

1. OVERVIEW

The following sets out the Integrated Development Planning of the Steve Tshwete Local Municipality which governs all planning as obligated by Section 153 of Act No. 108 of 1996 (The Constitution of the Republic of South Africa)

VISION

To be the best community driven Local Municipality in the world in the provision of sustainable services and developmental programs.

MISSION

The STLM is committed to the total well being of all its citizens through:

- The rendering of affordable, cost-effective, accessible, efficient and quality services for present and future customers;
- The maximising of infrastructural development through the utilisation of all available resources;
- Improving the quality of life by co-ordinating gender and social development programmes;
- The implementation of effective management systems and procedures;
- The creation of an enabling environment for LED;
- Ensuring effective co-operation with relevant stakeholders;
- To ensure skilled, motivated and committed work force; and
- Compliance with the Batho-Pele Principles.

CORE VALUES

- To always treat everyone with dignity and respect;
- To perform our duties with integrity, honesty and diligence.

GOALS

Seven (7) strategic goals have been identified to drive the vision and mission of the Municipality.

- Poverty Alleviation
- Service delivery
- Financial viability
- Economic Growth and Development (LED)
- Good Corporate Governance
- Good Co-operative Governance
- Integrated Environmental, Social, Economic and Spatial Planning

KEY INSTITUTIONAL CHALLENGES

The following are challenges to the Steve Tshwete Municipality and which demand to be confronted head on:

- Air pollution
- High crime rate
- High unemployment rate
- Inadequate housing supply
- Inadequate supply of electricity
- Inadequate transport infrastructure
- Insufficient funding
- Lack of applying the rule of law in certain areas (law enforcement)
- Passive participation of communities in municipality matters (apathy)
- Shortage of skilled staff

2. SWOT ANALYSIS

Table 1

STRENGTHS
Financial Viability <ul style="list-style-type: none"> • Good income base • Good Financial Planning • Proper Credit control • Increased expenditure in MIG and MSIG
Good Municipal Infrastructure <ul style="list-style-type: none"> • Proper infrastructural maintenance • Expansion of new infrastructure where needed
High level of service delivery
Natural Resources <ul style="list-style-type: none"> • Mining
Good Image <ul style="list-style-type: none"> • Vuna Awards • Cleanest Town Competition • ZK Mathew Awards
Improved employer and labour unions relationship
Functional LEDF
Strong Youth Advisory Centre
Good relationship between politicians and administration
Well established EAP
Rural villages
WEAKNESSES
Lack of communication of by-laws to the public
Inadequate parking space in CBD
Insufficient community participation
Lack of suitable council strategies <ul style="list-style-type: none"> • HIV/AIDS strategy • Communication strategy
Decentralized services
Ineffective Human Resource Development and Management practices <ul style="list-style-type: none"> • Insufficient skilled manpower • Insufficient training • Lack of effective implementation of skills development • Ineffective application of the Performance Management System • Inadequate performance appraisal system
Insufficient health services/staff
Lack of funds for servicing of land
Lack of proper Asset Management Programme

OPPORTUNITIES
Strategic Location <ul style="list-style-type: none"> • Maputo Corridor • Close to the Large Commercial Centres and Metro Municipalities • Nkangala District
Industrial Park (Possible job creation)
Positive economic growth indicators <ul style="list-style-type: none"> • Effective participation in district LED strategy • Maputo Corridor • New mall • Implementation of the Property Rates Act • Mining development • Tourist information centre
Growth Point in terms of the NSDF <ul style="list-style-type: none"> • Tourism opportunities
Good Image <ul style="list-style-type: none"> • Vuna Awards • Cleanest Town Competition • ZK Mathew Awards
Possible accreditation of housing function

