

ELIAS MOTSOLEDI LOCAL MUNICIPALITY

P O BOX 48
GROBLERSDAL
0470
Tel: 013-262 3056



Civic Centre
2nd Grobler Avenue
GROBLERSDAL,
0470

Elias Motsoaledi Local Municipality with its seat in Groblersdal Limpopo Province subscribes to principles of employment equity and thus committed to the achievement and maintenance of equity in employment, especially with respect to race, gender and disability. Suitably qualified candidates are hereby invited to apply for the vacancy hereunder.

EXTERNAL / INTERNAL ADVERTISEMENT

RE-ADVERT: POST: CHIEF FINANCIAL OFFICER (CFO)

REF: 4/3/2/5

Annual Total Remuneration Package: Minimum R857, 571, Midpoint R980, 082 and Maximum R1, 102, 590 (determined in terms of prism of Item 8 read together with Item 9 of the Local Government: Upper Limits of Total Remuneration Packages Payable to Municipal Managers and Managers Directly Accountable to Municipal Managers GN 1224, GG 42023 of 08th November 2018). Stationed in Groblersdal, Elias Motsoaledi Local Municipality, this position is a fixed term contract. The contract shall be for a fixed term of employment not exceeding a period ending one year after the election of the next council of the municipality. The incumbent shall be subjected to signing of contract of employment, a performance agreement, disclosure of financial interests and undergo screening, security vetting and competency assessment.

HIGHER EDUCATION QUALIFICATION, WORK-RELATED EXPERIENCE AND OTHER REQUIREMENTS: At least a Bachelor degree in Accounting, Finance or Economics or a relevant qualification registered on the National Qualifications Framework at a NQF level 7 with a minimum of 360 credits* Minimum of 5 years work-related experience at middle management level* Drivers' license and the totality of the requirements for the post are as prescribed under the Local Government: Municipal Systems Act 32 of 2000 pertaining to appointments of senior managers read together with the regulations promulgated thereunder, the Local Government: Regulations on

Appointment and Conditions of Employment of Senior Managers GN 21 GG 37245 of 17th January 2014.

ADDED ADVANTAGE: Registration with a recognized relevant professional body* CPMD/MFMP from an accredited and recognized body in the unit standards prescribed for financial and supply chain management.

LEADING COMPETENCIES: Strategic direction & leadership* People management* Program and project management* Financial management* Change leadership* Governance leadership.

CORE COMPETENCIES: Moral competence* Planning & organizing* Analysis & innovation* Knowledge & information management* Communication* Results & quality focus.

KEY PERFORMANCE AREAS: Administratively take charge of the budget and treasury office* Advise the accounting officer of the exercise of powers and duties assigned to the accounting officer in terms of the Local Government: Municipal Finance Management Act 56 of 2003* Assist the accounting officer in the administration of the municipality's bank accounts and in the preparation and implementation of the municipality's budget* Advise senior managers and other senior officials in the exercise of powers and duties assigned or delegated to them* Perform such budgeting, accounting, analysis, financial reporting, cash management, debt management, supply chain management, financial management, review and other duties as may be delegated by the accounting officer to CFO* Development of medium term financial framework within which the municipality can operate* Provide and administer framework for financial accountability and ensure that it is complied with* Provide inputs to make budget and treasury efficient and effective to ensure compliance with the applicable laws/prescripts* Ensure and maintain efficient and effective financial systems* Exercise overall financial management responsibilities in a diligent manner* Ensure proper and safeguarding of departmental documentation for audit and other reference purposes* Direct and manage departmental human resource capital* Responsible for departmental performance management and Other

duties, responsibilities, roles and delegations are contained in legal prescripts, regulations applicable to municipal government, municipal policies or provisions which may from time to time be issued by the Municipality and made binding upon you.

