



**EXPANDED PUBLIC WORKS PROGRAMME (EPWP)
POLICY FOR THE AMAHLATHI LOCAL MUNICIPALITY
PHASE-5**

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CLLR. NP MLAHLEKI
SPEAKER OF COUNCIL

28/06/2024
DATE

NIP

TABLE OF CONTENT

NO.	ITEM	PAGE NO.
1.	Definitions & Acronyms	1-4
2.	Legislative Framework	4-5
3.	Objectives of the Policy	5-7
4.	Application of the Policy	7
5.	Policy Details	7-25
6.	Implementation of the Policy	25
7.	Deviation	25
8.	Policy Audits	26
9.	Violation and Enforcement of the Policy	26
10.	Adoption and Approval of the Policy by Council	26

1. DEFINITIONS & ACRONYMS

TERM	DEFINITION
DPW	National Department of Public Works
DORA	Division of Revenue Act
DSC	District Steering Committee
ED	Executive Director of the Municipality is a Municipal Manager
EPWP	Expanded Public Works Programme
Environment & Culture Sector	The sector aims to build South Africa's natural, social and cultural heritage, and in so doing dynamically uses this heritage to create both medium and long-term work and social benefits through sustainable land-based livelihoods, waste management, tourism and creative industries, parks and beautification, coastal management and sustainable energy.
Full-time Equivalents	Refers to one person's year of employment. One person year is equivalent to 230 per days of work. Person years of employment equals total number of person days of employment created for targeted labour during the year divided 230. For task rated workers, tasks completed should be used as a proxy for 8 hours of work per day.
HOD Forum	Public Works Head of Department Forum
IDP	Integrated Development Plan
Incentive Grant	Incentive paid to public bodies to incentivise employment creation under the EPWP. The incentive the EPWP target group and can be measured in FTEs.
Infrastructure sector	The sector aims to promote the use of labour-intensive methods in the construction and maintenance of public infrastructure.

- i. To have EPWP as an approved delivery strategy for projects implementation, employment creation and skills development; by ensuring that EPWP guidelines and principles are adhered to in the implementation of any municipal project.
- ii. To inform all Departments and Units within municipality on how their functions should contribute towards achieving the EPWP objectives; (clarify the support function roles further within municipalities e.g. finance, corporate service) (Acknowledge that the model varies)
- iii. To entrench the EPWP methodology within the IDP (incorporate EPWP in the IDP);
- iv. To develop skills within communities through on-the-job and/or accredited training of workers and thereby developing sustainable capacity within communities;
- v. To capacitate SMME's and emerging contractors within local communities by facilitating the transfer of sustainable technical, managerial and financial skills through appropriate learnership programmes and SMMEs development initiatives;
- vi. To re-engineer how the planning, design and implementation programmes/projects within the existing municipal operational and capital budgets in order, to maximize greater employment opportunities per unit of expenditure.
- vii. To maximise the percentage of the municipal's annual total budget spent and retained within local communities by promoting the procurement of goods and services from local manufacturers, suppliers and service providers.
- viii. To have council buy-in on the implementation of EPWP on all projects
- ix. To establish EPWP Forum within the Municipality.
- x. To report all Municipal created work opportunities on monthly bases to the EPWP Reporting System.
- xi. To invest the incentive money on more job creation

- xii. To design innovative Labour Intensive Construction (LIC) methods in order to maximise job creation.

4. **APPLICATION OF THE POLICY**

The Policy is applicable to: The Council and all Departments and Units of the Municipality including entities shall comply with the Policy and its amendments.

5. **POLICY DETAILS**

5.1. EPWP Background

The Expanded Public Works Programme (EPWP) phase 5 is South African Government initiated programme aimed at creating 5.4 million work opportunities by 2029. The Programme is implemented by all spheres of government, across four (4) defined sectors, namely the Infrastructure, Social, Non-State and Environment and Culture sectors. The Programme is co-ordinated by the National Department of Public Works (DPW), as mandated by Cabinet.

The programme is not implemented in isolation with other Government strategic initiatives, the New Growth Path (NGP) outlines Key Job drivers, such as targeting more labour-absorbing activities across the main economic sectors; and substantial public investment in infrastructure both to create employment directly, in construction, operation and maintenance as well as the production of inputs, and indirectly by improving efficiency across the economy.