THREATS
Negative impact of HIV/AIDS
High levels of crime
Distribution rights of electricity (REDs)
Fiscal fluctuation
Infrastructure does not accommodate the high influx of trucks
High unemployment rate
Informal settlements
Environmental hazards & impact <ul style="list-style-type: none"> • Veld fires • Hazardous material in transit • Pollution
Closure of mines (mergers, downsizing)
Poor maintenance of roads (provincial & national)
Water scarcity in Hendrina/Kwaza
Capacity of the Boskrans Waste Treatment Plant
Lack of civil engineering services to cater for densification
Lack of suitable land for cemeteries
High indulgence in substance and alcohol abuse
Load Shedding- Eskom

3. INSTITUTIONAL ANALYSIS

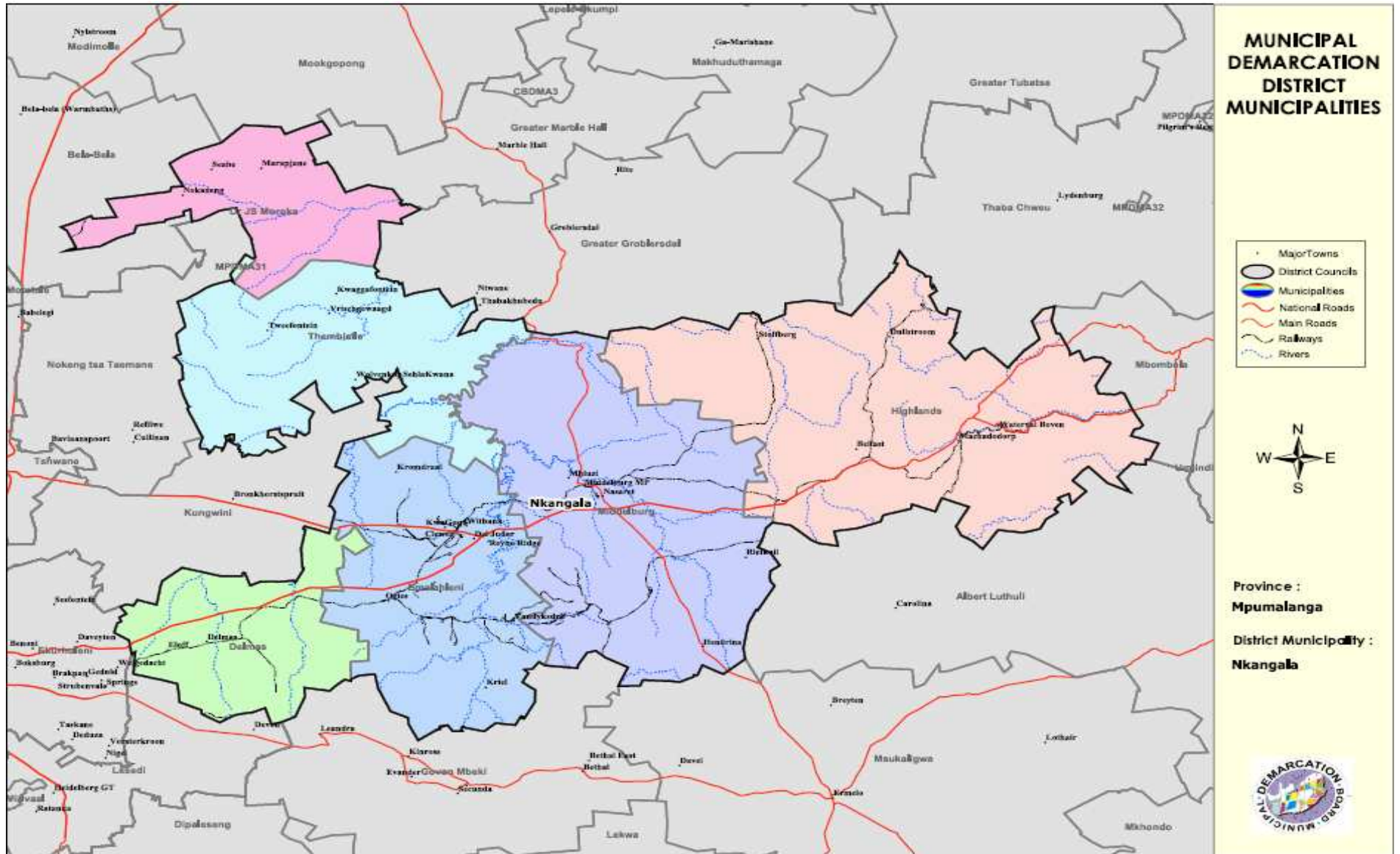
3.1. Location and Description of the Municipal Area

