

"A Promise Delivered"

**Mid-Year Budget and Performance Assessment Report 1st July 2024 – 31st
December 2024**



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1. Purpose of the Mid-Year Report

The purpose of this report is to comply with Section 81 of the Municipal Finance Management Act 56 of 2003 and Section 33 of the Municipal Budget and Reporting Regulations as promulgated in the Government Gazette No 32, 141 of April 2009, which requires that the municipal entity must by 20 January of each year-assess the performance of the entity during the first half of the financial year.

2. Legislative Background

Section 88 of the Municipal Finance Management Act, Act no 56 of 2003 provides that the accounting officer of a municipal entity must by 20 January of each year assess the performance of the entity during the first half of the financial year taking into account-

- I. the monthly statements referred to in section 87 for the first half of the financial year and the targets set in the service delivery, business plan or other agreement with the entity's parent municipality; and
- II. the entity's annual report for the past year, and progress on resolving problems identified in the annual report.

3. Past Year's Annual Report (2023/24) and Progress on Resolving Problems Identified in the Annual Report

The Office of the Auditor General completed the audit of financial statements and Annual Performance Report for the financial year 2023/24 on November 30, 2024, and the signed audit report was submitted to the entity.

The following findings were raised by the Auditor General

FINDINGS	ACTION PLAN
AFS not submitted by the legislated date	A back-up of the CaseWare file will be saved on one drive where both the parent municipality BTO and IT have access
Compliance - Expenditure Management	The entity will adopt a more proactive approach to budget planning. Ensuring that sufficient funds are allocated for creditor payments is a key priority, especially given the recent cash flow challenges that have affected the organization's ability to pay suppliers within the prescribed 30-day period. Moving forward, the finance team will implement the following measures:1. Enhanced Budget Planning2. improved Cash Flow Forecasting3. Compliance Monitoring

The number of new fire hydrants procured is not valid and accurate	Revising the Annual Performance Report
Limitation of scope	Management plans to address the credit balances by implementing the following process: Invitation to Debtors: Debtors with credit balances will be invited to claim the amounts owed to them. To initiate the claim, debtors must submit sufficient proof supporting the amounts owed. Communication Channels: The invitation will be disseminated through multiple platforms, including notice boards, the municipal website, and newspapers, to ensure broad outreach. Unclaimed Balances: For balances not claimed or where debtors fail to provide adequate support, the amounts will be written off. This action will be subject to the approval of the board. This approach ensures transparency and provides an opportunity for rightful claims, while unclaimed amounts are handled in a controlled and accountable manner.
Revenue from Exchange Transactions	To identify and address instances where the entity failed to perform credit checks on tenants and ensure that all required support documents submitted by tenants are included in the respective tenant files.1. Identify Gaps in Credit Checks Action Steps: Review Tenant Onboarding Process: Evaluate the onboarding processes to ensure credit checks were included as a mandatory step. Analyse Tenant Records: Compile a list of all incoming tenants and verify that credit checks are performed at the time of their onboarding. Use a checklist to ensure consistency in the review. Report Findings: Document cases where credit checks were omitted and classify them by tenant or time period.
Related parties – Incomplete disclosure	Enhance financial statement disclosures to clearly outline all related party transactions, ensuring full transparency to stakeholders and auditors. Ensure that any incomplete transactions are highlighted and followed by developing a related party checklist.
Comparison of budget and actual amounts – misstatement	Management acknowledges the need to implement adequate review controls to ensure that the annual financial statements are free of material misstatements. The following corrective actions will be taken to enhance the accuracy and reliability of the financial reporting process: Strengthening Review Controls
Long service awards paid to employees who did not qualify	Management acknowledges the importance of addressing the overpayments made to employees and implementing effective recovery processes. In response, we are committed to taking the following action: Raising Staff Debt · Implementing Recovery Processes
Unauthorized Expenditure – Incomplete disclosure	Management will strengthen the review process to prevent future omissions. A more rigorous, multi-level review process will be implemented, involving both finance and internal audit teams. This will ensure that unauthorized expenditures are properly identified and accurately reported, An AFS process