The persistently high rate of unemployment in South Africa is one of the most pressing socio-economic challenges facing the Government and similarly Amahlathi Municipality. High youth unemployment in particular means young people are not acquiring the skills or experience needed to drive the economy forward. Job creation and skills development as stated in the Integrated Development Plan (IDP) will remain key priorities for the municipality.

5.2 EPWP Phase 5

EPWP Phase 5 is implemented over the period of 2024/25 to 2028/29 financial years, with increased targets and more focused and specific objectives, which include amongst other things:

- a) The increased focus on community-driven programmes such as the CWP, which through the transfer of wages will provide an economic stimulus, target the poorest areas and consolidate and strengthen markets in marginalised local economies. These types of programmes will broaden the development impact.
- b) The introduction of a set four of (4) core principles to improve compliance to the EPWP guidelines in terms of minimum wages and conditions of employment, selection of EPWP workers, provision of public goods and services as well as adherence to a minimum level of labour intensity. This will assist in creating synergy for the broader development impact and multipliers from PEPs.
- c) Fostering synergy and convergence amongst sectors and intra/inter-sectoral collaboration.
- d) Systematic approach in the measuring impact to be included in the design of the sector programmes, with an explicit intention to strengthen their development impacts and multipliers.
- e) Strengthening the ability of public bodies to identify and provide quality assets and services that have transformative impacts on community development.
- f) Training interventions to be specific to the operational needs of the different sectors. Collaborations with FET Institutions and SETAs to be enhanced to work towards accredited training.
- g) Enterprise development interventions to be limited to sub-programmes that use small and medium enterprises in the delivery of services and assets.

The objective of EPWP Phase 5 is ***“To provide work opportunities and income support to poor and unemployed people through the labour-intensive delivery of public and community assets and services, thereby contributing to development.”***

This focused mandate of the EPWP Phase 5, emphasises the three main outputs, namely employment creation, income support, and the development of community assets and the provision of services, delivered on a consistent basis at the required quality creates the platform to enable broader development impacts. The injection of income in communities, participation of beneficiaries and utilisation of assets will enhance the livelihoods and local economic development.

5.2.1 Policy Statement

The introduction of the significant changes in EPWP Phase V requires intensification of EPWP implementation and coordination by all spheres of government. More than 30% of the overall EPWP Phase V targets have to be contributed by the local sphere of government, as a result more attention and support must be provided to municipalities in order to maximise their contribution to the overall EPWP objectives.

5.2.2 Amendments to the existing EPWP Policy

In light of the above, the following amendments to the EPWP Municipal Policy have been incorporated and the Municipality commits to implement these priorities and creates an enabling environment to achieve these targets for EPWP Phase 5 in line with this Policy:

5.2.3 Introduction and monitoring of the four (4) EPWP Universal Principles

The Principles form the basis for deciding whether a project or programme is part of the EPWP and may be reported as such. Through compliance with principles such as the Ministerial Determination, social protection outcomes of EPWP are enhanced and a minimum level of income transfer is ensured.

While some of these are not necessarily new but in EPWP Phase 5 are made much more explicit, are constantly monitored and that specific measures are taken to ensure adherence, such as exclusion of EPWP reports when projects that do not comply to these criteria. The Municipality will take all possible steps to ensure that the four (4) EPWP Universal Principles are adhered to in all the projects it implements.

The following universal Principles are introduced:

UNIVERSAL EPWP PRINCIPLES

Principle	Explanation
1. Adherence to the EPWP Minimum wage and employment conditions under the EPWP Ministerial Determination	The EPWP Ministerial determination of 2012 sets out a minimum wage for the EPWP and the EPWP must seek to achieve full compliance with this determination. There is currently substantial non-compliance with the minimum wage.
2. Selection of workers based on (a) A clearly defined process and (b) A defined criteria	The selection of each worker should be done on a clear set of criteria to minimize patronage and abuse during selection. The selection should also happen in accordance with clear transparent and fair procedures.
3. Work provides or enhances public goods or community services	The work output of each EPWP project should contribute to enhancing public goods or community services.
4. Minimum labour intensity appropriate to sector	A minimum labour-intensity benchmark appropriate to each sector should be set as sectors differ too much to apply a common standard across all sectors. Furthermore programmes within each sector would also be encouraged to set their own benchmarks.