The Steve Tshwete Local Municipality is classified as a category B municipality under the Nkangala District Municipality of the Mpumalanga Province. The location of the Municipality within the Nkangala District is as depicted in the accompanying map (Map1: Municipal Demarcation District Municipalities) as drawn up by the Municipal Demarcation Board.

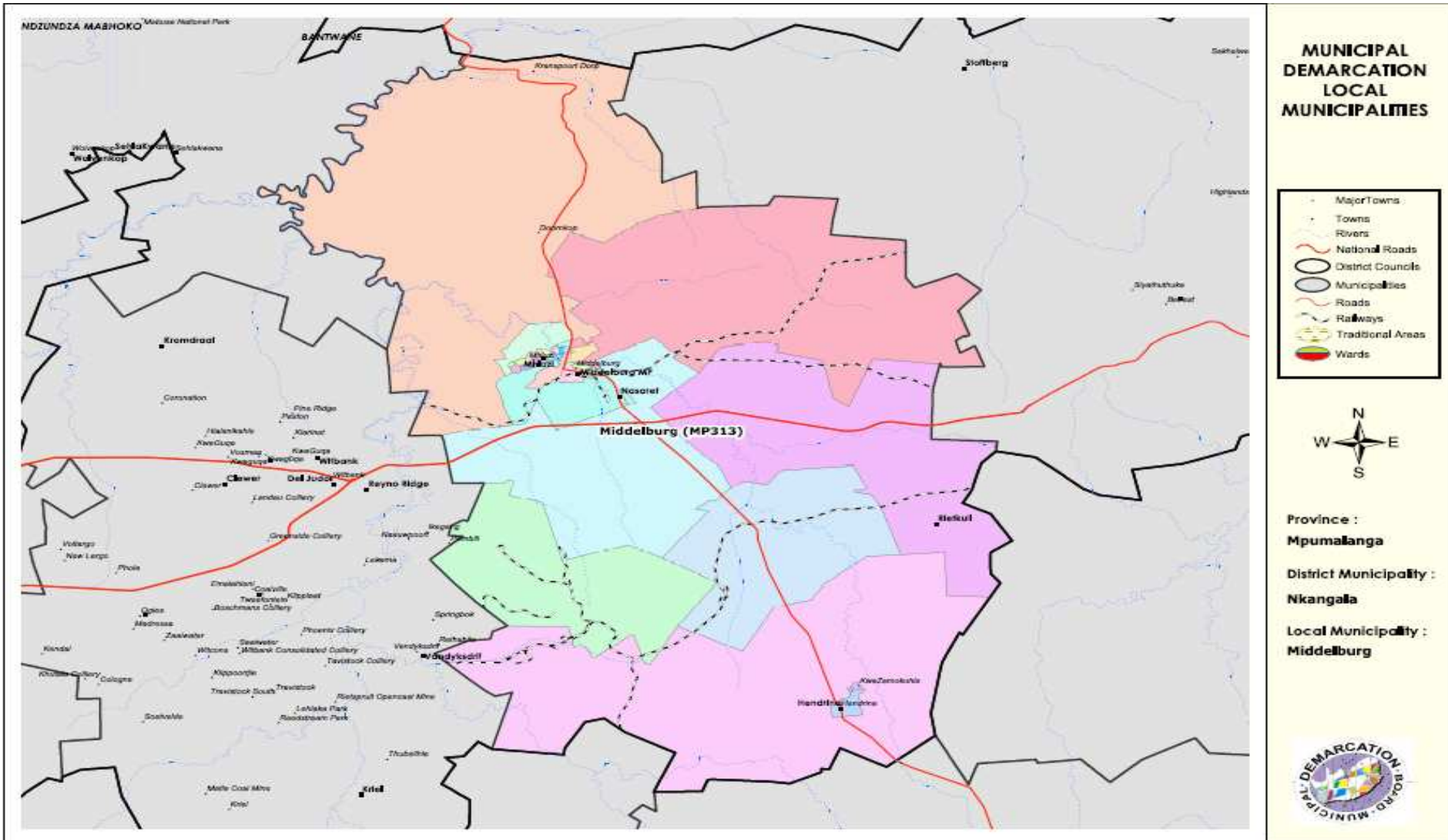
The Steve Tshwete municipal area covers approximately 3993 square kilometers and include the following towns, villages and settlements: Middelburg, Mhluzi, Hendrina, Kwazamokuhle, Rietkuil, Pullenshope, Komati, Presidentsrus, Naledi, Lesedi, Kranspoort, Blinkpan, Koorfontein, Kwa-Makalane and Doornkop (The map of the Municipal area is as shown on Map 2 i.e. Middelburg: MP313)