Candidates applying for this position must submit the fully completed and signed official **“Application Form for Employment Senior Managers Post(s)”** which can be downloaded from the Elias Motsoaledi Local Municipality’s website on www.eliasmotsoaledi.gov.za or obtainable from the HR Office and must be accompanied by their detailed curriculum vitae with proven experience and competencies, contactable references, registration with a relevant professional body, disclosing full details of any dismissal for misconduct and any disciplinary actions, whether pending or finalized instituted against such applicant from current and previous employment, recently (not older than 3 months old) certified copies of academic qualifications, Identity Document (ID) as well as the Driver’s license. Late, faxed, e-mailed or applications not made on the official application form shall not be considered. Canvassing Councillors or officials for the appointment is strictly prohibited and any collaborating evidence thereof will automatically disqualify the applicant. It is the responsibility of applicants in possession of foreign qualifications to submit evaluated results by the South African Qualifications Authority. Failure to submit all the required documents shall render the application invalid. Since this is a re-advertisement, candidates who previously applied for this post may re-apply. Should you not hear from the Municipality within 30 working days after the closing date, regard your application as unsuccessful. The Municipality reserves the right to appoint or not appoint for this post. Enquiries shall be directed to the Acting Municipal Manager Mr MM Kgwale 013 262 3056 and applications forwarded to: **The Acting Municipal Manager, Elias Motsoaledi Local Municipality, P.O Box 48, Groblersdal, 0470** or hand-delivered to the Office of the Acting Municipal Manager, 2nd Grobler Avenue, Groblersdal, 0470. **The closing date shall be Friday, 4th October 2019 at 16H15.**

The following posts are hereby re-advertised and those who applied previously need not to re-apply as their applications will be considered:

RE-ADVERT: POSITION: MANAGER REVENUE MANAGEMENT

DEPARTMENT: BUDGET AND TREASURY

REMUNERATION: R523 236. 00 p.a (*excluding employment benefits and allowances where applicable*)

DURATION: PERMANENT POST

MINIMUM REQUIREMENTS: Degree in Accounting or equivalent qualification in Accounting* Minimum of 3 years relevant experience in finance environment* A valid driver's license* Computer literacy* Good knowledge and understanding of relevant policy and legislation* Good knowledge and understanding of institutional governance systems and performance management* Attention to detail* Negotiation skills* Interpersonal and communication skills. Registration as Chartered Accountant, Certificate in Municipal Financial Management Programme or Certificate Programme in Management Development (CPMD) Municipal Finance will be an added advantage.

RESPONSIBILITIES: General management of revenue services* Manage and maintain banking functions including managing and participating in performing investment of funds* Transferring bank funds and processing transfers of funds* Evaluating and recommending improvements to banking services and monitoring daily bank balances* Manage account receivables (debtors)* Update and reconcile revenue accounts* Prepare financial reports reflecting the municipality's income status* Billing and revenue collection systems* Manage and monitor a variety of revenue sources for the municipality including equitable shares, property rates, and tariffs on utility services* Development and management of indigent services including partnering with other spheres of government in regard to poverty alleviation of indigents to improve their status and facilitate their exit from the indigent programme. Assist with internal and external audit findings.

RE-ADVERT: POSITION: MANAGER INTERNAL AUDIT

DEPARTMENT: OFFICE OF THE MUNICIPAL MANAGER

REMUNERATION: R523 238. 00 p.a (*excluding employment benefits and allowances where applicable*)

DURATION: PERMANENT POST

MINIMUM REQUIREMENTS: A recognized Degree in Internal Audit or equivalent qualification in Internal Audit/Auditing/Accounting/Risk Management* Minimum of 3 years relevant experience in Internal Auditing/ Auditing/Accounting/Enterprise Risk Management* A valid driver's license* Computer literacy* Extensive knowledge of laws and legislation governing local government* Knowledge of International Standards for Professional Practice of Internal Auditing* Knowledge of risk management* Registration with the Institute of Internal Auditors.(SA) and/or working towards Certified Internal Auditor (CIA) will be an added advantage.

KEY PERFORMANCE AREAS/ RESPONSIBILITIES: Plan and organize internal audit work. Develop strategic and operational plan for internal audit in line with organizational risk assessment* Review policies/charters/frameworks guiding internal auditors annually* Conduct follow up on internal and external audit findings* Monitor internal auditors' work* Provide advice and recommendations to management regarding organization's adequacy and effectiveness in risk management, internal control and governance* Provide independent assurance and consulting services to management* Provide quarterly reports to the Audit Committee and other relevant stakeholders* Provide requisite support to the Audit Committee. Internal audit personnel supervision* Conduct ad hoc assignments as and when required.