5.2.4. Convergence and contributing to sustainable livelihood

As the EPWP keeps growing both in terms of overall scale and the number of sub-programmes, to avoid duplication and overlaps the Municipality will strengthen collaboration and synergy with other public bodies. Improve complementarities and convergence, whereby programmes rather collaborate with each other and build on each other's strengths in order to increase their overall impact.

Continuous capacity building and training of Programme participants will be prioritised to contribute to their sustainable livelihood during and after their involvement in the Programme. Using different pillars (Financial Capital, Physical Capital, Natural Capital, Social Capital and Human Capital) the Municipality will strive to improve sustainable livelihood of the Programme participants directly and indirectly.

5.2.5. New targets

The new targets for the municipality for the entire EPWP Phase 5 for the period (2024/25-2028/29) are outlined below and broken down per annum. The Amahlathi Local Municipality will ensure that the work opportunity targets and Full-Time Equivalent are met and all the EPWP sectors are implemented and sector targets achieved within the municipality.

Financial Year	Work opportunities (WOs)	Full Time Equivalents (FTEs)
2024/25	357	123
2025/26	361	124
2026/27	366	125
2027/28	370	127
2028/29	376	128
Total	1830	627

Sector Targets

FY	Infra-structure Sector		EAC Sector		Social Sector	
	WO's	FTE's	WO's	FTE's	WO's	FTE's
2024/25	116	37	195	74	46	12
2025/26	121	38	194	74	46	12
2026/27	126	40	194	73	46	12
2027/28	131	42	193	73	46	12

AM AHLATHI LOCAL MUNICIPALITY EPWP POLICY

NIP

2028/29	136	43	194	73	46	12
Total	630	200	970	440	230	60

5.2.6. Demographic Targets

In line with the EPWP Phase 5 and in recognition of the extremely high rates of youth unemployment, the overall youth target is 55%; women 60% and people with disabilities is 2%. All the Municipal projects will strive to meet and where possible exceed these targets.

5.2.7. Focused Reporting

EPWP Phase 5 put in place increasing emphasis not just on reaching work opportunity targets, but also pays greater attention to the quality of the services that are provided and the new assets created. In order to achieve this objective the municipal reporting will include:

- a. **Work opportunities created** – these are traditional numbers of work opportunities that have been reported through the programme.
- b. **Assets created** – using the identified unit of measure (e.g. hectares of land cleared, kilometres of road constructed, etc.) given by the EPWP relevant sector to report the asset created.
- c. **Service rendered/delivered** – reporting of service rendered and its impact is critical for EPWP Phase 5. The Municipality will also provide the report on the service rendered and the impact to participants and beneficiaries.
- d. **Quarterly and annual report on incentive projects**-In line with the Division of Revenue Act, the Municipality will submit quarterly and annual non-financial reports within ten (10) days after the end of each quarter on impact of the incentive grant received as far as job and asset creation or service rendered are concerned.
- e. **Training of EPWP Participants** – Phase 5 training is to enhance skills and entrepreneurial capacity of participants; enhance the participants' future employability, opportunity to access further education/vocational training and/or to establish and manage their own enterprises. To improve training and its outcomes, the Municipality will:

NIP

- i. Prioritise accredited project based training including skills programme, artisan development interventions and learnerships.
- ii. Set aside budget for training(if possible) to augment the limited external funds
- iii. Report all training interventions to the EPWP system irrespective of whether internal or external funded.
- iv. In line with the Cabinet Approval for the EPWP Phase proposal, the Municipality will further mainstream the implementation of the programme through having a dedicated capacity to monitor the implementation and reporting of the programme and improve convergence within the Municipality.

5.2.8 Vision

The vision of this EPWP Policy is in line with the overall Vision of the Municipality and is as follows:

To be a self-sufficient municipality that is responsive to the needs of the people.

The implementation of the EPWP is an initiative towards attaining the municipal vision.

5.2.9 EPWP Institutional Arrangement (Within the AMAHLATHI LM)

This refers to the overall coordination of EPWP and contextualises the governance structures and accountability within the Programme across all spheres of Government, as far as it impacts on the Municipality.

5.2.9 Roles and Responsibilities

a) Political Champion: The Mayor

In line with the EPWP Institutional Arrangement Framework and Protocol Agreement signed by the Minister of Public Works and the Mayor. The Mayor will provide leadership and direction on the implementation of the EPWP in the municipality. The Mayor will appoint a Member of the Executive Committee (EXCO) to champion and lead the EPWP in the Municipality. The appointed EXCO member will ensure that EPWP is aligned with IDP and key policies and programmes of the municipality.