The municipality comprises of 47 Councilors who form the Municipal Council. An Executive Mayor heads the Council with six members of the Mayoral Committee, Speaker and Chief Whip. The Municipal Manager heads the Administration.

MAP 1: THE STEVE TSHWETE LOCAL MUNICIPALITY AS ONE OF SIX LOCAL MUNICIPALITIES IN THE NKANGALA DISTRICT MUNICIPALITY



MAP 2: THE AREA COMPRISING THE STEVE TSHWETE LOCAL MUNICIPALITY



3.2. DEMOGRAPHIC ANALYSIS

Statistical Premise

The data used in this review of the analysis phase of the IDP was obtained from the Community Survey 2007 form Statistics South Africa and the Municipal Demarcation Board.

POPULATION GROWTH ESTIMATES

It is imperative to note that population growth statistics was taken in to consideration throughout the IDP planning processes of the municipality. Specific reference is made to the latest Community Survey 2007 statistics.

Table 2: POPULATION SIZE: 1996, 2001 AND 2007

	Census 1996	Census 2001	Community survey 2007
Steve Tshwete Local Municipality	135 412	142 775	182 507

Source: Census 1996, Census 2001, Community Survey 2007

The above figures indicate a growth of 27.8% over the 6 year period on average growth of 4.63% per year. This is a substantial population growth which inevitably puts severe additional strain on the available municipal services.

POPULATION BY AGE GROUPS

Age Group	Number	Percentage (%)
0-4	15 307	8
5-14	30 693	17
15-34	71 342	39
35-64	58 698	32
65+	6 467	4
Total	182 507	100

Source: Community Survey 2007

The table above illustrates that as much as 64.3% of the population is below 35 years of age which suggests that the greater need for youth development exists within the municipality.

Table 3: HOUSEHOLDS (HH)

Age group	Number	Percentage (%)
0-14	-	-
15 - 19	122	0.2
20 - 24	1 867	4
25 - 29	5 154	10
30 - 34	6 260	12
35 - 39	6 959	14
40 - 44	6 624	13
45 - 49	6 675	13
50 - 54	6 103	12
55 - 59	4 085	8
60+	6 599	13
Total	50 449	100

Source: Community Survey 2007

HOUSEHOLD SIZE

HH Size	Number of HH	Percentage (%)
01	12 175	24
02	9 082	18
03	8 198	16
04	7 297	14
05	5 770	11
06	2 983	6
07	1 819	4
08	797	2
09	1 295	3
10+	1 034	2
Total	50 449	100

Source: Community Survey 2007

SOCIO ECONOMIC ANALYSIS

The socio-economic analysis is specifically aimed at spatial related matters, i.e. employment, income and economic profile. This analysis is based on a municipal level to give a broader overview of the Municipality.