RE-ADVERT: POSITION: PROJECTS SOCIAL FACILITATOR

DEPARTMENT: INFRASTRUCTURE

REMUNERATION: R358008. 00 p.a (excluding employment benefits and allowance where applicable)

DURATION: PERMANENT POST

MINIMUM REQUIREMENTS: Grade 12* National Diploma or B. Degree or B. Tech in Social Sciences* At least three (3) years' experience in the field of social facilitation or involvement with communities* A valid driver's license* Computer literacy* Good communication and presentation skills* Good telephone etiquette and interpersonal skills* Excellent organizational skills and customer care. Ability to multi-task and to work with people at all levels particularly senior management* Flexible and adaptable, tactful and discreet* Confidentiality.

RESPONSIBILITIES: Promote participation, ownership and active involvement of stakeholders throughout the Project Life Cycle* Gain knowledge and understanding of various social facilitation strategies by various departments with the view to develop an integrated strategy* Establish community structures for projects management* Conduct baseline surveys and reports for all new projects* Conduct skills audit and training for Project Steering Committees (PSCs)* Apply conflict resolution strategies in cases of social conflict that may affect the projects* Provide on-going monitoring of projects to ensure sustainability* Coordinate projects hand- over for completed projects* Prepare and submit reports at set periods* Craft, implement interventions and mitigation strategies.

RE-ADVERT: POSITION: SENIOR HR (HUMAN RESOURCES) OFFICER

DEPARTMENT: CORPORATE SERVICES

REMUNERATION: R317988. 00 p.a (*excluding employment benefits and allowances where applicable*)

DURATION: PERMANENT POST

MINIMUM REQUIREMENTS: Degree / National Diploma in Human Resources Management or equivalent* A valid driver's license*Computer literacy* 2 years' relevant experience in human resources field* Knowledge of human resources legislations and prescripts*Communication skills* Interpersonal and conflict management skills.

RESPONSIBILITIES: Facilitate recruitment and selection activities for the municipality* Facilitate and activate the appointment of new employees* Facilitate and implement the promotion of employees, second-mends, transfers, and termination of employment service* Provide advice on, and, implement authorized activities on remuneration, allowances, reimbursable expenses and other applicable benefits* Provide advice and implement activities covering all conditions of service including leave management, human resources legislations and applicable prescripts* Monitor and supervise human resources personnel* Co-ordinate review of organizational structure* Prepare staff establishment and turnover reports as and when required* Maintain and safeguard human resources records* Support internal departments and participate in the dealings with internal and external auditors on human resources matters.

RE-ADVERT: POSITION: GARDENERS X03

DEPARTMENT: COMMUNITY SERVICES (PARKS AND CEMETERIES)

REMUNERATION: R120264. 00 p.a (*excluding employment benefits and allowances where applicable*)

DURATION: PERMANENT POST

MINIMUM REQUIREMENTS: ABET level 1

RESPONSIBILITIES: Carry out numerous gardening duties, such as soil cultivation, digging, forking, mulching, watering, raking, weeding, edging, pruning, bed preparation and planting. Carry out lawn maintenance and cultivation. Use and maintain hand tools and basic light machinery. Use cylinder and rotary mowers, trimmers, leaf blowers. Ensure all equipment and machinery are secure.

Keep the tool shed / store room clean and tidy, Keep the borders, thoroughfares and street footpaths clear and free from litter at all times. Empty litter bins around designated municipal sites, Assist with the initial marking and over marking of the sport pitches, running tracks, field events. Prepare and plant rockeries, herbaceous borders and shrubberies. Maintain diverse plantings of trees, shrubs, vines, perennials, grasses, and bulbs. Hand-water and monitor irrigation of plantings, especially during time of establishment and drought. Perform seasonal landscape work including pruning, clean up, bulb planting, dividing and transplanting, leaf removal. Scout for pests and disease, clean up litter in planting beds

RE-ADVERT: POSITION: ROTATING CEMETERY OPERATOR X 07

DEPARTMENT: COMMUNITY SERVICES (PARKS AND CEMETERIES)

REMUNERATION: R120264. 00 p.a (*excluding employment benefits and allowances where applicable*)

DURATION: PERMANENT POST

MINIMUM REQUIREMENTS: ABET level 1

RESPONSIBILITIES: Excavate graves both manually and mechanically observing at all times prescribed Health and Safety practices using shoring and mechanical plant equipment. Cover the excavation with boards immediately after completion of

excavation, to protect the public and leave the site clean and tidy. To remove these cover boards shortly before the funeral is due to take place. Ensure the paths that the funeral cortege will walk are clear of all litter, debris, brash and free from obstructions leading up to and around the grave area. Level existing grave surfaces and prepare for either new turf or an application of grass seed, generally clean the ablution facilities a minimum of one times a week, ensure good housekeeping and security of all such stocks. Carry out minor miscellaneous improvements works within the cemeteries and crematoria. Maintain the municipal garden and the yard including tree pruning, grass cutting with lawn mower. Maintain cleanliness of the municipal yard.

