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## **Provincial Report 2009/ 2010: Northern Cape**

### **Background:**

The provincial reports have been compiled in response to requests from stakeholders, in particular provincial committees, for provincial profiles, updates and summaries of WSPs.

Information is sourced from the WSPs and ATRs submitted on 30 June 2009, and from the Gaffney's Local Government Yearbook. Information on the actual levy income received and disbursed is drawn from the LGSETA finance system. Projected expenditure on training drawn from the WSP must be viewed as being unreliable. WSPs financial components are generally poorly compiled and inconsistent.

The analysis and information provided excludes utilities and traditional authorities.

### **Profile:**

Geographically, the Northern Cape covers 30% of South Africa's land mass, but is the least populated province being home to only 2,3% of the population.

Average household income in the province is R 92 803 per annum. Official unemployment in the province runs at 27%. 20% of the adult population ( 20+ years) has a matric/ grade 12.

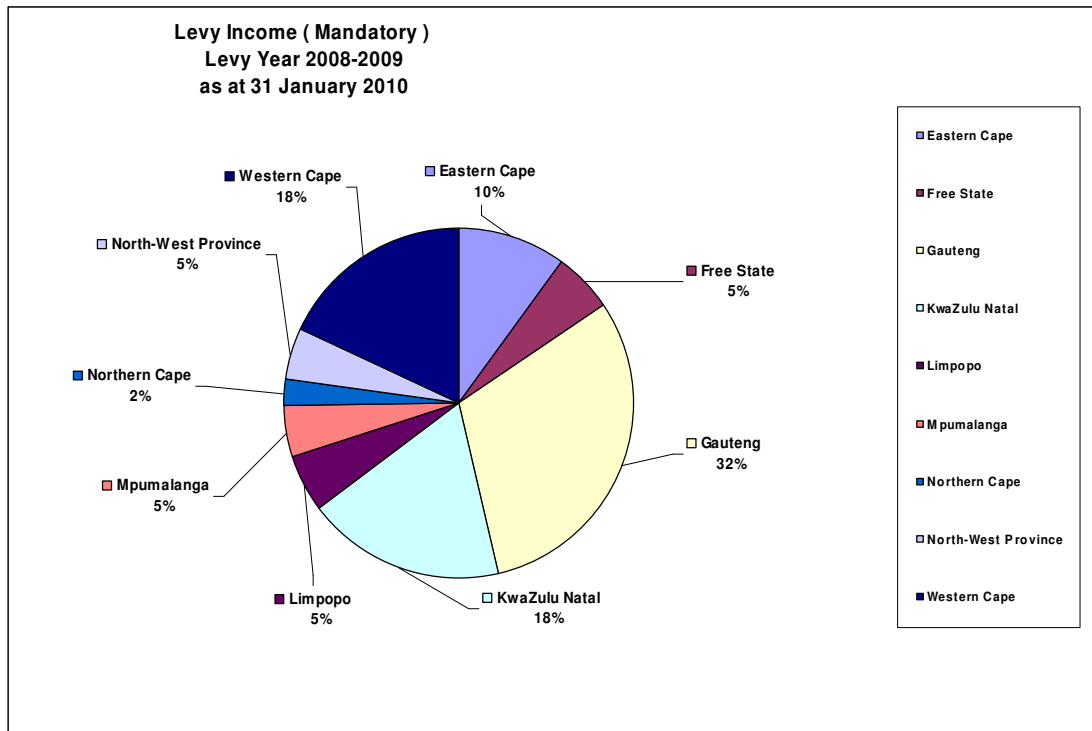
80% of all households in the Northern Cape live in formal dwellings. 48% of households receive free basic water , 40% receive free basic sanitation, 40% receive free basic electricity and 34.5% receive free basic solid waste removal. (Gaffney's)

The province has within its boundaries 5 district municipalities and 27 local municipalities. Approximately 8 000 people are employed in municipalities in the Northern Cape, making the sector one of the largest employers in the province.

