

# Quarter 3 Performance Report

Financial Year 2025/2026

Theme: "The Pivot to Compliance & Restoration of Fiscal Discipline"

## EXECUTIVE SUMMARY

The Q3 period (Oct 2025–Mar 2026) represents a defining watershed moment for uThukela HR. Under new leadership, the division initiated an aggressive "Pivot to Compliance," shifting from administrative stagnation to a model of proactive risk management and strategic guardianship of the municipality's integrity.

### 1 RECRUITMENT & RECORDS

#### 1.1 Records Digitization (AG Finding 58)

In direct response to AGSA Finding 58, the division accelerated the "Records Digitization Project."

- **Digitization:** 250+ critical personnel files archived electronically.
- **Chain of Custody:** Implemented rigorous "Signed Out/In" protocols to prevent data leakage and loss.
- **Resilience:** Established hardware contingencies to bypass network degradation.

### 2 LABOUR RELATIONS

#### 2.1 Impact & Consequence Management

Enforcement of Section 62 of the MFMA has restored order and eradicated institutional impunity.

- **Fiscal Savings:** R450,000+ prevented in wasteful expenditure via real-time salary stoppages.
- **Legal Precedent:** Initiated Sec 34 BCEA recovery for 664 days of unrendered service.
- **Finality:** Concluded stalled Schedule 8 investigations, clearing organizational "deadwood."

### 3 ADMIN & BENEFITS

#### 3.1 Granular Accountability

The **Daily Transaction Log** has eliminated "pre-emptiveism" and identified key bottlenecks.

- **Efficiency:** 30% increase in benefits resolution rates for pension/medical aid queries.
- **Intervention:** Navigated the "Doctrine of Necessity" during bank account freezes.

### 4 SKILLS DEVELOPMENT

- **Compliance:** 100% submission rate for 5-Year EE Report and WSP to LGSETA.
- **Technical:** RPL Plumbing Level 4; 40+ staff trained in Disaster Risk Reduction.

### 5 SCORECARD HIGHLIGHTS

Key Performance Indicator	Status
Fiscal Savings (S62 MFMA)	<b>R450k+</b>
Records Digitization (Phase 1)	<b>100%</b>
WSP/EE Submission (LGSETA)	<b>Achieved</b>
Daily Log Compliance*	<b>91%</b>

\*Excl. Recruitment outliers: L. Bhengu & S. Sithole.

### 6 FUTURE OUTLOOK

1. **Headcount:** Physical "wall-to-wall" verification with Provincial Treasury.
2. **ICT Stabilization:** Migration to stable HRIS/ESS.
3. **Tribunals:** Finalizing all pending cases.

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