	flow will be developed in order for all review processes to be adhered with.
Impairment loss relating to buildings	Enhanced Verification Procedures for Consultants' Output Management will implement the following measures to ensure thorough verification of consultants' work before reports are finalized and submitted for audit purposes: Request Draft Report Consultants will be required to submit draft reports for review before finalization. This step will allow management to identify and address any discrepancies or gaps early in the process. Review of Consultants' Working Management will review the underlying workings, data, and assumptions used by the consultants to ensure accuracy, completeness, and compliance with relevant standards. This review will include cross-checking key figures, methodologies, and adherence to agreed-upon deliverables. Documented Feedback Process A structured feedback process will be established, wherein management provides detailed comments and recommendations on the draft report. Consultants will be required to address all feedback before finalizing their report. Approval Before Finalization Final reports will only be approved and accepted once management has confirmed that all findings, recommendations, and calculations align with organizational requirements and policies. Audit Readiness Checklist checklist will be created to ensure all necessary elements are reviewed and validated before the report is finalized and submitted for audit purposes.
Non-Compliance - Procurement and contract management	Management will design and implement a standardized procurement template to facilitate compliance with the Preferential Procurement Policy Framework Act (PPPFA). This template will ensure that all procurement processes are conducted transparently, consistently, and in accordance with the act's regulations, including the correct application of the preference point system and other statutory requirements
Findings relating to Cash flow statement	The cash flow workings will be integrated into the Annual Financial Statements (AFS) process plan and review framework. This integration aims to identify and rectify any errors arising from calculations or formulas, ensuring the accuracy and reliability of financial data presented in the AFS
Monthly budget statements did not include projections of revenue and expenditure	The following Key Actions will be implemented to prevent re-occurrence: Update Procedures: Revise preparation processes to include projections and revisions. Automate Data Integration: Enhance systems to generate required projections and revisions. Internal Review: Establish a review process to ensure compliance. Timely Submission: Submit complete and compliant reports monthly.
Material loss of rental income – Annadale Extension 2	Management's strategy to tenant Annadale Extension 2 aims to resolve the issue of potential revenue loss by bringing the development into full operation. Once tenanting begins, the property is projected to generate significant rental income, contributing to an annual cash flow of approximately R15

	million. This influx of revenue will help stabilize the entity's financial position, improve liquidity, and reduce the impact of the current revenue shortfall caused by the non-tenanting of the property
Impairment methodology	Management to revise impairment methodology to align with GRAP standards

4. Budget Performance analysis

4.1 Income

Rental of fixed assets is 63% less than the budget due to the fact that Annadale extension 2 is not yet tenanted or operational as envisaged.

Operational revenue which is admin fee is less than the budget by 99% as a results of admin fee not charged due to Annadale extension 2 being not operational. New tenants are charged admin fees.

Transfers and grants are 97% due to the request to pay for contracted services particularly legal fees and Auditor General

4.2 Expenses

Employee related cost is 24% less than the budget due to the fact that the position of CEO was only filled in October and the Company Secretary remains vacant to date.

Remuneration of board members is 19% less than the budget as a results of Board fees being reduced from SAICA rates to national Treasury rates.

Contracted Services is -41% less than the budget because of cash flow constraints, the entity could not spend on maintenance as anticipated.

Irrecoverable debts written Off is -100% not spend because of the expenditure being processed at year end.

Polokwane Entity - Table F2 Monthly Budget Statement - Financial Performance (revenue and expenditure) - M06 - December