Level of Education

The level of education for the population in the study area is reflected in table format with specific reference to number of people with primary, secondary and tertiary qualifications.

Table 4: LEVEL OF EDUCATION OF HOUSEHOLD HEAD

Level of Education	Number	%
No schooling	5 542	11
Grade 0	352	1
Grade 1-2	1 530	3
Grade 3-7	11 313	23
Grade 8-11	15 586	31
Grade 12	7 607	15
Diploma/ Certificate without Grade 12	3 386	7
Diploma/ Certificate with Grade 12	2 840	6
Post Graduate Diploma / BTech / Bachelor's Degree And Higher	1 986	4
Total	50143	100

Source: Community Survey 2007

11% of the household heads have not received any schooling whilst a further 4% have only attended school up to Grade 2. This indicates a definite need within the municipality for ABET training.

Over an above basic education, there is a need to improve educational facilities with the aim of ensuring an effective and conducive learning environment.

The provision of community educational facilities in Middelburg is fairly well distributed. However there is only one tertiary institution i.e. the local FET College. At least one more tertiary institution concentrating on rendering practical skills is needed

Table 5: OCCUPATION OF HOUSEHOLD HEAD

OCCUPATION	NO.	%
Legislators; senior officials and managers	4 078	8
Professionals	2 630	5
Technicians and associate professionals	1 412	3
Clerks	1 401	3
Service workers; shop and market sales workers	2 439	5
Skilled agricultural and fishery workers	1 706	3
Craft and related trades workers	7 570	15
Plant and machine operators and assemblers	5 822	12
Elementary occupations	5 710	11
Occupations unspecified and not elsewhere classified	5 425	11
Not applicable	12 255	24
Total	50 449	100

Source: Community Survey 2007

EMPLOYMENT STATUS OF HOUSEHOLD HEAD

Employment status	No. of HH heads	% of HH head
Employed	37 777	75
Unemployed	5 639	11
Not economically active	7 033	14
Total	50 449	100

Source: Community Survey 2007

This table indicates that the employment rate of Steve Tshwete Local Municipality is relatively low compared to the national average of between 25 and 30 %.

HOUSEHOLD SERVICES

Table 6: ACCESS TO WATER

WHERE WATER IS ACCESSED	NO. OF HH	%
Piped water inside the dwelling	30 532	61
Piped water inside the yard	11 402	23
Piped water from access point outside the yard	6 045	12
Borehole	782	2
Spring	119	0
Dam/pool	118	0
River/stream	101	0
Water vendor	118	0
Rain water tank	513	1
Other	721	1
Total	50 449	100

Source: Community Survey 2007

ENERGY FOR COOKING

SOURCE	NO. OF HH	%
Electricity	38 837	77
Gas	311	1
Paraffin	5 872	12
Wood	1 460	3
Coal	3 969	8
Animal dung	-	-
Solar	-	-
Other	-	-
Total	50 449	100

Source: Community Survey 2007

ENERGY FOR HEATING

SOURCE	NO. OF HH	%
Electricity	32 565	65
Gas	398	1
Paraffin	2 554	5
Wood	1 951	4
Coal	10 791	21
Animal dung	-	-
Solar	59	0
Other	2 131	4
Total	50 449	100

Source: Community Survey 2007

ENERGY FOR LIGHTING

SOURCE	NO. OF HH	%
Electricity	45 623	90
Gas	180	0
Paraffin	971	2
Candles	3 553	7
Solar	-	-
Other	121	0
Total	50 449	100

Source: Community Survey 2007

REFUSE DISPOSAL

Type of Refuse disposal	NO. OF HH	%
Removed by local authority/private company at least once a week	39 198	78
Removed by local authority/private company less often	3 597	7
Communal refuse dump	969	2
Own refuse dump	5 069	10
No rubbish disposal	1 557	3
Other	58	0
Total	50 449	100