RE-ADVERT: POSITION: SENIOR ACCOUNTANT ASSETS

DEPARTMENT: BUDGET AND TREASURY

REMUNERATION: R358006.14 p.a (*excluding employment benefits and allowances where applicable*)

DURATION: PERMANENT POST

MINIMUM REQUIREMENTS: Degree in Accounting (*NQF Level 6*), Computer literacy. Good knowledge and understanding of relevant policy and legislation* Good knowledge and understanding of institutional governance systems and performance management* Attention to detail* Negotiation skills* Interpersonal and communication skills. Certificate in Municipal Financial Management Programme or Certificate Programme in Management Development (CPMD) Municipal Finance will be an added advantage.

RESPONSIBILITIES: Implement Asset Management Strategy: Produce plans based upon analysis of service delivery options, Include in the Service Delivery and Budget Implementation Plan (SDBIP) the measurable objectives and targets of each asset management plan. Develop Asset Management Plans: Conduct a “gap analysis” of the required vs. current service levels, Risk assessment across the whole life cycle of each option, and Consult with other divisions in the development of the asset management plans such as to: Conduct asset life-cycle analyses as key concept underpinning municipal asset management, and covering all phases of an asset’s life starting with planning, through its acquisition, operation, maintenance and eventual disposal, Ensure that life-cycle cost management of assets is aligned to the

municipality's planning, budgeting, monitoring and reporting processes, and including any environmental rehabilitation at the end of its life. Implement Asset Management Policies, Compile and maintain Asset Register, Link Asset Register to other systems, Provide detailed specifications for asset management demands of the municipality to IT to facilitate development / acquisition thereof within the particular architecture of the municipality's information systems, and the organizational structure. Condition assessment of assets, Stocktaking, Conduct physical verification of the quantities and condition of items held in an inventory, as a basis for accurate inventory audit and valuation. Asset monitoring and reporting: Prepare monthly, quarterly, and other reports that measure the implementation progress and deadlines against that of the asset management plan. Report on the service performance of capital assets, as well as financial aspects extracted from the asset register, and give them to the CFO via the Manager, for authorization and for inclusion in the formal monthly, quarterly, and annual reports

In an addition, the following posts are advertised:

POSITION: DISASTER MANAGEMENT OFFICER

DEPARTMENT: COMMUNITY SERVICES

REMUNERATION: R 317 988.00 p.a. (excluding employment benefits and allowances where applicable)

DURATION: PERMANENT POST

MINIMUM REQUIREMENTS: Grade 12* Diploma in Disaster Management or equivalent qualification in Disaster Management* Computer literacy (MS Office) *1-2 years' experience in Disaster Management* Principles and practices of disaster preparedness, response and recovery* General knowledge of mitigation management* knowledge of relevant legislations, laws and regulations* Principles governing municipal systems, structures and administration.

RESPONSIBILITIES:

Administering/coordinating all disaster related issues* Attend to specific priorities and report to the Superintendent Disaster Management* Organize and arrange public awareness and education campaigns to provide communities with information and advice on disaster prevention and recovery techniques* Coordinate the applications

of specific procedures associated with identifying and assessing the severity of potential risk factors* Identify risks and develop strategies to mitigate the identified risks* Attend to operational requirements and procedures during potential and actual disasters by responding to reported calls of disaster related incidents and proceeding to investigate and communicate with the immediate superior and/or Disaster Management Centre on the nature, severity of the disasters and resources to control/attenuate the impact* Attend to indigent burials related matters.

POSITION: SENIOR IDP OFFICER

DEPARTMENT: OFFICE OF THE MUNICIPAL MANAGER

REMUNERATION: R 317 988.00 p.a (excluding employment benefits and allowances where applicable)

DURATION: PERMANENT POST

MINIMUM REQUIREMENTS: Diploma in Municipal Administration, Public Management, Business Management or equivalent* 1-2 years' experience in wide variety of municipal planning activities* A valid driver's license* Computer literacy, organizational skills, communication and interpersonal skills* Research and report writing skills* Research and data analysis skills.