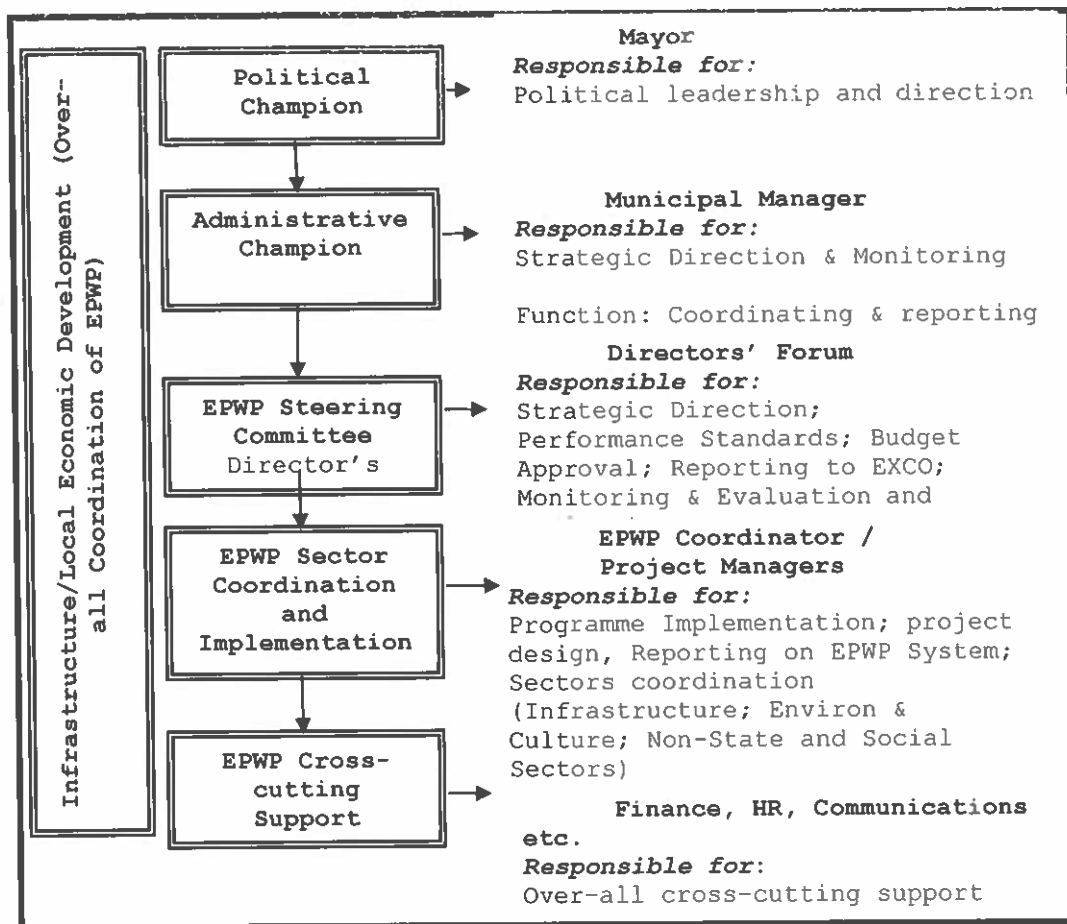
b) Administrative Champion: The Municipal Manager

The Municipal Manager (MM) of Amahlathi Local Municipality will appoint/delegate a Manager and or delegate functions of the overall coordination of EPWP to a particular Unit and ensure that all the Managers have EPWP as an item in their performance contracts/agreements. The appointed/delegated manager will ensure that the EPWP is incorporated in the developmental plans of the Municipality and also ensure that the Municipal departments incorporate EPWP FTE targets into their programme plans. The appointed/delegated Manager will ensure the effective coordination and monitor the implementation of EPWP within the Municipality; assist and mobilise departments within the Municipality to meet their targets.

5.2.9(2) Overall Coordination

The organisational structure for the coordination and implementation of EPWP is informed by the EPWP Institutional Arrangement Framework from National Department of Public Works. Figure 1 below depicts the Municipal EPWP Coordinating Structure.