Description	Ref	2023/24	Budget Year 2024/25							
		Audited	Original	Adjusted	Monthly	YearTD actual	YearTD	YTD variance	YTD variance %	Full Year
R thousands										
Revenue	1									
Exchange Revenue										
Service charges - Electricity		-	-	-	-	-	-	-	-	-
Service charges - Water		-	-	-	-	-	-	-	-	-
Service charges - Waste Water Management		-	-	-	-	-	-	-	-	-
Service charges - Waste Management		-	-	-	-	-	-	-	-	-
Sale of Goods and Rendering of Services		-	-	-	-	-	-	-	-	-
Agency services		-	-	-	-	-	-	-	-	-
Interest		-	-	-	-	-	-	-	-	-
Interest earned from Receivables		-	-	-	-	-	-	-	-	-
Interest earned from Current and Non Current Assets		166	-	-	-	-	-	-	-	-
Dividends		-	-	-	-	-	-	-	-	-
Rent on Land		-	-	-	-	-	-	-	-	-
Rental from Fixed Assets		12,120	32,051	-	983	6,009	16,025	(10,016)	-63%	32,051
Licence and permits		-	-	-	-	-	-	-	-	-
Operational Revenue		29	80	-	0	0	40	(40)	-99%	80
Non-Exchange Revenue										
Property rates		-	-	-	-	-	-	-	-	-
Surcharges and Taxes		-	-	-	-	-	-	-	-	-
Fines, penalties and forfeits		-	-	-	-	-	-	-	-	-
Licences or permits		-	-	-	-	-	-	-	-	-
Transfer and subsidies - Operational		15,000	10,000	-	-	9,849	5,000	4,849	97%	10,000
Interest		-	-	-	-	-	-	-	-	-
Fuel Levy		-	-	-	-	-	-	-	-	-
Operational Revenue		-	-	-	-	-	-	-	-	-
Gains on disposal of Assets		-	-	-	-	-	-	-	-	-
Other Gains		-	-	-	-	-	-	-	-	-
Discontinued Operations		-	-	-	-	-	-	-	-	-
Total Revenue (excluding capital transfers and		27,305	42,131	-	984	15,858	21,065	(5,207)	-24.7%	42,131
Expenditure By Type										
Employee related costs		11,349	14,807	-	947	5,642	7,403	(1,762)	-24%	13,277
Remuneration of board members		517	1,530	-	24	623	765	(142)	-19%	1,530
Bulk purchases - electricity		-	-	-	-	-	-	-	-	-
Inventory consumed		-	10	-	-	5	5	(0)	-7%	10
Debt impairment		-	-	-	-	-	-	-	-	-
Depreciation and asset impairment	2	6,191	7,600	-	2,082	4,144	3,800	344	9%	7,600
Interest		-	-	-	-	-	-	-	-	-
Contracted services		7,411	11,321	-	409	3,354	5,660	(2,307)	-41%	11,321
Transfers and subsidies		-	-	-	-	-	-	-	-	-
Irrecoverable debts written off		-	5,000	-	-	-	2,500	(2,500)	-100%	5,000
Operational costs		1,997	3,733	-	560	1,982	1,867	115	6%	3,733
Losses on disposal of Assets		-	-	-	-	-	-	-	-	-
Other Losses		-	-	-	-	-	-	-	-	-
Total Expenditure	3	27,466	44,000	-	4,022	15,748	22,000	(6,252)	-28.4%	42,471
Surplus/(Deficit)		(161)	(1,869)	-	(3,038)	110	(935)	1,045	-111.8%	(340)
Transfers and subsidies - capital (monetary allocations)		3,074	-	-	2,407	3,656	-	3,656	#DIV/0!	-
Transfers and subsidies - capital (in-kind)		-	-	-	-	-	-	-	-	-
Surplus/(Deficit) before taxation		2,914	(1,869)	-	(631)	3,766	(935)	4,700	-503.0%	(340)
Income Tax		-	-	-	-	-	-	-	-	-
Surplus/(Deficit) for the year		2,914	(1,869)	-	(631)	3,766	(935)	4,700		(340)

Polokwane Entity - Table F4 Monthly Budget Statement - Financial Position - M06 - December