KEY PERFORMANCE AREAS/ RESPONSIBILITIES: Facilitate internal IDP review consultations* Perform IDP review consultations with stakeholders* Consolidate inputs received during consultations* Update IDP Document* Conduct IDP campaigns to all wards* Provide IDP information to relevant stakeholders* Monitor performance progress of IDP projects* Report on progress made on integrated development plans* Handle IDP enquiries.

POSITION: IDP CO-ORDINATOR

DEPARTMENT: OFFICE OF THE MUNICIPAL MANAGER

REMUNERATION: R219 384.24 p.a (*excluding employment benefits and allowances where applicable*)

DURATION: PERMANENT POST

MINIMUM REQUIREMENTS: Grade12* National Certificate in Office Management* 1-year relevant experience* A valid driver's license* Computer literacy* Organizational skills, communication and interpersonal skills.

KEY PERFORMANCE AREAS/ RESPONSIBILITIES: Provide coordination and support to IDP Unit* Keep an up to date and up-graded manual and electronic filing system on documents to ensure proper administration and easy access of such information whenever required* Coordinate and prepare logistics relating to IDP related meetings* Supply community and stakeholders with information needed* Provide clerical services to the IDP Unit* Facilitate the development of IDP Process Plan and its approval by Council. Facilitate internal IDP review consultations with stakeholders. Update the IDP Document.

POSITION: LAND DEVELOPMENT OFFICER

DEPARTMENT: DEVELOPMENT PLANNING AND LED

REMUNERATION: R 317 988. 00 p.a (*excluding employment benefits and allowance where applicable*)

DURATION: PERMANENT POST

MINIMUM REQUIREMENTS: Grade 12* National Diploma or Degree in Town and Regional Planning* Two (2) years relevant experience in town and regional planning* A valid driver's license* Computer literacy* Report writing skills* Communication skills* Supervisory skills* Administrative skills* Report writing skills* Knowledge of land use related legislation, policies and systems.

RESPONSIBILITIES: Administer land management matters to ensure efficient control* Inspecting, consulting and capacitating community regarding rules and requirements of usage of land* Identifying, notifying, consulting and capacitating occupants of land regarding illegal land usages and occupation, land development and other land management matters by means of meetings and interviews* Assisting with land development applications by undertaking site inspections and deal

with/consider applications* Assisting the public with the sale of erven and registration of Deeds of Grant/Title Deed* Investigating and handling/dealing with queries and issues regarding occupation of land by scrutinizing files, undertaking site inspections and conducting interviews with role players and stakeholders* Responsible for land development process in rural areas to comply with legislation.

POSITION: RESEARCHER CHIEFWHIP OFFICE

DEPARTMENT: EXECUTIVE SUPPORT

REMUNERATION: R358 008. 00 pa *(excluding employment benefits and allowances where applicable)*

DURATION: PERMANENT POST

MINIMUM REQUIREMENTS: Grade 12* National Diploma in Public Administration or relevant equivalent qualification* At least three (3) years' relevant experience in the municipal or public service* Knowledge of municipal environment* Communication skills, interpersonal skills, research and analytical skills.

RESPONSIBILITIES: Conduct research on behalf of the Chiefwhip to substantiate information* Obtain legal, technical and other specialized assistance required to exercise functions and duties of the Chiefwhip* Assist in the preparation of the Chiefwhip speech* Manage the diary of the Chiefwhip* Provide administrative and secretarial support to the Chiefwhip.

POSITION: RESEARCHER MPAC SUPPORT

DEPARTMENT: EXECUTIVE SUPPORT

REMUNERATION: R358 008. 00 p.a *(excluding employment benefits and allowances where applicable)*

DURATION: PERMANENT POST

MINIMUM REQUIREMENTS: Grade 12, National Diploma in Public or relevant equivalent qualification* At least three (3) years' relevant experience in the public service* Communication skills, interpersonal skills, research and analytical skills.