Figure 1: Municipal EPWP Coordinating Structure



The Municipality will form EPWP Steering Committee to be responsible for the strategic direction and co-ordination of EPWP. The Steering Committee will be chaired by the Mayor. This Committee is constituted as follows:

- a) Two Members of the Executive Committee (EXCO) EPWP Champion & Corporate Services Portfolio head
- b) Appointed/Delegated Manager
- c) A representative from the Corporate Service Unit;
- d) Municipal EPWP Coordinator;
- e) Infrastructure Coordinator (EPWP responsible person within the department)

NIP

- f) Environment Coordinator (EPWP responsible person within the department)
- g) Social Coordinator (EPWP responsible person within the department)

The EPWP Steering Committee will be responsible for the following:

- a) Overall coordination of EPWP.
- b) Regular reviews (annually) of the municipal's EPWP policy.
- c) Setting overall EPWP Municipal targets.
- d) Creating an enabling climate for the successful implementation of EPWP.
- e) Compiling an EPWP Management Plan.

The Management Plan includes the outputs for each sector and will be used to:

- a) Guide the execution of the EPWP, including project selection;
- b) Document EPWP related decisions and assumptions;
- c) Define Sector reviews;
- d) Facilitate communication among stakeholders; and
- e) Provide a baseline for progress measurement and programme control.

5.2.9(3) EPWP Sectors Overview

a. The Environment and Culture Sector programmes:

The aim of the sector is to: 'Build South Africa's natural, social and cultural heritage, and in doing so, dynamically uses this heritage to create both medium and long term work and social benefits, such as:

- Sustainable land based livelihoods (greening, agriculture)
- Waste management (working on waste, food for waste)
- Tourism and creative industries (working for tourism)

- Parks and beautification (people and parks, Cemetery Maintenance)
- Sustainable energy (working for energy, rural electrification, alternative energy)

b. Social Sector programmes:

The objectives of the Sector is to contribute to the overall Government objectives of improving the delivery of health services, early childhood development, community crime prevention, school nutrition and other social development oriented services through programmes such as:

- Community safety programmes (crime reporting, crowd control, school patrol, disaster emergency response, firefighting, floods Impact support and community safety officials)
- Home community based care (home community based care Services (TB, HIV/Aids) and pharmaceutical assistants,
- Early Childhood Development (early childhood development, homework services, literacy programs, peer education, social issues awareness and career guidance)
- Sports and recreation (life guards, sports academy, seasonal employment: holiday resorts and nature reserves)
- Social Services (domestic violence, rape counselling and support, child labour, suicide counselling, abuse counselling and support, substance abuse). Graduate development programmes (updating indigent register and debt collection).

c. Infrastructure Sector programmes:

The Infrastructure sector is aimed at promoting the use of labour-intensive methods in the construction and maintenance of public infrastructure.

- a) Road construction and maintenance (Paving projects, Macadam bases)
- b) General construction and maintenance (construction of buildings, community halls etc. and their maintenance)

- c) Storm water programmes (stone pitch drainage, culverts, stone bridges)
- d) National youth services (aimed at developing and training youth between the age of 18 and 35 years on artisan trades in the built environment).
- e) Vukuphile programmes (Learnership aimed at training and developing contractors and supervisors in labour-intensive methods of construction).
- f) Large Projects (aimed at providing support to public bodies in the implementation of projects with a value of greater than R 30 million labour-intensively).
- g) All infrastructure related programmes.

d. Non-State Sector:

The objectives of the sector are to create an avenue where Non Profit Organisations (NPO's) can assist government in creating income for large numbers of individuals through socially constructive activities in their local communities.

5.2.9(4) Cross-Cutting Support Programmes:

a) Training Support

The municipality will optimise on various funding pockets for training including the National Skills Fund (NSF) and the training of municipal officials on Labour Intensive methods will be prioritised to ensure that the municipal projects are designed and implemented labour intensively.

b) Training of Beneficiaries

Training of beneficiaries will be provided through the project budget or through the National Skill Fund (NSF) from the Department of Higher Education and Training in partnership with the National Department of Public Works. Workers will be paid a daily allowance/stipend by the contractor (included in the project cost) whilst attending training.

c) Consultants and Contractors

All consultants and Contractors implementing and managing Labour-Intensive projects for the Municipality, training on Labour-Intensive Methods (LIC) is mandatory. Staff members and Management are required to have completed skills programmes as depicted in Tables 1.

d) Rates and Payments

The minimum rate for beneficiaries to be R130.00 per day as from 2024/25FY subject to increase due to the amended ministerial determination.