Source: Community Survey 2007

TOILET FACILITIES

TYPE OF TOILET FACILITIES	NO. OF HH	%
Flush toilet (connected to sewerage system)	39 425	78
Flush toilet (with septic tank)	1 508	3
Dry toilet facility	742	1
Pit toilet with ventilation (VIP)	2 121	4
Pit toilet without ventilation	3 670	7
Chemical toilet	457	1
Bucket toilet system	877	2
None	1 648	3
Total	50449	100

Source: Community Survey 2007

TENURE STATUS

TENURE STATUS	NO. OF HH	%
Owned and fully paid off	17 524	35
Owned but not yet paid off	7 216	14
Rented	16 422	33
Occupied rent-free	8 992	18
Other	295	1
Total	50 449	100

Source: Community Survey 2007

TYPE OF DWELLING

TYPE OF DWELLING	NO. OF HH	%
House or brick structure on a separate stand or yard	31 370	62
Traditional dwelling/hut/structure made of traditional materials	2 788	6
Flat in block of flats	1 076	2
Town/cluster/semi-detached house (simplex: duplex: triplex)	2 291	5
House/flat/room in back yard	2 105	4
Informal dwelling/shack in back yard	1 897	4
Informal dwelling/shack NOT in back yard e.g. in an informal/squatter settlement	5 509	11
Room/flatlet not in back yard but on a shared property	649	1
Caravan or tent	307	1
Private ship/boat	153	0
Workers hostel (bed/room)	2 304	5
Other	-	-
Total	50 449	100

Source: Community Survey 2007

3.3. Institutional Arrangements

Staff Component and Appointments

The staff complement of the municipality as of 31 January 2011 stands at 1192 employees. Appointments that were made since then, have taken into consideration implementation of the Employment Equity Act 55, 1998.

The table below indicates the current workforce profile according to the various occupational levels.

**Table 7: Employment Equity Plan/Status Quo Report
January 2011**

Occupational Levels	Male								Female								Foreign Nationals				Total	
	A		C		I		1. W		A		C		I		W		Male		Female			
	Target	Status Quo	Target	Status Quo	Target	Status Quo	Target	Status Quo	Target	Status Quo	Target	Status Quo	Target	Status Quo	Target	Status Quo	Target	Status Quo	Target	Status Quo	Target	Status Quo
Top management							2	2	2	2								1			5	5
Senior management	13	12			1	1	11	11	11	10					4	4					40	38
Professionally qualified and experienced specialists and mid-management	22	21	2	2			9	9	16	16	1	1			4	3					54	52
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	188	183	4	5	3	2	35	34	166	163	17	18	8	8	35	35					456	448
Semi-skilled and discretionary decision making	72	74	2	2			3	1	42	42	1		1		2	1					123	120
Unskilled and defined decision making	431	431	3	2	1		4	1	102	95	1				4						546	529
TOTAL PERMANENT	726	720	11	11	5	3	64	58	339	328	20	19	9	8	49	43		1			1224	1192
Temporary employees																						
GRAND TOTAL	726	721	11	11	5	3	64	58	339	328	20	19	9	8	49	43		1			1224	1192

	BASELINE(1045 Employees)	STATUS QUO(1192 employees)
DISABILITY	0.8% (9 disabled employees)	1.84% (22 disabled employees)
FEMALES	33% (363 female employees)	33.4% (398 female employees)
BLACK	91.5% (1034 black employees)	88% (1048 black employees)