Vote Description	Ref	Budget Year 2024/25				
		2023/24 Audited	Original	Adjusted	YearTD actual	Full Year
R thousands						
ASSETS						
Current assets						
Cash and cash equivalents		2,655	12,320	–	2,593	12,320
Trade and other receivables from exchange transactions		5,898	34,350	–	2,041	34,350
Receivables from non-exchange transactions		0	5,299	–	0	5,299
Current portion of non-current receivables		–	23	–	–	23
Inventory		–	(10)	–	–	(10)
VAT		–	–	–	–	–
Other current assets		13	21	–	–	21
Total current assets		8,566	52,004	–	4,634	52,004
Non current assets						
Investments		–	–	–	–	–
Investment property		(6,174)	–	–	0	–
Property, plant and equipment		449,646	296,326	–	435,493	296,326
Biological assets		–	–	–	–	–
Living and non-living resources		–	–	–	–	–
Heritage assets		–	–	–	–	–
Intangible assets		25	33	–	14	33
Trade and other receivables from exchange transactions		–	–	–	–	–
Non-current receivables from non-exchange transactions		–	–	–	–	–
Other non-current assets		–	–	–	–	–
Total non current assets		443,472	296,326	–	435,493	296,326
TOTAL ASSETS		452,038	348,330	–	440,127	348,330
LIABILITIES						
Current liabilities						
Bank overdraft		–	–	–	–	–
Financial liabilities		–	–	–	–	–
Consumer deposits		1,853	–	–	1,692	–
Trade and other payables from exchange transactions		13,297	33,798	–	10,815	33,798
Trade and other payables from non-exchange transactions		(3,066)	–	–	8	–
Provision		935	–	–	290	–
VAT		–	–	–	–	–
Other current liabilities		–	–	–	–	–
Total current liabilities		12,084	33,798	–	12,515	33,798
Non current liabilities						
Financial liabilities		–	–	–	–	–
Provision		750	–	–	859	–
Long term portion of trade payables		–	–	–	–	–
Other non-current liabilities		1	–	–	1	–
Total non current liabilities		751	–	–	860	–
TOTAL LIABILITIES		12,835	33,798	–	13,375	33,798
NET ASSETS	1	439,203	314,533	–	426,752	314,533
COMMUNITY WEALTH/EQUITY						
Accumulated Surplus/(Deficit)		320,504	225,238	–	308,688	225,238
Reserves		117,789	78,318	–	117,789	78,318
Other		–	1	–	–	1
TOTAL COMMUNITY WEALTH/EQUITY	1	438,293	303,556	–	426,476	303,556

Polokwane Entity - Table F5 Monthly Budget Statement - Cash Flows - M06 - December

Description	Ref	2023/24		Budget Year 2024/25						
		Audited	Original	Adjusted	Monthly	YearTD actual	YearTD	YTD variance	YTD variance %	Full Year
R thousands										
CASH FLOW FROM OPERATING ACTIVITIES										
Receipts										
Property rates		-	-	-	-	-	-	-	-	-
Service charges		-	-	-	-	-	-	-	-	-
Other revenue		1,276	-	-	679	4,104	-	4,104	#DIV/0!	-
Transfers and Subsidies - Operational		1,881	-	-	-	9,849	-	9,849	#DIV/0!	-
Transfers and Subsidies - Capital		3,074	-	-	2,407	3,656	-	3,656	#DIV/0!	-
Interest		-	-	-	-	-	-	-	-	-
Dividends		-	-	-	-	-	-	-	-	-
Payments										
Suppliers and employees		(18,658)	(50)	-	(1,584)	(11,727)	(25)	(11,702)	46810%	(50)
Interest		-	-	-	-	-	-	-	-	-
Dividends paid		-	-	-	-	-	-	-	-	-
Transfers and Subsidies		(12,426)	(50)	-	1,503	5,881	(25)	5,906	-23625%	(50)
NET CASH FROM/(USED) OPERATING ACTIVITIES		(24,853)	(100)	-	3,005	11,762	(50)	11,812	-23624.9%	(100)
CASH FLOWS FROM INVESTING ACTIVITIES										
Receipts										
Proceeds on disposal of PPE		-	-	-	-	-	-	-	-	-
Decrease (increase) in non-current receivables		-	-	-	-	-	-	-	-	-
Decrease (increase) in non-current investments		-	-	-	-	-	-	-	-	-
Payments										
Capital assets		31	-	-	(2,407)	(3,658)	-	(3,658)	#DIV/0!	-
NET CASH FROM/(USED) INVESTING ACTIVITIES		31	-	-	(2,407)	(3,658)	-	(3,658)	#DIV/0!	-
CASH FLOWS FROM FINANCING ACTIVITIES										
Receipts										
Short term loans		-	-	-	-	-	-	-	-	-
Borrowing long term/refinancing		-	-	-	-	-	-	-	-	-
Increase (decrease) in consumer deposits		-	-	-	-	-	-	-	-	-
Payments										
Repayment of borrowing		-	-	-	-	-	-	-	-	-
NET CASH FROM/(USED) FINANCING ACTIVITIES		-	-	-	-	-	-	-	-	-
NET INCREASE/ (DECREASE) IN CASH HELD		(24,822)	(100)	-	598	8,105	(50)	8,155	-16309.7%	(100)
Cash/cash equivalents at the beginnig of year	2	3,413	2,370	-	-	2,151	2,370	(219)	-9.2%	3,413
Cash/cash equivalents at the end of year	2	(21,408)	2,270	-	598	10,256	2,320	7,936	342.0%	3,313