Table 1: Training Requirements for Private Sector

	Position	NQF	Unit Standard Title
1	Person responsible for the design and documentation	7	Develop and promote labour intensive construction strategies
2	Person responsible for contract administration	5	Manage labour-intensive construction projects
3	Site Agent/ Site Manager	5	Manage labour-intensive construction

e) Enterprise Development

The municipality will capacitate SMME's and emerging contractors within local communities by facilitating the transfer of sustainable technical, managerial and financial skills through appropriate Learnership Programmes and SMMEs development initiatives. It will also maximise the percentage of the annual total budget spent and retained within local communities by promoting the procurement of goods and services from local manufacturers, suppliers and service providers.

f) Communication and Branding

The municipality will ensure that all the projects are branded; profiled and comply with EPWP Corporate Identity Manual as provided by NDPW. On annual bases, the

municipality will submit entries (innovative LIC projects) for the Kamotso Awards hosted by both National and Provincial Departments of Public Works.

5.2.9(5) EPWP Sector Initiatives to be implemented by the Municipality:

Various Departments and Units are grouped into EPWP Sectors to be implemented by the municipality and in accordance with their core businesses as depicted in the Table below to lead and coordinate sector activities within the Municipality.

Table 2: Municipal Departments by EPWP Sectors

Infrastructure Sector	Environment and Culture Sector	Social Sector
Engineering Department	Engineering Department	Community Safety/Community services Department
Community Services	Local Economic Development & Planning Dept	SPU
	Community services Department	Strategic Planning Services
	Corporate Services	

5.3. Project Identification, Design and Selection of beneficiaries

5.3.1 Project identification

Suitable projects will be identified by various Municipal Departments using EPWP provided Sectors Guideline. The PMU Manager, EPWP Coordinator working together with EPWP Technical Support (From the Department of Public Works) will work together in identifying projects that could be EPWP complaint and advise Institution accordingly.

5.3.2 Project Design

EPWP Sectors guidelines will also be used at the initial projects design phase to ensure that the projects optimise the use of labour-intensive methods. Specific clauses related to the use of labour-intensive methods will be incorporated into tender / contract

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documents under special condition of contracts, specifications and schedule of quantities. This will be done in liaison with DPW's Technical Support team.

5.3.1 Target Groups and Beneficiaries Recruitment

The Municipality will prioritise the EPWP target groups during the recruitment of beneficiaries. Women (60%); youth (55%) and persons with disabilities (2%). By using sound Social Facilitation process, the Municipality will drive the beneficiaries' recruitment supported by the Provincial Coordinating Department and/or Sector Lead Department within the Province.

EPWP beneficiaries must be:

- a) South African citizens with a valid bar-coded ID.
- b) Residents of designated area where project is being implemented.
- c) Persons from indigent households.
- d) Households with no income and priority given to one individual per household.
- e) Those of employable age (18-55yrs)
- f) People with disabilities

EPWP recruitment should be:

- a) Through the ward councillors list.
- b) The list will be submitted to the coordinating office every first month of each financial year for monitoring the rotation of beneficiaries.
- c) NO recycling of beneficiaries.

5.3.3 Conditions of Employment

EPWP beneficiaries will be employed under the conditions of employment stipulated in the Ministerial Determination and Code of Good Practice for EPWP. Amahlathi Municipality will ensure that its projects fully comply with Labour Legislations such as Unemployment Insurance Fund (UIF), Compensation of Injuries and Diseases Act

(COIDA), and Occupation Health and Safety Act (OHSA). Specific clauses addressing Labour Legislations compliance will be put to all EPWP Municipal contracts with service providers. The municipality should ensure that the service providers do adhere to the Basic Conditions of Employment, and where the municipality is the employer on EPWP projects, it should champion the compliance on terms of condition. Protective clothing and tools of trade are to be provided to each beneficially, to ensure each beneficiary performs their duties assigned to them.

5.4. EPWP Incentives

The Municipal Manager will sign the Incentives Agreement with the National Department of Public Works in which the municipality agrees to receive and utilise the EPWP Incentive Grant on the basis of the stipulations, requirements, conditions and obligations assigned to the agreement. By signing the Incentive Grant Agreement, the municipality confirms its willingness to receive the grant as well as its undertaking to put in place measures to abide by the requirements of the progress reporting, audit and disbursement procedures. The municipality must adhere to the Incentive Policy issued by EPWP section of the Department of Roads and Public Works.

