacture of the property of the construction of the property of the property of the construction of the construct	er (and the order) of the contract of the cont		I management of the second sec

March 2024	 Conclusion of Sector Plans initiated and integration into the IDP Review re integration into the IDP Review report. Finalise outstanding MEC assessment issues. Draft IDP & Budget - Prioritization & Budget allocation. Participate in the review of the Midyear visit Report by National Treasury and implementation of any recommendations. 	 Quarterly Project Implementation Report (for second quarter) MPPR Reg. 14. Quarterly Performance Audit Committee meeting (for the second quarter) MFMA Sect 166 & MPPR Reg. 14(3)(a). Approval of the Oversight Report of the APR for 2022/2023 FY 	 Adjustment budget for financial year 2023/24 to be considered if necessary. Make public the adjustment budget and supporting documentation within 10 working days after being approved by Council (section 26. Submit to National Treasury and Provincial Treasury in both printed and electronic form the adjustment budget, supporting documentation and the adjusted service delivery and budget implementation plan (SDBIP) within 10 working days after the Mayor has tabled in adjustment in budget in Council (Section 24). Table 2024/25 Multi-Year Budget together with the IDP for consideration to Finance Portfolio.
			Submit 2024/25 SDBIP to Council for consideration.
			Review of the Mid-Year visit
			report by National Treasury and implementation of any recommendations.

April 2024	Alignment with the	Set performance	Submit 2024/25 Multi-year
	Local Municipalities IDPs. Council workshop of final draft IDP & budget - Prioritization & Budget allocation. Council to adopt the final draft Budget & IDP and resolve to advertise for public comment. Draft IDP submission to COGTA by end of March 2024.	objectives for revenue for each budget vote (MFMA Sect 17). • Annual Customer Satisfaction survey (to be consolidated to annual report) MSA Sect 40. • 3rd Quarter SDBIP and Section 52 (d) Reports • Publicise Annual Report - MFMA Sec 129(3)]. • Submit Annual Report to Provincial Legislature/MEC Local Government [MFMA Sec 132(2)].	budget and IDP submitted to Executive Committee and Council for approval. Submit 2024/25 Service Delivery and Budget Implementation Plans submitted to Executive Committee and Council for approval. Submit 2024/25 Multi-year budget, IDP and Service Delivery and budget implementation plan in both printed and electronic format forwarded to National and Provincial Governments, including National Treasury within 10 working days after being approved by Council. Make public the tabled budget and supporting documentation within 10
			working days after being approved by Council. Ward Committee meeting
and the state of t	And the second s		highlighting involvement
			of members in the Budget Public Participation process. • Undertake a 4 week community consultation process of the budget.

 Publish draft Budget 8 	Strategies,	 Undertake a 4-week
IDP for comment.Assess & incorporate comments – adjust	Objectives, KPA's, KPI's and targets and inclusion into	community consultation process of the budget. Revision of the budget and
the IDP & budget where necessary. Attend assessment week by COGTA. Report back on the results of the Assessment Feedback.	IDP Review report. S56 Managers' Quarterly Performance Assessments.	IDP from inputs received from the community, Government departments and National Treasury, if required.
	IDP for comment. Assess & incorporate comments – adjust the IDP & budget where necessary. Attend assessment week by COGTA. Report back on the results of the Assessment	IDP for comment. Assess & incorporate comments – adjust and inclusion into IDP & budget where necessary. Attend assessment week by COGTA. Report back on the results of the Assessment

June 2024 •	Final approval of IDP&	 Implementation 	 Publish tariffs and budget for
	Budget by Council.	Report (for third quarter) MPPR Reg. 14.	the 2024/25 financial year. • Assessment of the progress of the 2023/24 budget by
	COGTA. Report on progress as per SDBIP. Prepare IDP Process	 Quarterly Audit Committee meeting (for third quarter) MFMA Sect 166 & 	National Treasury. Submission of the draft SDBIP to the Mayor within 14 days of approval of the budget.
	Plan for the IDP Review 2024/25.	 MPPR Reg. 14(3) (a). Annual review of organisational KPIs (MPPR Reg 11). Review annual organisational performance targets (MPPR Reg 11). 	 Approved 2024/25 Multi- year budget, IDP in both printed and electronic form at forwarded to National and Provincial Governments, including National Treasury within 10 working days after being approved by Council. Make public the approved budget and supporting documentation within 10 working days after being approved by Council.
			 Publish Council's budget and IDP on its website. Establish and complete
Commence of the Commence of		Si .	performance evaluations for functional outcomes based
			on operational plans and the IDP.
			Approval of the S D BIP within 28 days after approval of the budget and completion of the annual performance contracts in
			 accordance with Sec 57(2) of the MSA. Make public the SDBIP within 10 working days after being approved by Council.
			The Service Delivery and budget implementation plan in both printed and





ADDRESS: 7 Groot Trek Street, Koffiefontein 9986