### **Financial Profile:**

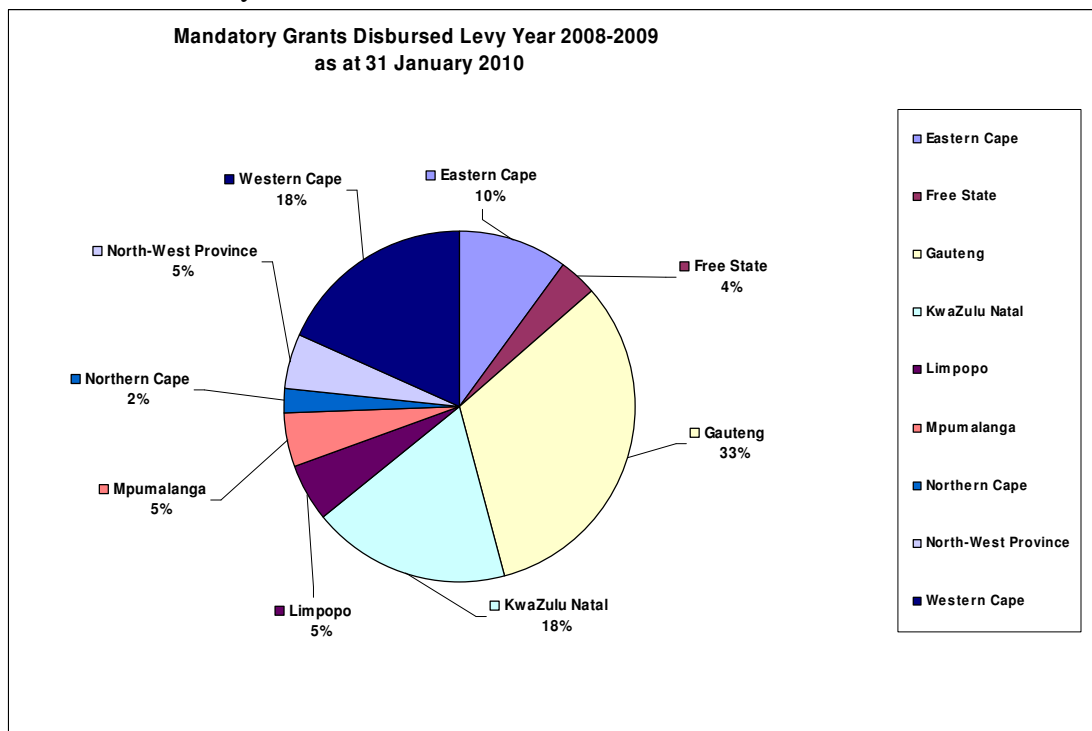
The Northern Cape contributes the least amount of skills levy ( mandatory portion) to the LGSETA. During 2008/9 levy year the province contributed R 3,304,313.00 as skills levy to the LGSETA – approximately 2% of all contributions.

Table 1:



Currently, the LGSETA has no record of levy payments by Mier and Tsantsabane.

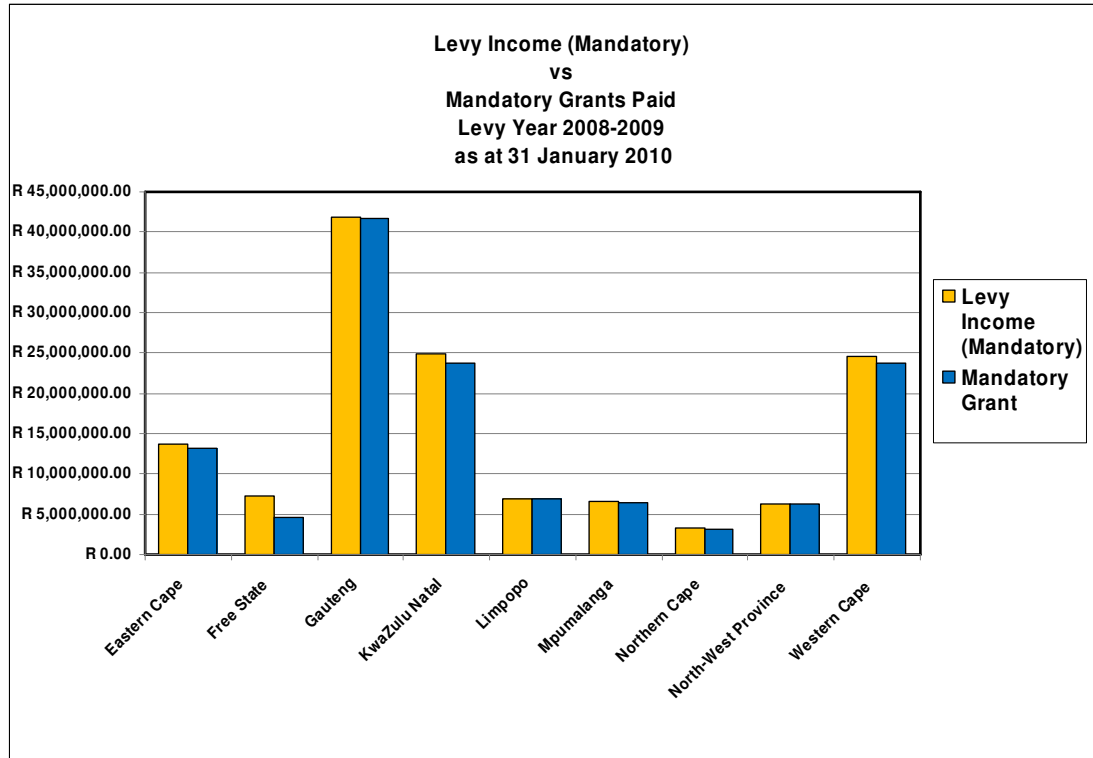
Table 2: Mandatory Grants Disbursed:



R 3,051,715 was disbursed to municipalities in the Northern Cape as mandatory grants.

The table below compares the mandatory grant income with the mandatory grant disbursement by province for the 2008/9 levy year.

Table 3:



Sol Plaatjie and //Khara Heis municipalities between them contribute almost two thirds of the total levy payment for the province.

**Workplace Skills Plan submission and compliance 2009/ 2010:**

Only 84% of all municipalities in the province submitted Workplace Skills plans by 30 June 2009. This is the lowest compliance and participation rate in the country. Sol Plaatjie, the largest municipality in the province, failed to submit on time.

Close to half of all municipalities in the province do not have training committees or skills development committees. In light of the lack of training committees, consultative processes around skills development in the Northern Cape must be questionable. In the circumstances, the lack of signed WSPs received is probably more a result of lack of participation rather than contestation around skills development in the workplace.

Approximately two thirds of municipalities do not have human resource development policies. Poor compliance and participation rates in the province must clearly impact on the quality of skills development in the province and the competence of staff in the municipalities.

**Table 4: Workplace Skills Plan submission and compliance 2009/ 2010 :**

Name of Municipality	Type	Size	No.Of Employees	Levy Compliance	Training Committees/ Skills development committee	HRD Policies	Signed	WSP/ATR Submission2009-2010
<b>NORTHERN CAPE</b>								
<b>Kgalagadi District</b>	C	M	103	√	√	√	√	√
Ga-Segonyana Lcoal	B	L	230	√	√	√	√	√
Moshaweng Local	B	M	68	√	No	√	√	√
Gamagara Local	B	L	242	√	No	No	√	√
<b>Frances Baard District</b>	C	M	124	√	√	No	√	√
Sol Plaatjie Local	B	L	1867	√	Late	Late	Late	Late
Dikgatlong Local	B			√	Late	Late	Late	Late
Magareng Local	B	L	146	√	No	No	No	√
Phokwane Local	B	L	276	√	√	√	√	√
<b>Namakwa District</b>	C	M	123	√	√	In process	No	√
Richtersveld Local	B			√	Late	Late	Late	Late
Nama Khoi Local	B	L	305	√	√	No	√	√
Kamiesberg Local	B	M	78	√	Not completed	√	√	√
Hantam Lcoal	B	M	130	√	No	No	√	√
Karoo Hoogland Local	B			√	√	Not completed	√	√
Khai-Ma Local	B	M	50	√	√	No	No	√
<b>Pixley Ka Seme District</b>	C	M	138	√	√	√	√	√
Ubuntu Local	B	M	120	√	No	√	√	√
Umsobomvu Local	B	L	184	√	√	No	√	√
Emthanjeni Local	B	L	303	√	√	Not completed	No	√
Kareeberg Local	B	M	78	√	No	√	√	√
Renosterberg Local	B			√	√	√	√	√
Thembelihle Local	B	M	79	√	No	No	√	√
Siyathemba Local	B			√	Late	Late	Late	Late
Siyancuma Local	B	L	154	√	√	Draft	No	√
Name of Municipality	Type	Size	No.Of Employees	Levy Compliance	Training Committees/ Skills development committee	HRD Policies	Signed	WSP/ATR Submission2009-2010
<b>Siyanda District</b>	C	L	157	√	√	Not approved	No	√
Mier Local	B	S	35	?	No	√	√	√
// Khara Hais Local	B			√	No	No	No	√
! Kheis Local	B			√	Late	Late	Late	Late
Tsantsabane Local	B	L	230	?	√	Not completed	No	√
Kgatelopele Local	B	M	84	√	No	No	√	√
Kai Garib Local	B	L	220	√	√	Draft	√	√