The incentives will be utilized by the municipality in further creating more job opportunities with the area of Amahlathi which has high levels of unemployment; general unemployment is at 48.1% and youth unemployment is at 59.6% (STATSA 2011). Operational budget of 5% should be set aside for administrative functions of EPWP.

5.5.SCM Processes

The legislations and policies governing local government sector procurement will be adhered to in the implementation of EPWP within the Municipality. The Municipal Finance Management Act (MFMA, No.56 of 2003) and the Municipal procurement policies will apply, unless where The National Treasury has granted the permission to deviate from the stipulated SCM processes.

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5.6. Programme Performance indicators (PPIs)

The performance of the Municipality in the implementation of EPWP will be measured by work opportunities created, Full Time Equivalent employment created and most importantly consistent and credible reporting on the EPWPRS /MIS system.

5.6.1 Work Opportunities (WOs) Created

Opportunity to work provided to targeted individual for any period of time. The quality of WO is measured by duration, the level of income and regularity of employment.

5.6.2. Person-days of Employment

The number of person-days of employment created during the period under review. This is calculated by aggregating the duration of each of the job opportunities created and dividing the total by the appropriate unit (days, weeks or months). The result is the number of person-days for any given review period.

Amahlathi Local municipality have to rotate its beneficiaries in order to maximise job creation by Minimum of 6 months per person with a maximum of 23 days a month subject to the specific duration of that particular project.

5.6.3. Demographics

The number of job opportunities created for women 60%, the youth 55% and people with disabilities 2% expressed as a ratio of the total number of job opportunities created for any given period, for each of the Sectors.

5.7. REPORTING PROCESS

The Municipality will adhere to the EPWP Monitoring and Evaluation reporting process by ensuring the following:

- a) Recording of the data at the project level using templates provided.

NIP

- b) Verify if the information/data is correct.
- c) Capture the project data on the EPWP Reporting System on a monthly basis.
- d) Correct all the non-compliant projects within a week after the Data Dump and analysis report has been received.
- e) Ensure that service providers that are implementing the EPWP projects/programmes do comply with Labour Relation Act and other pieces of legislation.
- f) Ensure reports are submitted timeously, as the EPWP system closes for calculating FTE reported quarterly

6. DEVIATION FROM THE POLICY

Any deviation that affects the contents of this policy
Shall be sanctioned by Municipal Manager, his/her nominee subject to rectification
by council

7. DISPUTE RESOLUTION

Any dispute relating to both the interpretation of provision of the policy as well as the municipality decision on any specific matters shall be dealt with in accordance with the dispute resolution mechanism provided for in the applicable Labour Relations Legislation.

8. IMPLEMENTATION OF THE POLICY

- (1) The policy will be communicated throughout the municipality. It will be posted on the Municipal Website for purposes for ease of accessibility by users;
- (2) The policy will be signed-off by the Mayor / Speaker and the Municipal Manager as a commitment to its implementation and adherence there to;
- (3) Successful implementation of this policy will be evidenced by effective and efficient administrative processes in relation to departing employees as well as

**AM AHLATHI LOCAL MUNICIPALITY
EPWP POLICY**

NIP

fewer complaints from departing employees with regard to issues of terminal emoluments and notice periods.

9. POLICY AUDIT

Audits will be conducted on the policy annually to determine its impact in achieving the objectives it is set out to achieve as well as alignment to the process.

10. VIOLATION AND ENFORCEMENT

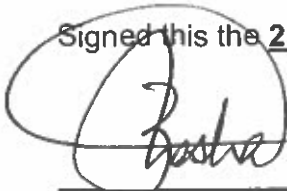
The violation of this policy may lead to disciplinary processes taken against the offender.

11. ADOPTION AND APPROVAL OF THE POLICY BY COUNCIL

This policy is adopted and approved by Amahlathi Local Municipality Council for implementation from (Effective Date) 01 July 2024

Approved by Resolution Number 6 of 9.2 on this the 28th day of June 2024.

Signed this the 28th day of June 2024.



**DR Z. SHASHA
MUNICIPAL MANAGER**

DATE



**CLLR N. MLAHLEKI
SPEAKER OF COUNCIL**

28/06/2024
DATE

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