RESPONSIBILITIES: Conduct research on behalf of MPAC to substantiate information* Administer MPAC functions as and when delegated* Obtain legal, technical and other specialized assistance required to exercise functions and duties of MPAC* Refer to MPAC schedule of meetings for discussions in terms of Section 59 of the Systems Act (Annual Report, issues raised by the Auditor General, SDBIPs, AFS etc)* Arrange and confirm the venue with due consideration given to the number of delegates attending and facilities required* Prepare speech for Chairperson of MPAC* Manage the diary of the Chairperson of MPAC* Provide administrative and secretarial support to MPAC.

POSITION: EXECUTIVE ASSISTANT

DEPARTMENT: MUNICIPAL MANAGER'S OFFICE

REMUNERATION: R202 632. 00 pa *(excluding employment benefits and allowances where applicable)*

DURATION: PERMANENT POST

MINIMUM REQUIREMENTS: Secretarial or Office Administration/ Management Diploma* One (1) year working experience in public or municipal environment* Computer literacy* Communication skills* Telephone etiquette* Interpersonal relations* Attention to detail*

RESPONSIBILITIES: Attend to telecommunication services* Screen all internal and external calls and refer telephonic enquiries to relevant departments where necessary* Arrange and confirm appointments with visiting parties* Keep Municipal Manager's diary and slot in ad hoc appointments at his / her convenience* Arrange, confirm and/or cancel appointments as requested by Municipal Manager. Diarise the following: council meetings, EXCO meetings, sec 79/ 80 committee meetings, conferences, congresses, and other meetings out of office or town. Typing of memoranda, letters, reports, meeting agendas other official documents pertinent to the Office.

POSITION: INTERNS TOWN PLANNING x 02

DEPARTMENT: DEVELOPMENT PLANNING AND LED

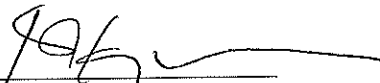
REMUNERATION: R100 000. 00 p.a (*excluding employment benefits and allowances where applicable*)

DURATION: TWO YEARS CONTRACT

MINIMUM REQUIREMENTS: National Diploma or Degree in Town and Regional Planning or building science* Communication skills, administrative skills and report writing skills* Knowledge of land use related legislation, policies and systems* Community conflict resolution skills.

RESPONSIBILITIES: Assist in the administration of land management matters to ensure efficient control thereof by inspecting, consulting and capacitating community regarding rules and requirements of usage of land* Assist with land development applications by undertaking site inspections and deal with/consider applications, help to explain to the public how the procedures should be followed* Consulting and capacitating community regarding procedures and requirements for purchase of land and for registration of Deeds of Grant / Title Deeds* Assisting the public with the sale of erven and registration of Deeds of Grant/Title Deeds by explaining procedures* Assist in the investigation and handling/dealing with queries regarding occupation of land by scrutinizing files, undertaking site inspections and conducting interviews with role players and stakeholders.

PLEASE NOTE: Application for the posts must be submitted on an official application form obtainable from the Human Resources Offices / downloadable from www.eliasmotsoaledi.gov.za/vacancies.htm. Accompanied by recently certified copies of qualifications, Detailed CV, ID Copy and Driver's License. The certified copies should not be older than 3 months. Late, faxed, e-mailed or applications not made on the official application form shall not be considered. Applicants who have not received any response within 30 days of the closing date should regard their applications as unsuccessful. The submission of applications grant the Municipality the right to conduct qualification verification, screening and/or vetting. Furnishing of dishonest information or any misrepresentation shall result in a disqualification of a candidate(s) or may lead to termination of candidate's contract of employment, if appointed. A candidate who canvasses any councilor or official for preference shall be disqualified immediately from the selection process or from appointment. It is the responsibility of the applicants in possession of the foreign qualifications to submit the evaluated results by the South African Qualifications Authority. The Municipality reserves the right to appoint or not to appoint for these positions. The applications must be addressed to: The Acting Municipal Manager, P.O BOX 48, Groblersdal, 0470 or hand delivered at 2nd Grobler Avenue, Groblersdal, 0470, put in the marked Box for Vacancies. For further information or enquiries contact Mr Lawrence Mafiri or Mr Moses Mahlangu of the Human Resources Management during working hours at Tel: (013) 262 3056/7/8/9. The **closing date** for the above-mentioned positions shall be **Friday, 4th October 2019** at 16H:15 (with a grace of an additional three (3) days for posted applications).



Mr MM Kgwale
Acting Municipal Manager