5. Non-Financial Performance

5.1 Summary of Overall Performance per Key Performance Indicators:

KPA	No of targets as per APP	No of targets applicable for mid-year	No of the Targets not applicable for mid-year	# Targets achieved	# Targets not achieved	Target not measurable
Service Delivery	5	3	2	3	0	0
Financial Viability	6	5	1	1	3	1
Governance and Transformation	18	10	8	7	3	0
Total	29	18	11	11	06	1
Total in percentage	100%	100%	38%	38%	21%	3%

6. Detailed Non-Financial Performance per Key Performance Area and Key Performance Indicators

6.1 Core business/ services delivery.

Ref	Strategic Objective	Programme	Key Performance Indicator	Unit Measure	Annual target	Mid-Year Target	Actual Performance (31 December 2024)	Performance Challenges	Corrective measures	Portfolio of Evidence
PHA 01	Improve quality of living	Maintenance	percentage of Maintenance requests received and attended to by 30 June 2025	%	80%	80%	100%	None	None	Maintenance request logbook and forms that will show when the request was logged and closed
PHA 02			Number of new fire Extinguisher purchased for Ga-Rena and C.R.U by 30 June 2025	#	422	N/A	N/A	N/A	N/A	Purchase orders and delivery notes
PHA 03			Number of fire extinguisher serviced for Ga-Rena and C.R.U by 30 June 2025	#	701	N/A	N/A	N/A	N/A	Purchase orders and delivery notes
PHA 04		SHRA Compliance	Number of monthly projects progress report compiled and submitted to SHRA by 30 June 2025	#	12	6	6	None	None	Monthly projects reports or proof of submission to SHRA
PHA 05			Number of project reporting tools compiled and submitted to SHRA by 30 June 2025	#	4 Project Reporting Tools compiled and submitted to HRA	2	2	None	None	Project Reporting Tools or proof of submission