### **Proposed Training by strategic focus area:**

In addition to the municipalities that did not comply with the WSP submission requirements in the Northern Cape, a further five municipalities could not adequately account for their planned training. This implies that fully a third of all municipalities in the Northern Cape are not able to implement training satisfactorily.

Further, one must question the reliability of the planning processes and information presented in some of the WSPs. It seems almost inconceivable that Hantam would have the resources to train each employee at least once in the 2009/ 2010 period.

The focus of training interventions in the province is on non- priority training i.e training which is not linked to municipal key performance areas. Such training will not serve to improve municipal performance and service delivery.

Table 5 below provides a detailed breakdown of proposed training by municipality.

**Table 5: Proposed Training by strategic focus area:**

Name of Municipality	Infrastructure and Service Delivery	Financial & Administrative Viability	Community based participation & municipal planning	Management & Leadership	Abet	Workplace training systems	Non priority training
<b>NORTHERN CAPE</b>							
<b>Kgalagadi District</b>	0	41	6	32	0	0	39
Ga-Segonyana Lcoal	41	20	37	45	22	0	101
Moshaweng Local	3	26	3	32	0	0	11
Gamagara Local	47	2	0	8	0	3	48
<b>Frances Baard District</b>	29	52	0	31	25	0	147
Sol Plaatjie Local	Late	Late	Late	Late	Late	Late	Late
Dikgatlong Local	Non submission	Non submission	Non submission	Non submission	Non submission	Non submission	Non submission
Magareng Local	Not completed						
Phokwane Local	Not completed						
<b>Namakwa District</b>	33	55	14	320	16	36	119
Richtersveld Local	Non submission	Non submission	Non submission	Non submission	Non submission	Non submission	Non submission
Nama Khoi Local	64	38	0	10	0	0	226
Kamiesberg Local	52	10	0	12	20	2	14
Hantam Lcoal	158	10	5	0	0	0	12
Karoo Hoogland Local	2	5	0	15	0	1	13
Khai-Ma Local	Not completed						
<b>Pixley Ka Seme District</b>	Not completed						
Ubuntu Local	44	0	0	4	3	0	34
Umsobomvu Local	19	15	0	8	13	0	64
Emthanjeni Local	Not visible						

Name of Municipality	Infrastructure and Service Delivery	Financial & Administrative Viability	Community based participation & municipal planning	Management & Leadership	Abet	Workplace training systems	Non priority training
Kareeberg Local	0	0	0	0	0	0	48
Renosterberg Local	Not completed						
Thembelihle Local	0	28	6	31	0	0	146
Siyathemba Local	Non submission	Non submission	Non submission	Non submission	Non submission	Non submission	Non submission
Siyancuma Local	74	15	20	10	20	0	51
<b>Siyanda District</b>	4	4	1	2	0	0	25
Mier Local	0	3	0	6	12	0	11
// Khara Hais Local	72	13	35	5	20	0	26
! Kheis Local	Late	Late	Late	Late	Late	Late	Late
Tsantsabane Local	20	0	0	0	40	0	31
Kgatelopele Local	18	16	2	18	15	0	53
Kai Garib Local	44	0	0	25	0	0	28
<b>TOTALS</b>	<b>724</b>	<b>353</b>	<b>129</b>	<b>614</b>	<b>206</b>	<b>42</b>	<b>1247</b>