Table 8: Current Workforce Profile

Occupational Levels	Designated							Non-Designated			TOTAL
	Male			Female				White Male	Foreign Nationals		
	A	C	I	A	C	I	W	W	Male	Female	
Top Management (0)				2				2	1		5
Senior Management (1-3)	12		1	10			4	11			38
Professionally qualified and experienced specialists and mid-management (4-6)	21	2		16	1		3	9			52
Skilled technical and academically qualified workers, Junior Management, Supervisors, Foreman and Superintendents (7-12)	183	5	2	163	18	8	35	34			448
Semi-skilled and discretionary decision making (13-16)	74	2		42			1	1			120
Unskilled and defined decision making (17-20)	431	2		95				1			529
1.1.1 TOTAL PERMANENT	721	11	3	328	19	8	43	58	1		1192
Non-permanent employees											
1.1.2 GRAND TOTAL	721	11	3	328	19	8	43	58	1		1192

Table below indicates the demographic profile of Steve Tshwete Municipality as aligned to the Statistic South Africa, expressed in percentages.

Table 8.1: DEMOGRAPHIC PROFILE

Group	Male	Female	Total %
Black	43,8	34,5	78,3
Colored	1,1	1,3	2,4
Asian	0,8	0,7	1,5
White	8,6	9,2	17,8
Total	54,3	45,7	100

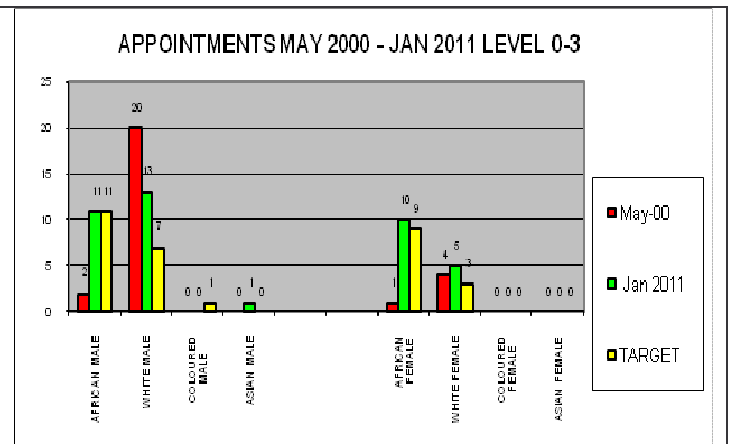
The table below indicates the summary of the status quo and numerical goals for Steve Tshwete Local Municipality

Table 8.2: NUMERICAL GOALS AND STATUS QUO

NATIONALITY	CURRENTLY EMPLOYED	CURRENT PERCENTAGE (%)	NUMERIC GOALS	PERCENTAGE
AFRICAN MALE	701	61.76	458	43,8
AFRICAN FEMALE	295	25.99	360	34,5
COLOURED MALE	10	.88	12	1,1
COLOURED FEMALE	18	1.59	14	1,3
INDIAN MALE	4	0.35	8	0,8
INDIAN FEMALE	7	0.62	7	0,7
WHITE MALE	57	5.02	90	8,6
WHITE FEMALE	43	3.79	96	9,2
TOTAL	1135	100	1045	100

APPOINTMENTS FROM MAY 2000 – 29 JAN 2011 AS COMPARED TO TARGETS

	LEVEL 0-3		
	May 00	Jan 11	Target
AFRICAN MALE	0	11	13
WHITE MALE	20	13	13
COLOURED MALE	0	0	1
ASIAN MALE	0	1	0
AFRICAN FEMALE	1	10	13
WHITE FEMALE	4	5	4
COLOURED MALE	0	0	0
ASIAN FEMALE	0	0	0



EQUITY TARGETS AND STATUS QUO AT THE THREE HIGHEST LEVELS IN THE MUNICIPALITY FOR THE PERIOD OF 2009-2013

LEVEL 0-3		
DESIGNATED GROUPS	TARGET	STATUS QUO
BLACK	25	24
WOMEN	18	16
DISABLED	2	1
ORGANISATIONAL LEVEL		
BLACK	1114	1048
WOMEN	469	398
DISABLED	38	22

Figure 1: STLM- Executive and Organisational Structure