6.2 Financial viability

REF	Strategic Objective	Programme	Performance Indicators	Unit of Measure	Annual Target	Mid-year target	Actual Performance (31 December 2024)	Performance challenges	Corrective measures	Portfolio of Evidence
PHA06	Enhance revenue and asset base	Revenue Management	% of PHA rental housing units occupied by 30 June 2025	%	95%	95%	92%	Tenants evicted from their units; allocation put in abeyance pending finalisation of eviction court cases	The vacant units will be maintained and allocated to new tenants	Monthly occupancy reports
PHA07			% of rental collected by 30 June 2025	%	95%	95%	68%	Culture of non-payment by the tenants, which resulted in low revenue collection.	Appointing debt collectors	Monthly financial reports (section 71)
PHA08		Budget and Reporting	Maintain unqualified audit opinion by 30 December 2024	Date	Maintain unqualified audit opinion	Maintain unqualified audit opinion	The entity obtained qualified audit opinion	Lack of sufficient information.	robust filing system with standardized templates and clear categorization for easy retrieval. -Digitalization of information - Periodic audits and system evaluations to help identify gaps	AGSA Audit opinion report
PHA09			Development of the Audit Action Plan for AG Report by 31 January 2025	Date	Develop Audit Action Plan by 31 Jan 2025	N/A	N/A	N/A	N/A	Developed Audit Action Plan
PHA10		Financial sustainability	Liquidity ratio	Ratio	2:01	2:01	Target not measurable	Target not measurable	Target not measurable	financial position
PHA11		Asset Management	Complete Physical Asset Verification for moveable and immovable assets by August 2024	Date	Complete Physical Asset Verification for moveable and immovable assets by August 2024	Complete Physical Asset Verification for moveable and immovable assets by August 2024	Completed Physical Asset Verification for moveable and immovable assets by August 2024	None	None	Completed physical asset verification report

6.3 Governance and transformation

Ref	Strategic Objective	Programme	Performance Indicators	Unit of Measure	Annual Target	Mid-year target	Actual performance (31 December 2024)	Performance challenges	Corrective measures	Portfolio of Evidence
PHA12	Improve admin and governance capacity	Budget and Reporting	Prepare and submit Annual Financial Statements (AFS) to Auditor General (SA) by 31 August 2024	Date	Prepare and submit Annual Financial Statements (AFS) to Auditor General (SA) by 31 August 2024	Submit AFS to Auditor General South Africa by 31 August 2024	Submitted AFS to Auditor General South Africa on the 4 September 2024	The CASEWARE system crashed on the day of submission we could not submit.	The entity will utilise two (2) machines for backup. The entity will also prepare quarterly AFS, so it eases the process at year end	Signed AFS and proof of submission to AG
PHA13			Prepare and submit revised Budget to the Shareholder by 28 Feb 2025	Date	Prepare and submit revised Budget to the Shareholder by 28 Feb 2025	N/A	N/A	N/A	N/A	Revised budget or proof of submission
PHA14			Prepare and submit the draft Entity Budget to the Shareholder by 30 March 2025	Date	Prepare and submit the draft Entity Budget to the Shareholder by 30 March 2025	N/A	N/A	N/A	N/A	Draft budget or proof of submission
PHA15			Prepare and submit the final Entity Budget to the Shareholder by 31 May 2025	Date	Prepare and submit the final Entity Budget to the Shareholder by 31 May 2025	N/A	N/A	N/A	N/A	Final budget or proof of submission
PHA16		Performance Management	Prepare and submit the Entity Annual Report to the Shareholder by 20 December 2024	Date	Prepare and submit the Entity Annual Report to the Shareholder by 20 December 2024	Prepare and submit the Entity Annual Report to the Shareholder by 20 December 2024	submitted entity's Annual Report to shareholders on the 12th of December 2024	N/A	N/A	Final Annual Report or proof of submission

Ref	Strategic Objective	Programme	Performance Indicators	Unit of Measure	Annual Target	Mid-year target	Actual performance (31 December 2024)	Performance challenges	Corrective measures	Portfolio of Evidence
PHA17			Number of Institutional Quarterly Performance Report compiled by 30 June 2025	#	4 Institutional Quarterly Performance Report compiled	2 Institutional Quarterly Performance Report compiled	2 Institutional Quarterly Performance Report compiled	N/A	N/A	Institutional Quarterly Performance Report
PHA18			Development and submission of the Mid-Year Budget and Performance Assessment Report and submission to shareholders and board by 20 January 2025	Date	Develop and submit the Mid-Year Budget and Performance Assessment Report to shareholders and the board by 20 January 2025	N/A	N/A	N/A	N/A	Mid-Year Budget and Performance Assessment Report and proof of submission
PHA19			Make public the Mid-Year Budget and Performance Assessment Report by 31 January 2025	Date	Make public the Mid-Year Budget and Performance Assessment Report by 31 January 2025	N/A	N/A	N/A	N/A	municipal website
PHA20		CIPC Compliance	Submit the Annual Returns and/or amendments to CIPC by 30 July 2024	Date	Submit the Annual Returns and/or amendments to CIPC by 30 July 2024	Submit the Annual Returns and/or amendments to CIPC by 30 July 2024	Submitted the Annual Returns and/or amendments to CIPC on the 22 September 2024	Previous Board of Directors not cooperating with CIPC to have them removed as Directors in time	The process of resignation and deregistration of the previous board members was fast tracked and the new board members were registered with CIPC.	Annual Returns and/or amendments and proof of submission
PHA21		Secretariat	Number of ordinary Board meetings scheduled and convened by 30 June 2025	#	4 ordinary Board meeting scheduled and convened	2 ordinary Board meeting scheduled and convened	2 ordinary Board meeting scheduled and convened	N/A	N/A	Meeting notices, Agenda, Minutes and Attendance registers

Ref	Strategic Objective	Programme	Performance Indicators	Unit of Measure	Annual Target	Mid-year target	Actual performance (31 December 2024)	Performance challenges	Corrective measures	Portfolio of Evidence
PHA22			Number of ordinary Committee meetings scheduled and convened (Property, contracts and projects, Finance and risk, Human resources and remuneration and Social and ethics) by 30 June 2025	#	16 Committee meetings scheduled and convened	8 Committee meetings scheduled and convened	6 Committee meetings scheduled and convened	PHA has reduced sub-committees from 4-3, merging two into one. The merged committees are (Human resources and remuneration and Social and ethics)	Adjustments will be made in Feb 2025	Meeting notices, Agenda, Minutes and Attendance registers
PHA23			Convene AGM by 30 May 2025	Date	Convene AGM by 30 May 2025	N/A	N/A	N/A	N/A	Meeting notices, Agenda, Minutes and Attendance registers
PHA24			Convene Annual Strategic Planning Session by 31 December 2024	Date	Convene Annual Strategic Planning Session by 31 December 2024	Convene Annual Strategic Planning Session by 31 December 2024	Convened Annual Strategic Planning Session on the 5th of December 2024	N/A	N/A	Meeting notices, Agenda, Minutes and Attendance registers
PHA25			Number of ordinary APAC meetings scheduled and convened	#	4	2	2 ordinary APAC meetings scheduled and convened	N/A	N/A	Meeting notices, Agenda, Minutes and Attendance registers
PHA26		Risk Management	Development of the Institutional Risk Register by 30 June 2025	Date	Develop Institutional Risk Register by 30 June 2025	N/A	N/A	N/A	N/A	Approved Institutional Risk register

Ref	Strategic Objective	Programme	Performance Indicators	Unit of Measure	Annual Target	Mid-year target	Actual performance (31 December 2024)	Performance challenges	Corrective measures	Portfolio of Evidence
PHA27			Number of quarterly Institutional Risk Register progress reports compiled by 30 June 2025	#	4 Institutional Risk Register progress reports compiled	2 Institutional Risk Register progress reports compiled	2 Institutional Risk Register progress reports compiled	N/A	N/A	Institutional Risk Register progress reports
PHA28		Employees Development	Submission of Reviewed of WSP to LGSETA by 30 April 2025	Date	Submit reviewed WSP to LGSETA by 30 April 2025	N/A	N/A	N/A	N/A	Reviewed WSP and proof of submission
PHA29			Number of training/workshops convened by 30 June 2025	#	2 trainings/workshops convened	1 Training/workshop convened	1 Training/workshop convened	N/A	N/A	Invitations and attendance registers

7. Recommendation of the Accounting officer

After having assessed the Financial and Non- Financial performance of the entity for the first half of the year (ended 31 December 2024 this is recommended

- ✓ That the projections as contained in this report inform the Adjustment Budget
- ✓ That the budget adjusted downwards
- ✓ That the APP adjusted to be aligned with the budget



Mr MOTHABI MOKAEANE

CHIEF EXECUTIVE OFFICER